
2008-2009 Year End Report to the Board

This report supplements the 2008-2009 midyear report to the Board submitted in January 2009 (text of that report is attached). Section One provides a compilation of the work of the board. Section Two provides a review of the work plans for District Office administration including the three Board of Education goals. Section Three is a superintendent's narrative of other significant items affecting the School District. Section Four is a progress update on the District's Long Range Plan. Section Five includes artifacts supporting activities of the superintendent's office.

Section I: Summary of Official Board Meetings/Action

15 Meetings (including planning session)

51 Worksessions/Hearings:

6 Board business (goals, AASB, evaluations, Board member replacement etc.)

4 Budget

3 Legislation

3 Federal stimulus funding

3 Policy review

1 Hiring/staffing updates

10 Hearing of Delegations

Other:

Alaska Performance Excellence, assessment, Board member orientation, Board/association presidents discussion on superintendent vacancy, Borough/Assembly relations-next steps, career and technical education, District Instructional Team briefing, endowment, enrollment projections, hockey and village schools, Kaleidoscope Charter School reapplication, One Stop Portal demonstration, professional development software demonstration, Response To Intervention, Social Studies Curriculum, superintendent vacancy update, United Way, World Language Curriculum

8 Student waiver requests (HSGQE)

22 Awards presented

19 Reports (lease, financial, annual, assessment, goal progress, enrollment, etc.)

3 Resolutions

16 School reports

59 Policy and administrative regulation revisions

39 General public comments plus dozens of comments on Board action items

5 Policy Review Committee meetings (including the June meeting)

4 Charter School Oversight Committee meetings (including the June meeting)

Section II: District Office Work Plan Progress

Refer to 2008-2009 Midyear Report for other specifics.

Board Goals

Updates:

Develop Individual Learning Pathway

- Template developed by counselors for use in 2009-2010

Increase Graduation Rate/Decrease Drop-Out Rate

- Students identified and services targeted

Increase Parent/Community Engagement

- Communications position unfilled for most of the year, contracted for specific services
- Increased internal capacity for immediate posting on website (volcano, swine flu, etc.)

Projects

Completed:

- APEX Application
- Autism Primary Classroom Opened and Autism Cadre developed
- Background checks for volunteers (moves Districtwide in fall 2009)
- Educational Technology Planning (significant Ed Tech inservice in fall 2009)
- Election transition
- Federal program reorganization
- Future network needs (HEA/ACS contract to be implemented over summer)
- Gifted Plan of Service revision
- IRS 403(b) mandate (tas sheltered annuities) implemented
- Legislative work – education funding District Cost Factor Commission (Dave Jones named to statewide committee)
- Nanwalek teacher housing (Construction to be completed in September 2009)
- Policy review of Section 2000, Administration and Section 3000, Business and Noninstructional Operations
- Professional Development Plan implementation
- Professional Learning Communities established
- Response to Intervention (RTI) implementation
- Skyview building utilization
- Social studies curriculum revision
- World languages curriculum revision

Needing Further Work:

Fourth through sixth grade standards based reporting system development

- plan completed, software needs to be purchased, ;ilot prouect needed first

Health curriculum implementation

- middle school implementation being reviewed for 2009-2010

Lifeskills and transition program development

- transition training in May, work to be continued in 2009-2010

Negotiations with KPAA, KPEA, and KPESA

- at mediation stage with KPEA and KPESA, expected completion in August 2009

Student information system upgrade

- continuing to review products, blog developed for input, gradebook issues

Tyonek teacher housing

- construction delayed to summer 2010

Other Work Priorities:

Several items were noted in the midyear report as other work priorities; those items that were not planned for in the work plan process but took substantial time/energy throughout the first part of the year. Below is a similar list for second semester:

- Funding at the cap
- Mt. Redoubt volcano erupts
- Seward bridge closure
- Superintendent selection and transition
- Administrative hires (13 to date)
- Swine flu (H1N1)
- Accident involving KCHS families/students
- Possible strike by First Student bus drivers
- Pledge survey
- Wiring building for "wireless"
- Stimulus package funding
- East End road fire
- Scarlet Fever case

Section III: Superintendent Comments:

Ten years ago when I was fortunate to begin this Superintendent tenure I could not have predicted where the district would be today. Some themes of my leadership have emerged over this decade:

Achievement: From the very beginning student achievement has been the focus with the expectation of all students performing at grade level or having a personalized learning remediation plan with appropriate support. This has blossomed to the goal of individualized learning plans for each student to reach his/her highest personal potential during the 2008-2009 school year with an reemphasis on the creative arts and civic responsibilities as basic skills for students. The term “jury ready” is used to identify the goal of graduates. Specifically, the District is working toward preparing students who can distinguish fact from opinion, weigh evidence, listen with both head and heart, wrestle with sometimes conflicting principles of mercy and justice, and work to see the truth with others. The shifts occurring in the last decade to assist in this process have been from attention on teaching to attention on learning as well as a change from emphasizing individual accomplishments to facilitating collaboration and teamwork.

