FY12, Collaboration Leading to Effective Instruction

Presentation to KPBSD Board & Administration

March 28, 2012

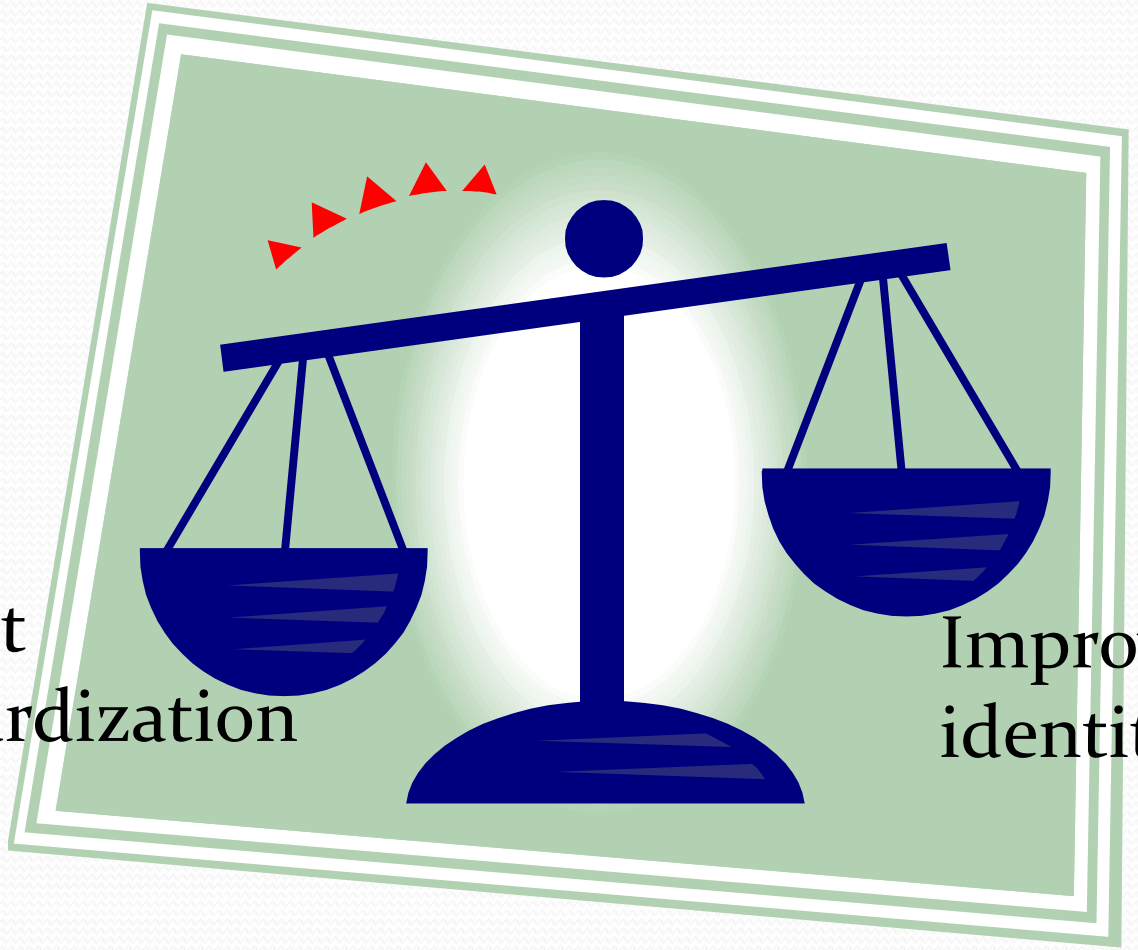
Steve Atwater, Superintendent

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?

