

# FY12, Collaboration Leading to Effective Instruction

Presentation to KPBSD Board & Administration

March 28, 2012

Steve Atwater, Superintendent

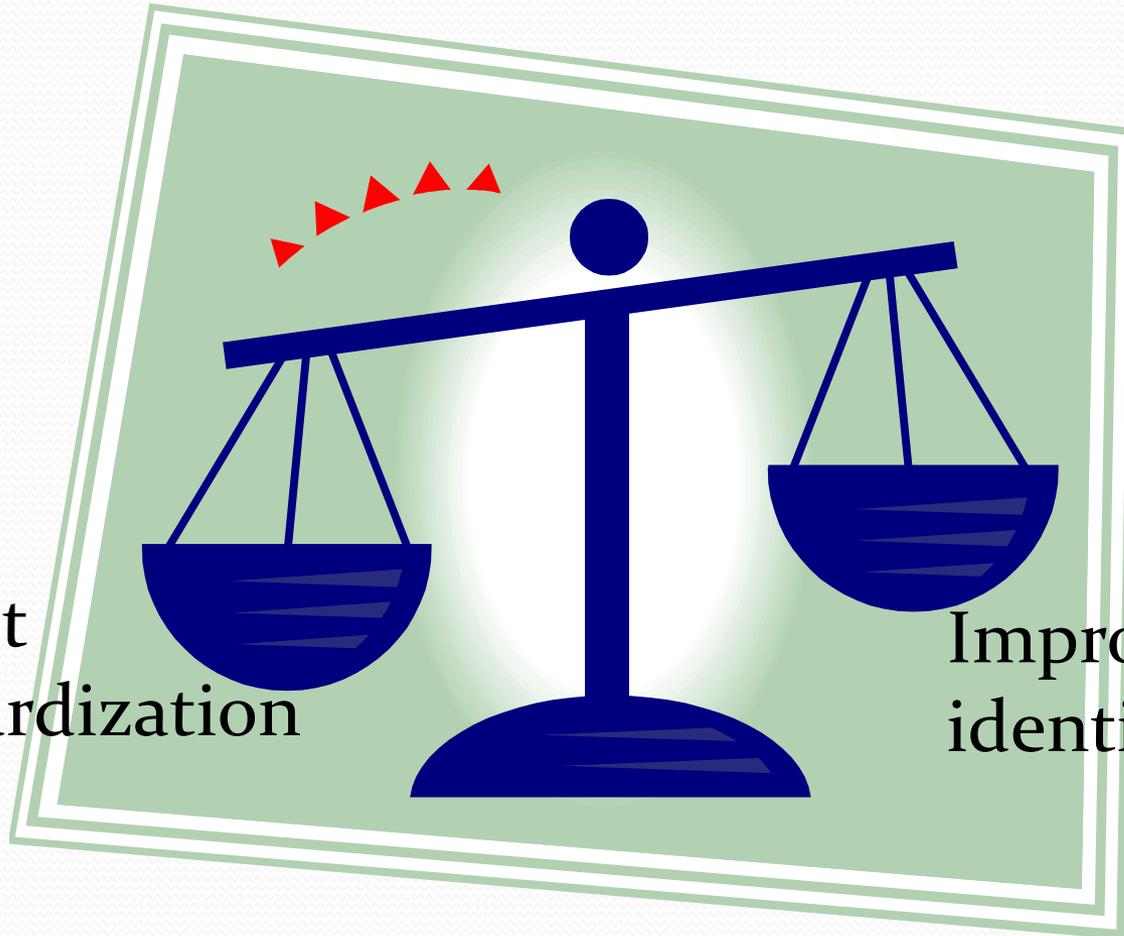
# Getting Started

- Background to guide our vision- highly reliable organizations
- Process for Revising our five year plan
- Considerations for our vision
- District News

Stretch goal for district is to become a highly reliable organization (HRO)- today is about continuing to create the path to get there by planning for tomorrow

# An HRO depends on attaining the right balance

District  
Standardization



Improvisation/site  
identity

# What does a HRO include?

Dual bottom line

Centralized  
procedural  
control

Combining  
opposite  
operating modes

Flexibility for  
situational  
improvisation

# What does a HRO include?

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## Dual Bottom Line

- Focusing on a few goals
- Common definition of success and cost of failure
- What should we never let happen?
- Achievement goals and avoidance goals

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# What does a HRO include?