Accountability: Expecting personal responsibility for actions and behavior at all levels has been important. The District’s ability to collect, analyze and apply data because of our technology infrastructure has made an incredible difference for students and parents. Authentic conversations and feedback to students and employees has been a hallmark of improvement. During the 2008-2009 school year, the need for transparency and need to “prove” good stewardship of buildings, programs, and resources has manifested itself in the implementation of programmatic staffing. Over the last decade, special deals have been replaced by equitable treatment for similar-sized schools and a shift from the “big bad District” to a district model of support and responsiveness to school needs.

Adaptability: School districts need to change quickly and positively when new data and information are received indicating a need to change. A shift to a continuous improvement mindset is evident throughout the District with reflective evaluations and conversations occurring. No where is this more evident than in the technology infrastructure built nine years ago and unparalleled in school districts throughout the country. Anytime, anywhere learning is here to stay and the federal stimulus money used for making each of our schools wireless will improve our abilities even more. During the 2008-2009 school year, blogs, Googleapps, twitters, smartboards, blackberries, and small laptop computers all became common in schools. We adapt and utilize the emerging technologies as appropriate. The attention this year to the preparation, writing, and participation in follow-up feedback on the Alaska Performance Excellence (APEX) program afforded laser-like attention on the processes throughout this quality organization.

In my original 1999 presentation to the Board of Education, after my selection as Superintendent, I said that the first few years would be a time of transition. That transition has never stopped. The emphasis on relationships, the conversation about rigor, and the need to assure sustainable resources has progressed quite far and will need to continue. As this year closes out, I wish to say thank you to those who have made it their goal to make a special difference in the lives of children. Individually and together we provide support, advice, and education to youngsters on the Kenai Peninsula. These youngsters are quickly becoming the leaders of our cities and nation and they are well prepared for that challenge.

Section IV: Long Range Plan Update

Kenai Peninsula Borough School District Plan on a Page 2007-2012

The mission of the Kenai Peninsula Borough School District, in partnership with its richly diverse communities, is to develop creative, productive learners who demonstrate the skills, knowledge, and attitudes to meet life's challenges, by providing stimulating, integrated learning opportunities in a safe, supportive environment.

GOAL	FOCUS	ACTION AREAS	2007-2009 (blanks indicate no significant progress during this time period)
Organizational Excellence Prepare students to thrive in 21st Century global economy and security	Rigorous and comprehensive curriculum	<ul style="list-style-type: none"> 21st Century skills 	<ul style="list-style-type: none"> Administrator meetings, Jan. 19 inservice, pilots in classrooms/schools
	Collaborative use of assessments	<ul style="list-style-type: none"> Data warehouse Proficiency or plan for improvement Formative assessment Response to Intervention Graduation rate Standards based report cards 	<ul style="list-style-type: none"> Exploring options Required for all students below proficiency _____ Implemented districtwide Research, attention at school level, emphasis on engagement Continued work at 4-6, piloted at River City
	Accountability	<ul style="list-style-type: none"> Standards of evaluation Time for staff interpretation of data Professional development Systems to empower all levels 	<ul style="list-style-type: none"> Summer work on certified, next year work on admin. _____ Implemented PD plan w/site liaisons, DW inservice in fall _____
	Class sizes and instructional strategies	<ul style="list-style-type: none"> Co-teaching Class sizes Similar offerings at similar schools Staff understanding of literacy and learning 	<ul style="list-style-type: none"> Continued training w/school level followup Programmatic staffing Expanding opportunities through online delivery _____
	Community involvement	<ul style="list-style-type: none"> Expand interactions with public Public service projects Career partnerships Talent bank Cultural awareness Community learning hub 	<ul style="list-style-type: none"> Regional meetings w/site council _____ Expanded tech prep agreements to UAA _____ _____ _____