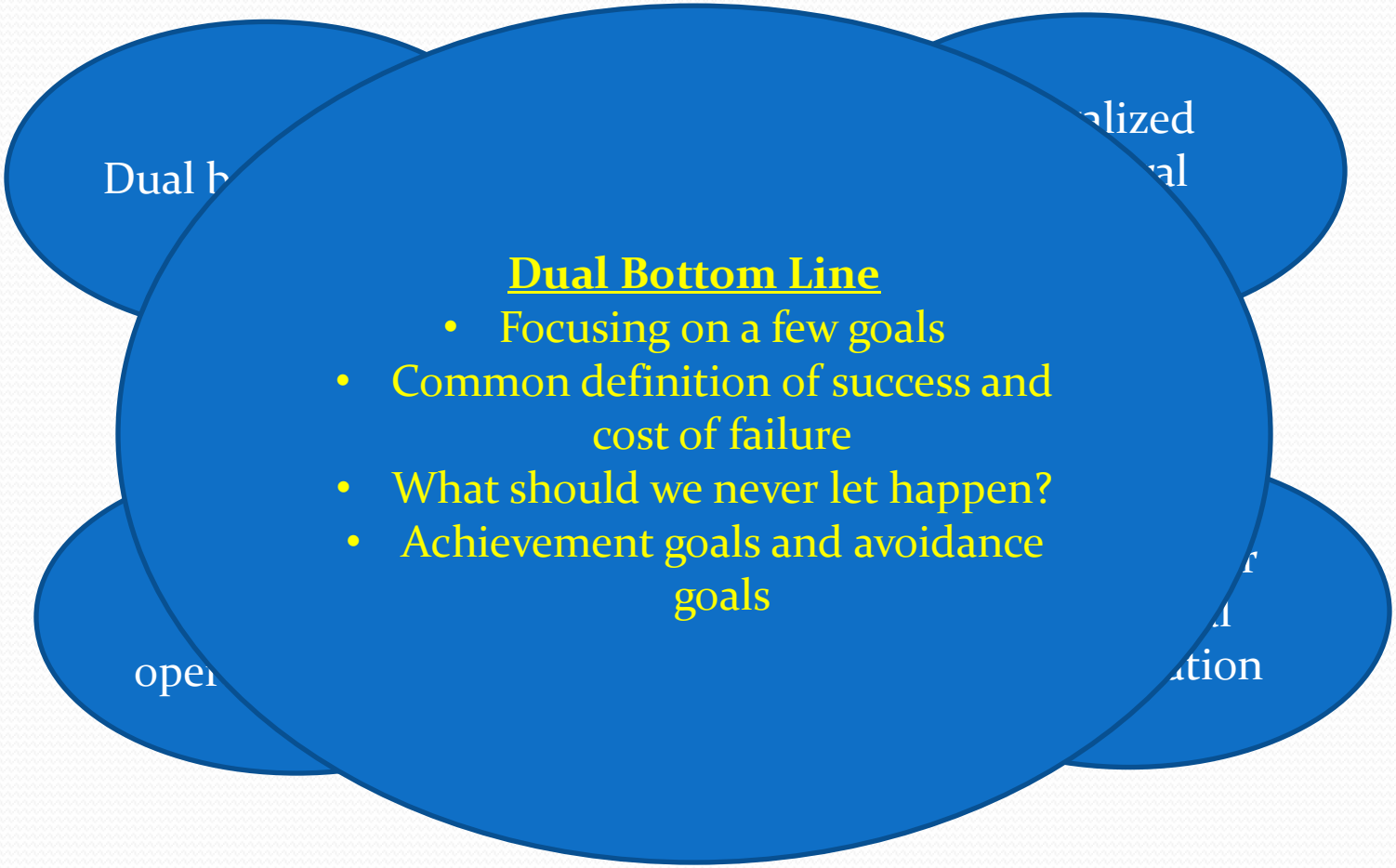
Dual bottom line

Centralized procedural control

Combining opposite operating modes

Flexibility for situational improvisation

What does a HRO include?