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## Centralized Procedural Control and Standardization

- Standardization is a prerequisite for reliability
  - Must include willingness to recognize opportunities for improvement (OFIs)

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# What does a HRO include?

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## Flexibility for Structural Improvisation

- This does not equal freelancing
- Collaboration must drive the flexibility-cannot have a teacher going rogue- need to use collaborative processes to vet improvisation
- Principal should expect natural differences in instructional approach

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# What does a HRO include?

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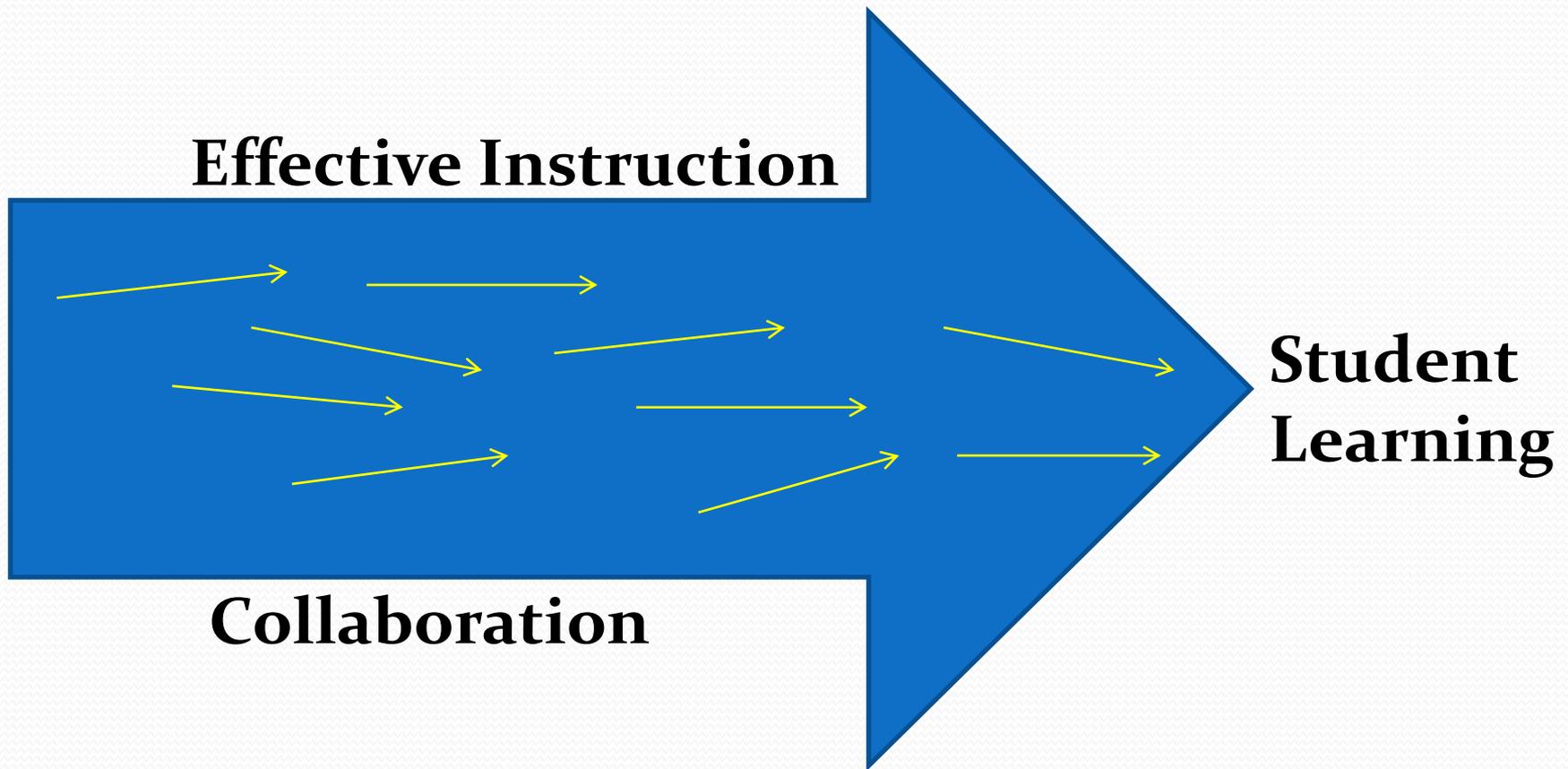
## Combining Opposites Operation Modes

