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| District Goal: (What district goal does your site goal support?)[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.](https://app.mystrategicplan.com/planning/dept_goals#objective/edit/id/215499) |
| Current Reality: (Include your starting data or baseline information here.)During the 2014-15 school year, 9/28 certified staff members completed an SGM |
| SMART Goal: By the end of the 2015-16 school year, 100% of certified staff members will complete a peer reviewed SGM. |
| **Action steps should be listed in this column. Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.** | **Who is responsible for leading or coordinating this action step?** | **Timeline or deadline** | **What will be the evidence the action step occurred, the data indicating progress, or the indicator of success?** |
| Departmental PLCs will be formed within the school day to collaborate on SGM goal | Dan Carstens; leadership team | PLCs will be formed by August 2015 | SGMs created by PLCs |
| Early release days will be utilized to conduct peer reviews of SGMs beyond departmental PLCs | Dan Carstens; leadership team; certified staff | Early Release days | Notes and feedback from certified staff |
| Staff members who have completed pilot SGMs will mentor and advise those who have not.  | Participants in SGM pilot in 2014-2015 | Ongoing | SGMs will be reviewed by experienced staffers. |