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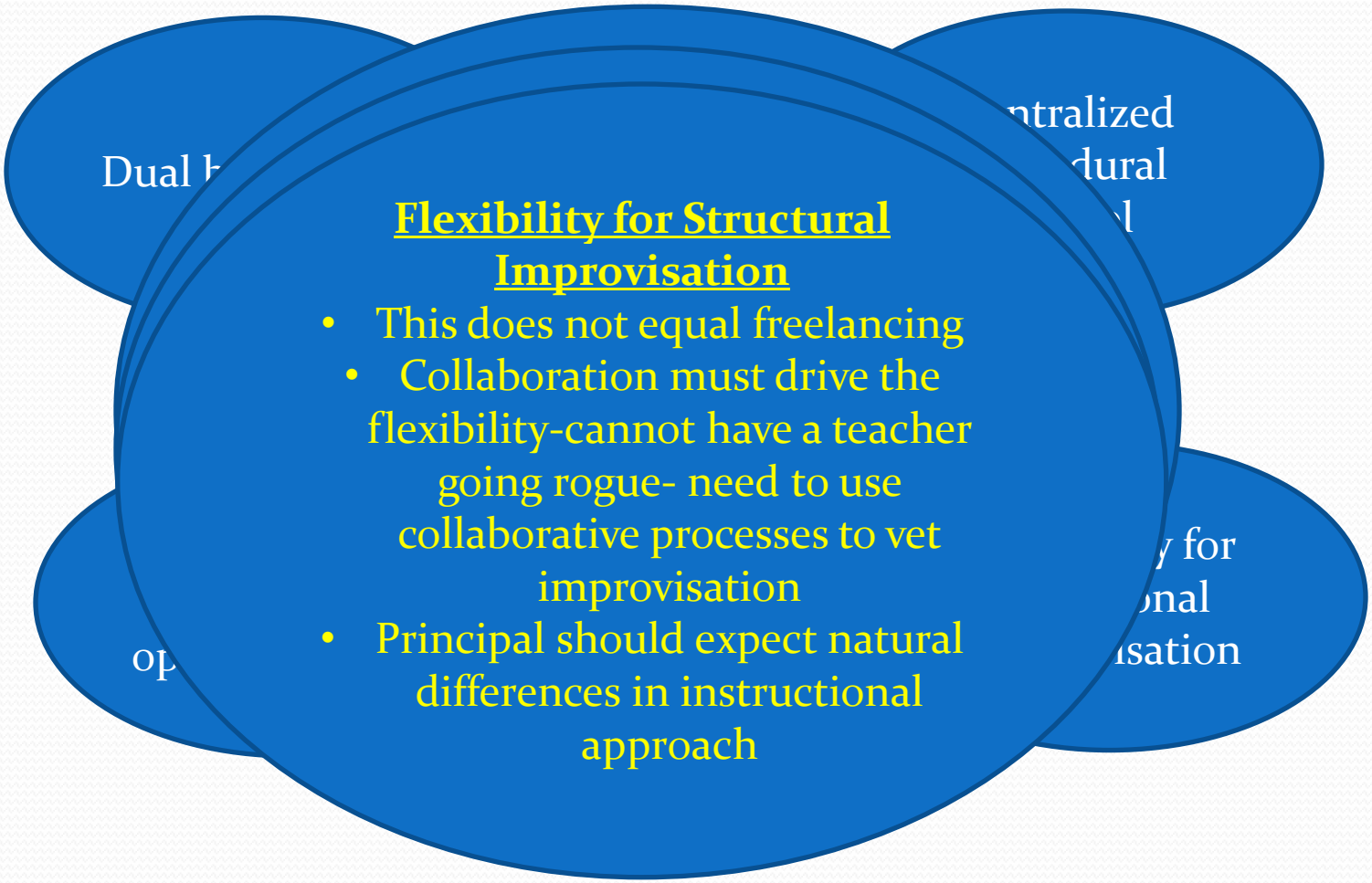