- Can shift between modes- but they depend on each other
- Shared understanding that some procedures will not always work
  - Define what failure is

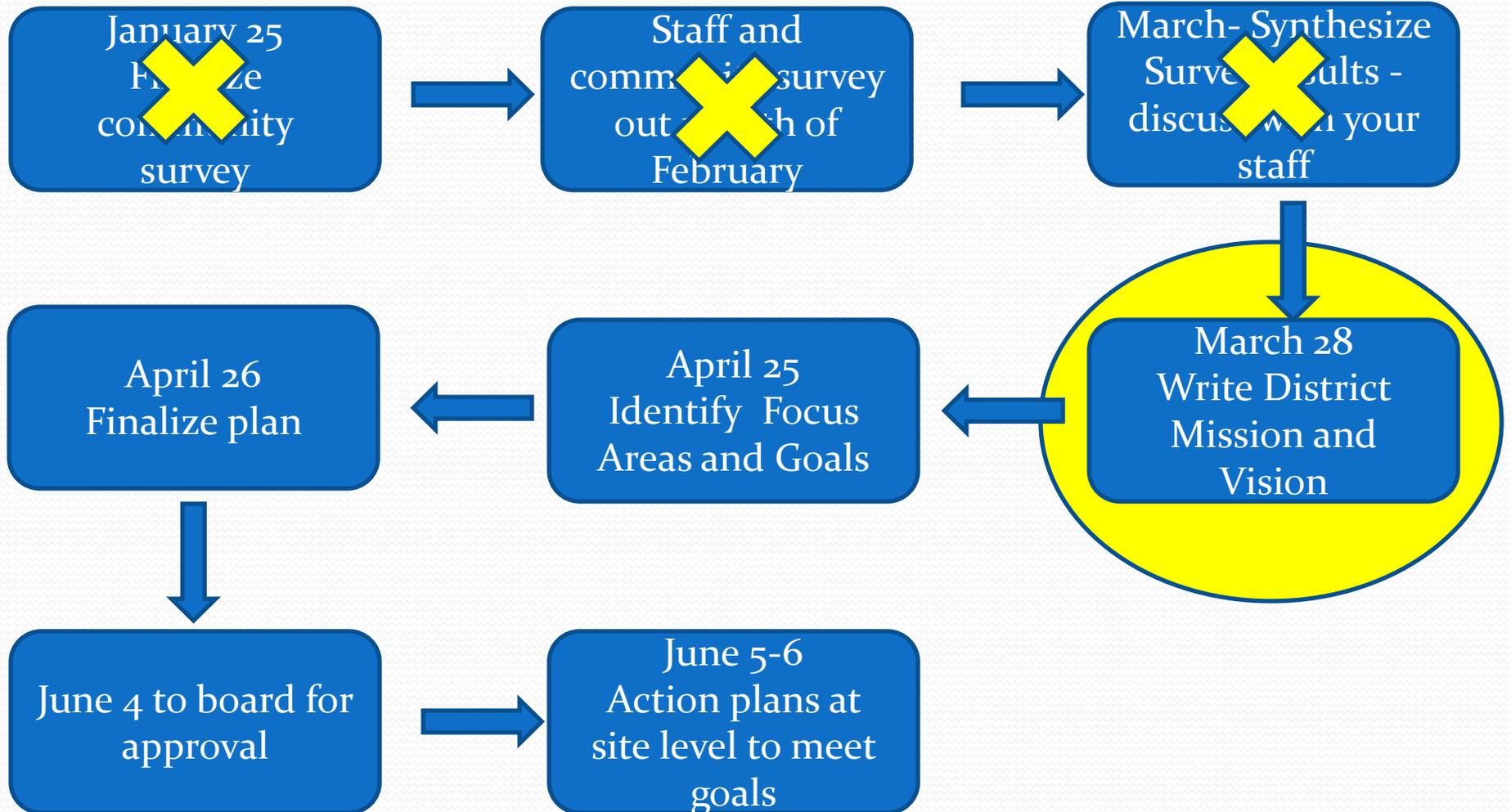
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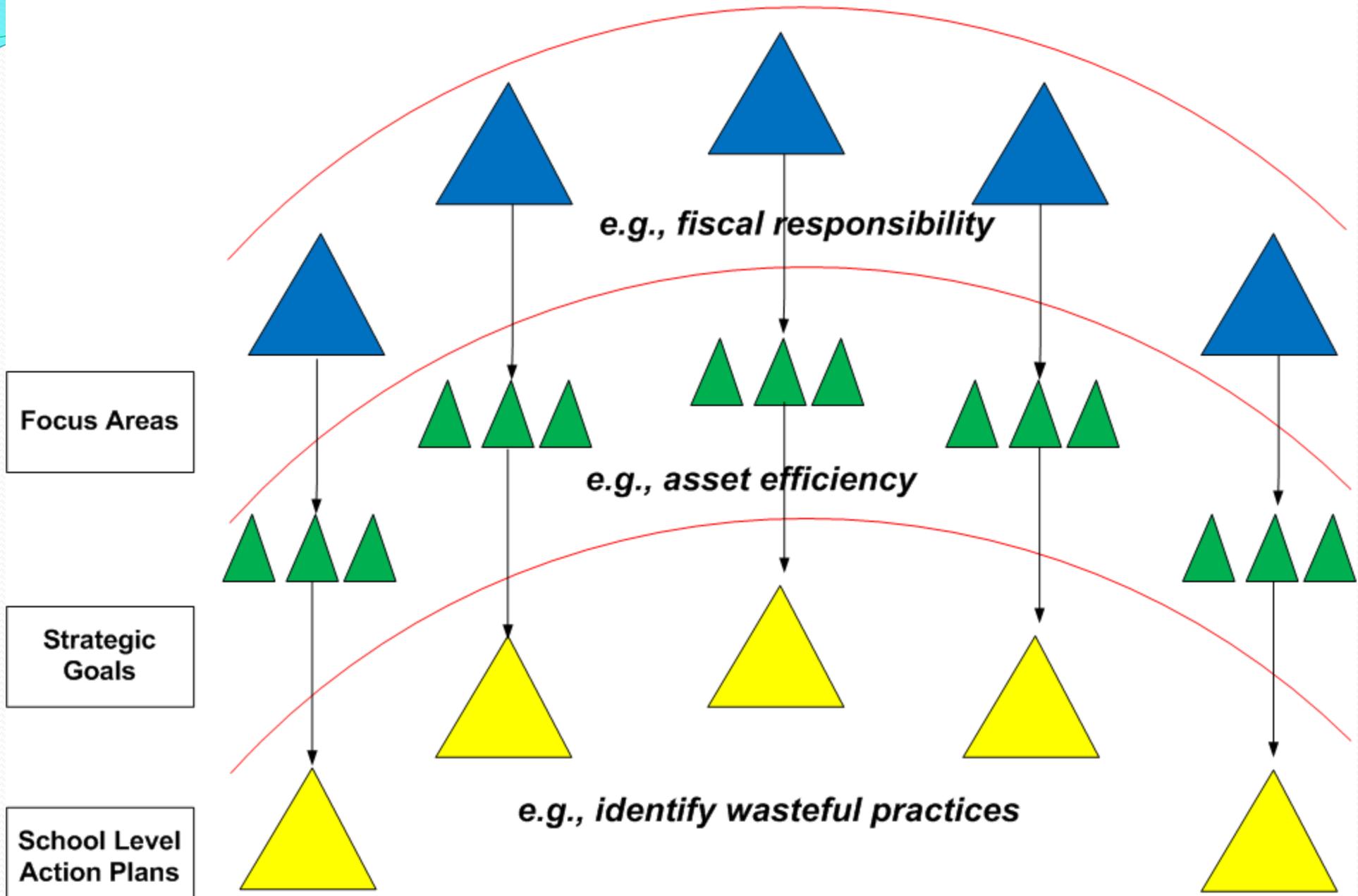
# KPBSD as a highly reliable organization