Organizational Improvement Enhance value and quality of personnel and services	Staff capacity	<ul style="list-style-type: none"> • Job/responsibilities study • Professional development plan • Effective practices list • Counselor/student ratio • Staffing for interventionists 	<ul style="list-style-type: none"> • RFP completed • Implemented • _____ • Changed to 1:250 from 1:350 • Seven hired at elementary and high school
	Involvement of families	<ul style="list-style-type: none"> • Workshops for parents • Understanding parent responsibilities • Transitions between schools • Regular communication 	<ul style="list-style-type: none"> • _____ • _____ • _____ • Newsletter template information for volcano, swine flu, etc.) • Letters from Board requesting input on goals
	Communication	<ul style="list-style-type: none"> • Employees as ambassadors • User friendly, timely information • Public engagement activities • Solicit ideas from employees • Site councils • Website as main communication • Sharing between schools 	<ul style="list-style-type: none"> • _____ • Regular schedule of web updates • Activities related to "funding to cap" • Suggestion box added to website • Regional meeting, attendance/training as requested • Group trained on immediate posting • Collaboration Jan. 19 inservice, summer forums set up
Organizational Responsiveness Flexible organization	Choices for students	<ul style="list-style-type: none"> • IEPs and accommodations for many • Standards based options within high schools • Menu of options available to all • Flexible offerings, facilities use 	<ul style="list-style-type: none"> • Began with freshman and those below proficiency • RCA and small schools • Course options and tech prep agreements formalized • Early bird classes to be added, RCA at Skyview
	Determine future needs	<ul style="list-style-type: none"> • Long range consolidation plan • Review building utilization • Environmental conservation plan 	<ul style="list-style-type: none"> • _____ • Skyview, Tustumena reviewed, portables moved • Offset of energy costs
	Technology	<ul style="list-style-type: none"> • Expand integration and implementation • Instructional technology support • Adopt emerging technologies 	<ul style="list-style-type: none"> • SMART boards, 1 on 1 initiative at 2 schools, wireless • _____ • _____
Organizational Sustainability Viable vibrant focused regardless of personnel changes	Monetary resources	<ul style="list-style-type: none"> • Assembly – sources/levels • New revenue streams • Development/grant office • State forward funding • Positive state and federal relationships 	<ul style="list-style-type: none"> • Election transition • Endowment • _____ • Dave Jones appt. by Governor Palin to DCF Committee • Stimulus money/plan
	Efficiency	<ul style="list-style-type: none"> • Wellness plan • Student nutrition 	<ul style="list-style-type: none"> • Increased participation • _____
	Attracting and retaining quality personnel	<ul style="list-style-type: none"> • Diverse ethnicity/cultural recruitment • Review honors, recognition • Comparable salaries/benefits • Rewards for innovation 	<ul style="list-style-type: none"> • Expanded candidate pool (outside economy helped) • _____ • Negotiations • Pilots in wireless, etc. supported w/ money and training

Section V: Artifacts

In a District of data driven decision making, reviewing evidence is a priority. This last section of the Year End Report provides a variety of items that represent work of the Superintendent's Office that provide evidence of leadership.

Writings:

Back to School Message, Peninsula Clarion, August 2008

[Activating the Desire to Learn](#)

[Do It Right: The New Book of Business Etiquette](#)

[It's Your Ship: Management Techniques from the Best Damn Ship in the Navy](#)

[Mobilizing the Community to Help Students Succeed](#)

[My Reality Check Bounced! The Gen-Y Guide to Cashing in on Your Real-World Dreams](#)

[Real Life - Preparing for the 7 Most Challenging Days of Your Life](#)

[The Case for Servant Leadership](#)

[The Instructional Leader's Guide to Informal Classroom Observations](#)

[The Speed of Trust: The One Thing That Changes Everything](#)

[Web Literacy for Educators](#)

[Alaska Performance Excellence Award Application](#)

Presentations (attached):

Administrator Meetings:

8/6/08 [Building a Solid Foundation Through Shared Leadership](#)

9/24/08 [Working the Work](#)

4/29/09 [The Global Achievement Gap](#)

11/5/08 [Rotary Club - Building on a Solid Foundation](#)

District Awards:

[National School Boards Association and American School Board Journal Magna Award](#)

Other:

Usual and customary activities:

Attendance at AASA (Superintendent's Association) fall state conference, and spring national conference

Chaired AASA Superintendent of the Year Selection Committee

Presentations to service clubs and chambers of commerce

Monthly meetings with Borough Mayor's Office

Weekly meetings with School District Leadership Team

Direct supervision of thirty nine site level administrators

Attendance and additional supervision at student activities

Attendance at community events

Chaired Book Talk for KPBSD female administrators

Caring for the Kenai awards banquet

Conducted leadership team retreat
Conducted three District wide parent, site council, volunteer trainings
Mentor for UAA Superintendent's Intern Program
Class presentations as requested
Site council presentations as requested
Grievances and hearings as needed
Monthly meetings with Kenai Peninsula College director
School and classroom visits
Met regularly with media representatives
Board candidate orientation and new board member briefing
Monthly peninsula Child Study Team meetings
Monthly meetings with Tri-Borough Anti-Gang Task Force and Intervention subcommittee
Weekly meetings with School Board president
Participation and testimony at State Board of Education meetings
Project GRAD quarterly meetings
Community briefing and supervision of hiring process for new-to-position administrators for 2009-2010

- District Office (superintendent, assistant superintendent – instruction, pupil services program coordinator)
- Changes to Moose Pass and Port Graham administrators
- West Homer Elementary principal
- Soldotna High School assistant principal
- Tebughna Elementary/High principal/teacher
- Nanwalek Elementary/High principal/teacher
- Elementary assistant principals
- Kenai Alternative High principal
- Kenai Central High School assistant principal
- Seward High School principal

[2008-2009 Midyear Report to the Board \(attached\)](#)

New Activities:

Department of Education and Early Development Instructional Audit Meeting
Energy Award presentations at schools
DVD development and presentations at schools for United Way
Participation in Education Summit sponsored by the Department of Education and Early Development
Federal Department of Agriculture site tours
APEX Level II feedback meeting