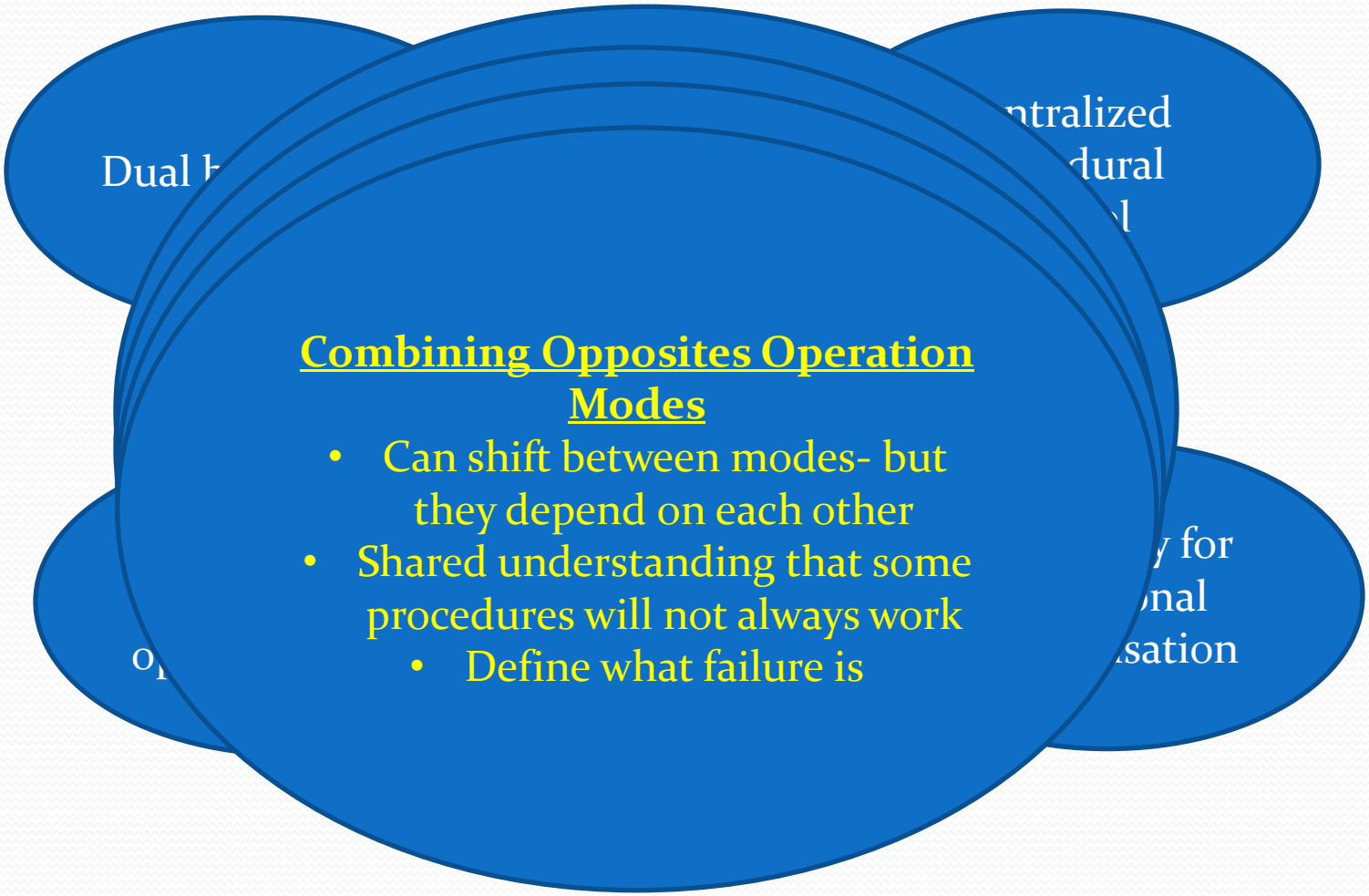
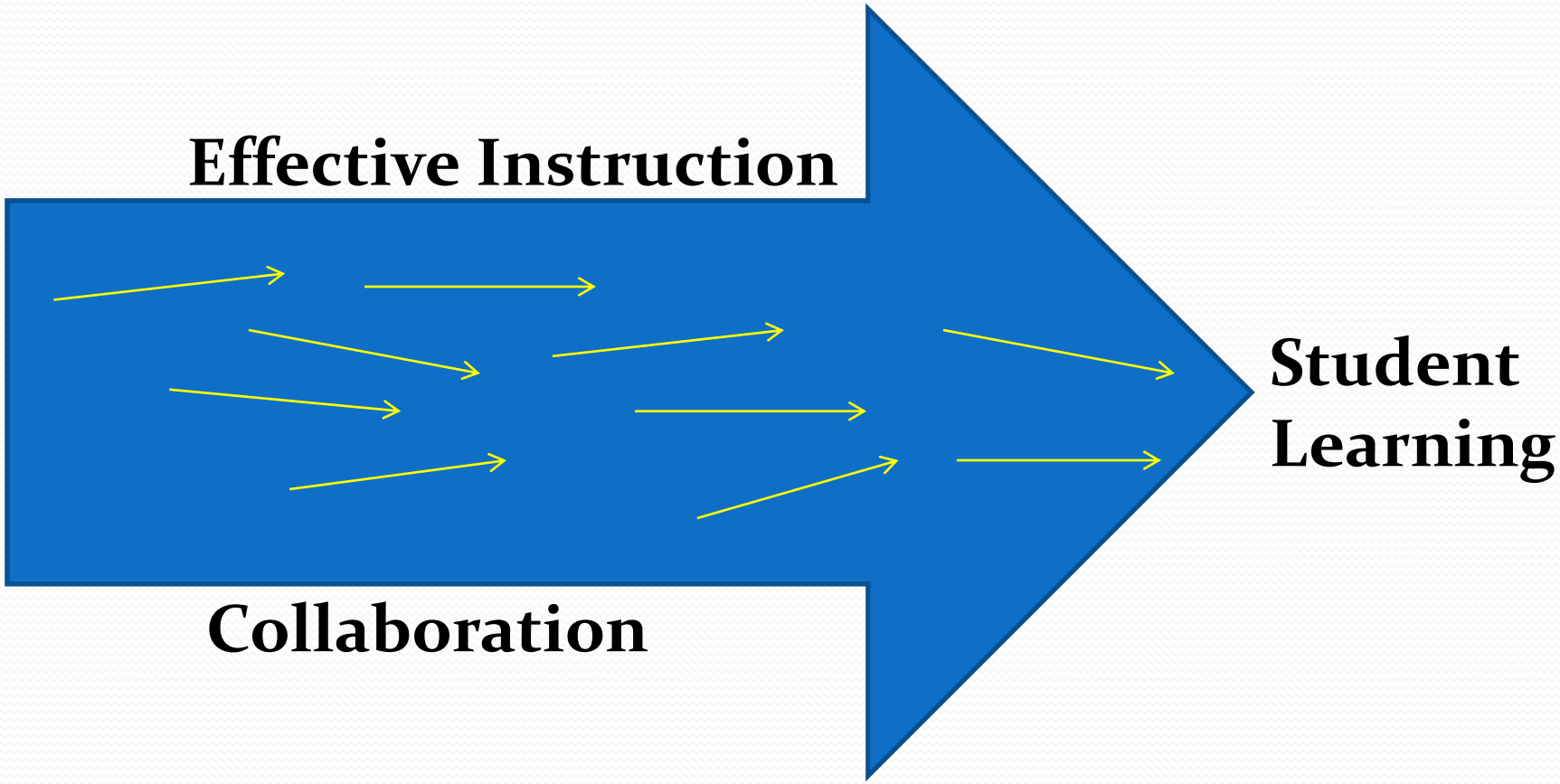