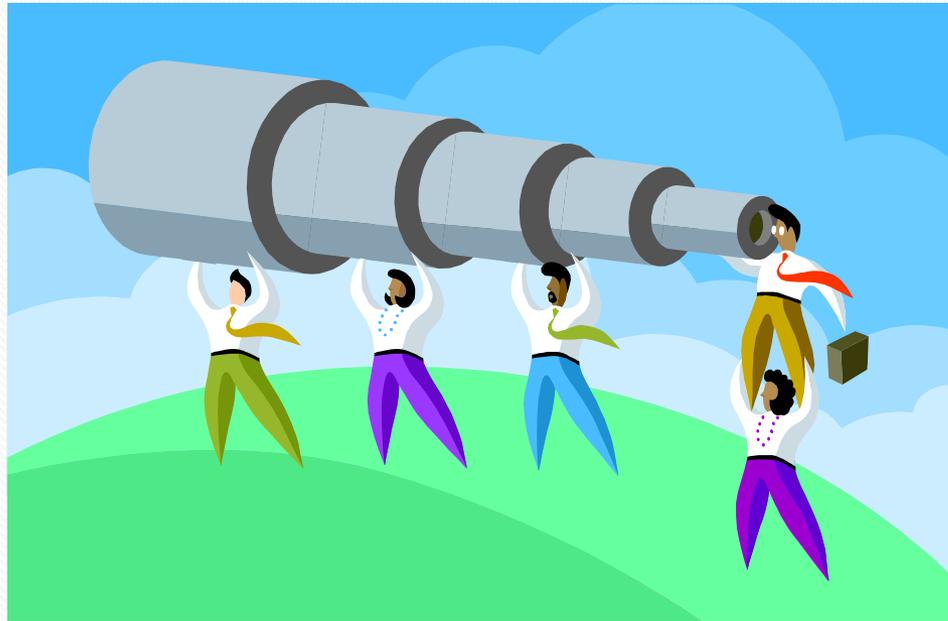
# Process for the Revision of our Five-Year Plan