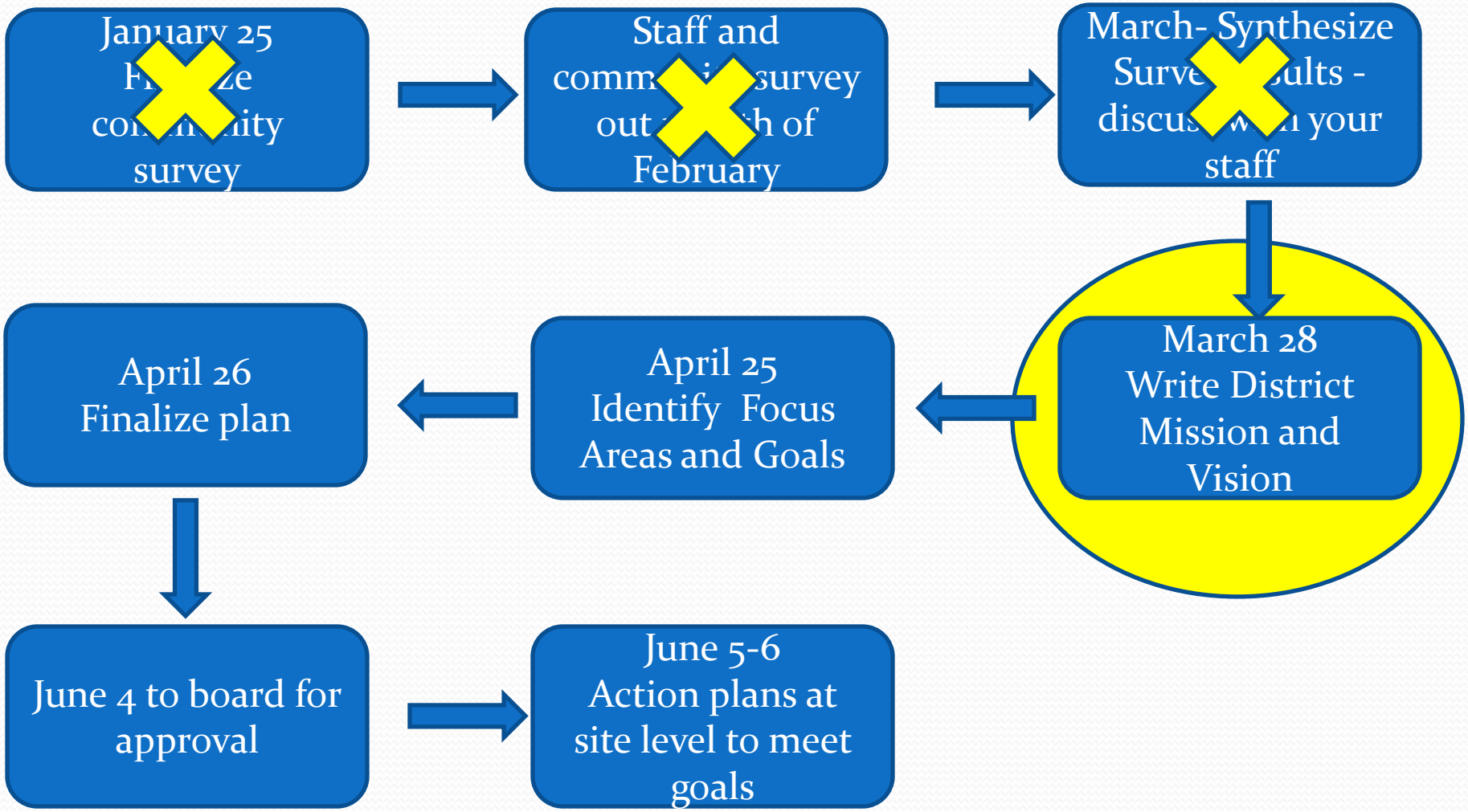
What does a HRO include?