# KPBSD Mission and Vision



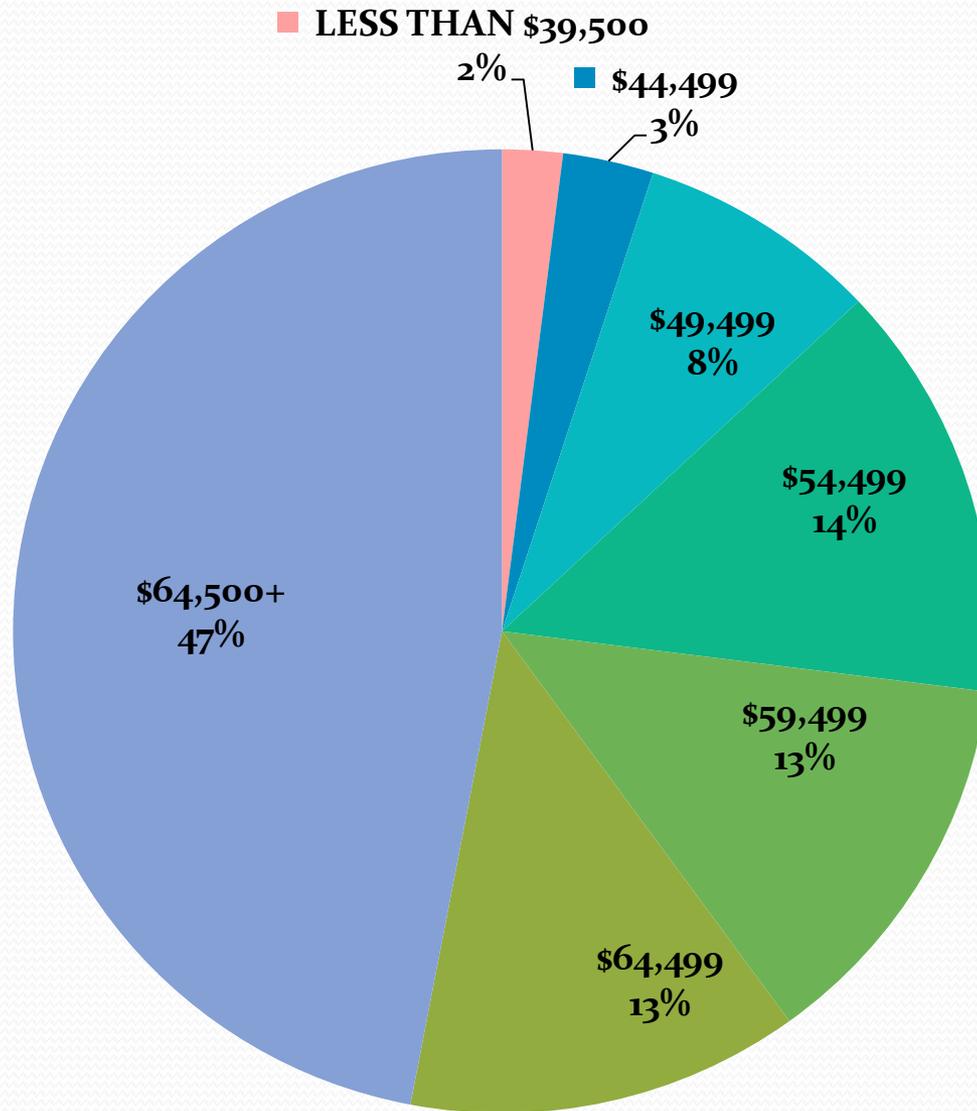
Vision-what must we become to accomplish our fundamental purpose?



# Facts to Consider for our Vision

- Our Graduation Rate is not improving at a very fast rate
  - Importance of school/teacher-student relationship- how to improve this?
  - CTE- how is this affecting student engagement/relationship with school?
- Enrollment is declining- looking ahead, what will we not do in the future? Is it just a matter of increasing PTR?
- Teachers as facilitators of learning and less delivers of content
- Teachers no longer the strict guardians of content, the changing role of a teacher- do we continue to configure our schools as they are today?