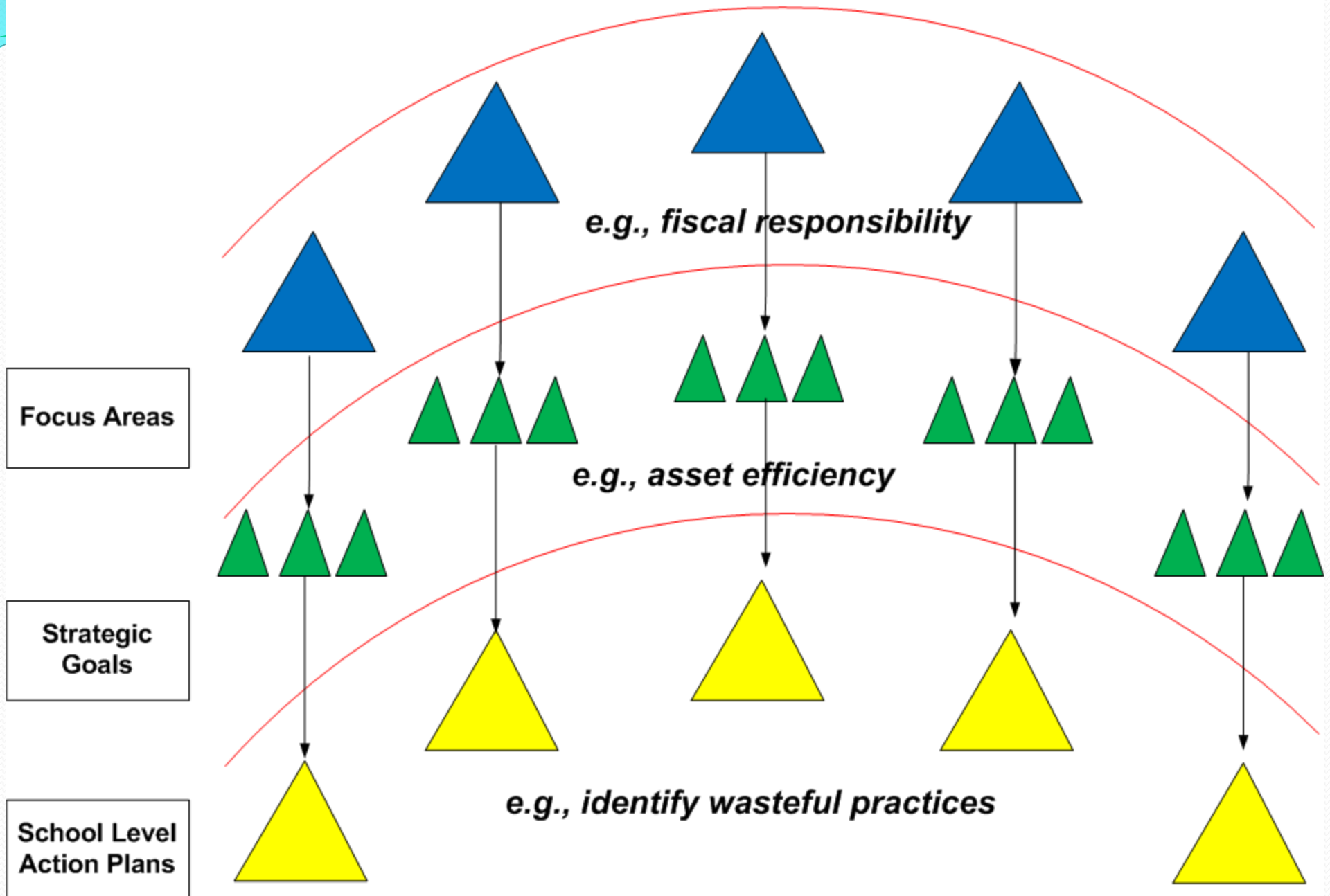
KPBSD as a highly reliable organization



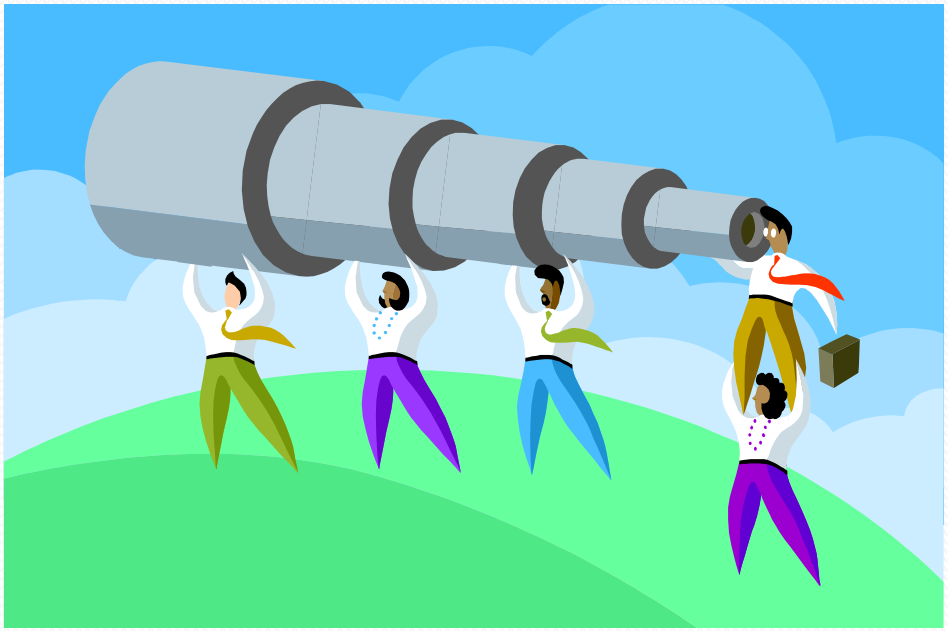
Process for the Revision of our Five-Year Plan