# KPBSD Teacher Salary Distribution



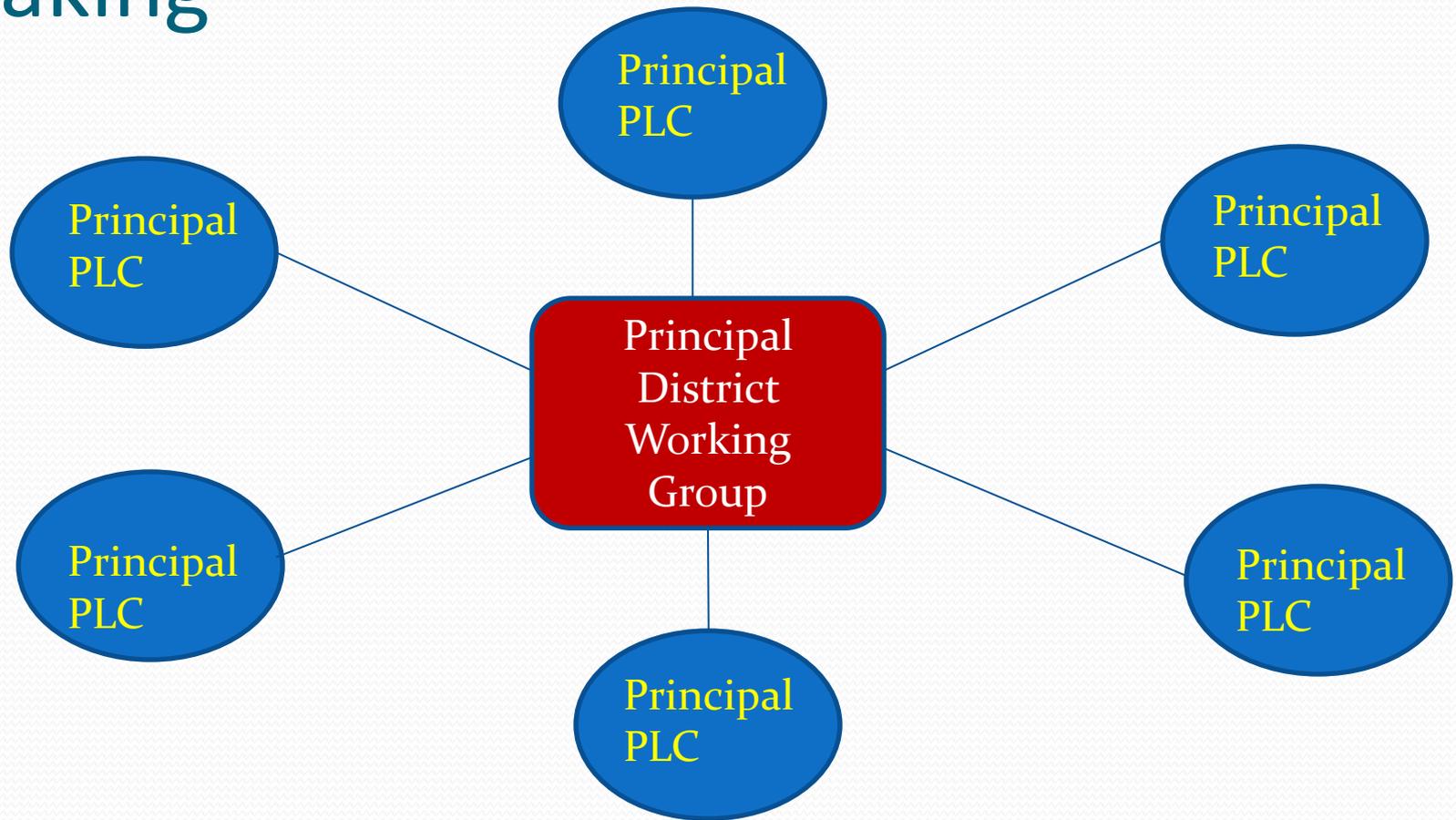
■ % OF TEACHERS LESS THAN \$39,500  
■ % OF TEACHERS EARNING \$44,500 - \$49,499  
■ % OF TEACHERS EARNING \$54,500 - \$59,499

■ % OF TEACHERS EARNING \$39,500 - \$44,499  
■ % OF TEACHERS EARNING \$49,500 - \$54,499  
■ % OF TEACHERS EARNING \$59,500 - \$64,499

# District News

- Leadership Team Visit to Sites
  - Begin next month, extend into the fall
  - Communicate to teachers district mission and vision (results of today)
  - Share district level initiatives for FY13
  - Put a face to a name for leadership team members

# Improving Communication and Decision Making



# District News

- End of year check outs- need appointment (June 8 late afternoon only)
- Regional Inservices to kick off the year in August
- FY13 revenue levels still unknown- need to continue to champion all of our positives
- Hard to fill non-tenured contracts brought forward to the board on Monday
- Board Secretary/Superintendent Assistant is posted
- BP Teacher of the Year Finalists:
  - K Melissa Cloud - West Homer Elementary
  - Shellie Worsfold - West Homer Elementary
  - Sean Campbell - Homer High School
  - Patrick Nolden - Soldotna High School

Planning, you have to see the whole picture



# M3 Planning

- Experience with strategic planning working with education, government, nonprofit, for profit, health care, church
- Based in Reno, work all over the country
- Will facilitate today and the coming two sessions
- Erica Olsen & Kim Perkins