KPBSD Mission and Vision



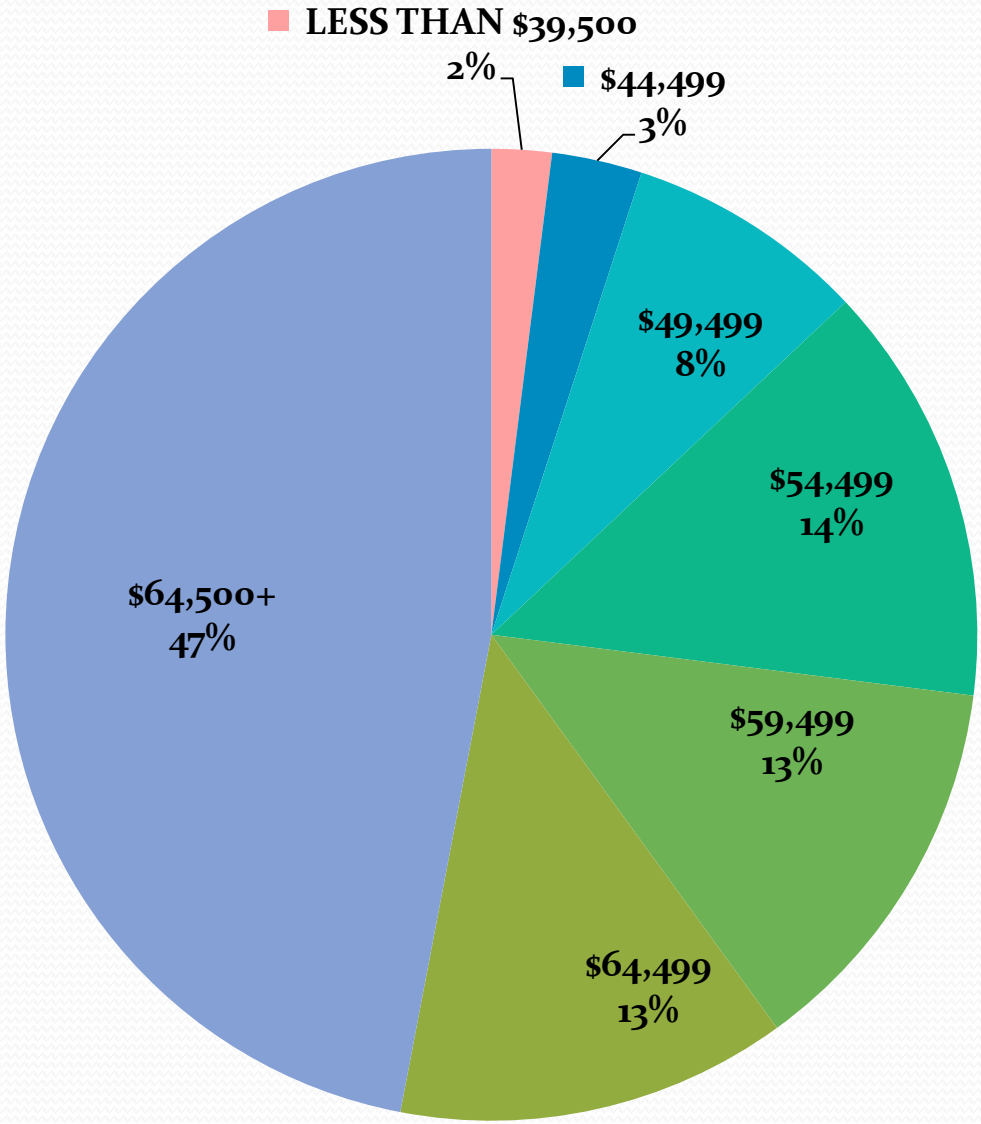
Vision-what must we become to accomplish our fundamental purpose?



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

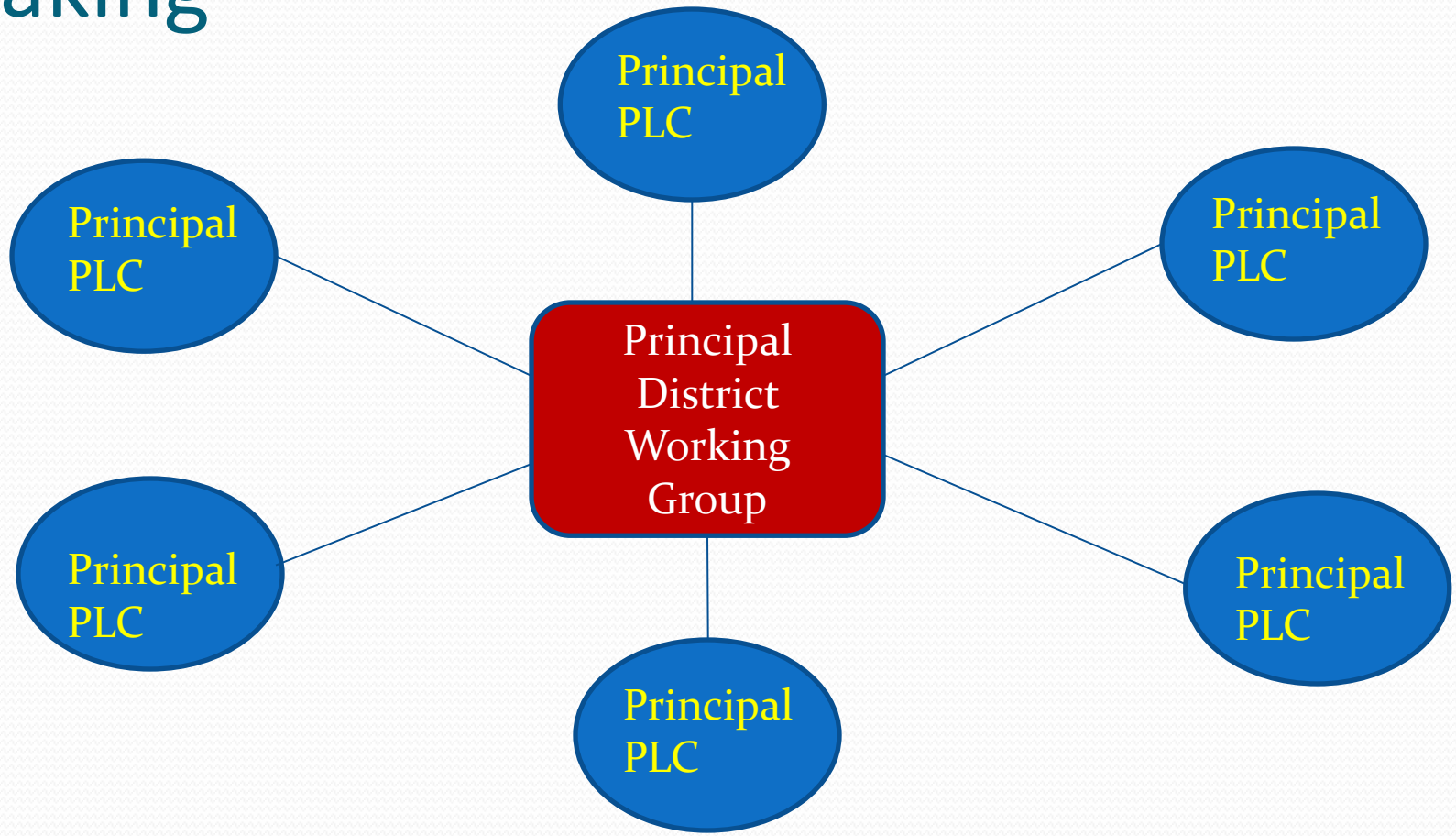


% OF TEACHERS LESS THAN $39,500
% OF TEACHERS EARNING $39,500 – $44,499
% OF TEACHERS EARNING $44,500 – $49,499
% OF TEACHERS EARNING $49,500 – $54,499
% OF TEACHERS EARNING $54,500 –$59,499
% OF TEACHERS EARNING $59,500 - $64,499

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