



Salem City School 2010-2016 Comprehensive Plan

Mission

The mission of Salem City Schools is to provide a nurturing environment that enables and encourages ALL STUDENTS to acquire the knowledge, skills, and values necessary to become successful and responsible contributors to our society.

Children First, Every Child Every Day!

Approved 7/13/2010

Teaching and Learning

"All students are of worth and all students can learn."

Instruction

"We believe that all students can be successful."

Goals

- By 2012, 90% of all graduates will demonstrate mastery of [21st Century Skills](#) as determined by assessment.
- Increase the [4 year on-time graduation rate](#) annually, with a goal of 95% on-time graduation by June 2014.
- All schools will increase participation in during-the-day and before/after school intervention opportunities by 5% annually, with a goal of 90% participation from students who are failing math and/or English by 2014.
- By 2014, 90% of students will report that their grade is an accurate indication of their knowledge of subject matter.
- By 2014, 90% of seniors will be enrolled in math at the level of Algebra II or higher during their senior year.

Actions

- The division will develop and implement a curriculum to address 21st century skills in grades 3-12.
- The division will evaluate and select an assessment tool for measuring 21st century skills.
- Guidance counselors will identify student with credit deficits and develop individualized plans to promote on-time graduation in grades 9-12.
- The division will increase and communicate opportunities for students to recover and accrue credits through the use of technology.
- Staff will participate in professional development activities related to grading practices that promote learning.
- The division will communicate the importance of a rigorous high school curriculum through participation in the [Commonwealth Scholars Program](#).
- The division will annually record the number of students taking advanced math and develop strategies to increase participation and success.
- The division will benchmark math participation and success with the Eastern States Consortium Scorecard.

Assessment

"We are committed to excellence in all that we do."

Goals

- By February 2011, all Schools and the Division will score in the top two tiers of the [Virginia Index of Performance Program](#) and meet or exceed all goals established by the program.
- By 2012, 90% of students in grades 3-8 will meet or exceed growth targets in math and English.
- By 2014, all students will meet or exceed state standards as assessed by the [Virginia SOL assessment program](#) and the percentage of students scoring in the pass advanced range for all math and English SOL assessments will increase by 2% annually with a goal of 50%.

Actions

- Each school will report VIP progress and develop plans for improvement.
- Each school will identify students in need of remediation and enrichment and develop programs to address their needs.
- Staff will participate in a variety of professional development activities designed to increase student engagement.
- Staff will develop annual goals for the use of formative assessment strategies and descriptive feedback to increase student learning.
- Curriculum committees will develop vertical alignment plans to address knowledge and skills that are essential for student success in grades K-12.
- The division will investigate opportunities to implement a program of World Language instruction in the elementary schools.
- The division will collect and report [PALS](#) data from grades K-2 as a component of the Division Scorecard.

Climate and Culture

“Students come first.”

Communication and Community Relations <i>“School programs and services must be responsive to our students’ needs and the needs of the broader community.”</i> <i>“Student success is a shared responsibility.”</i>		Safety and Organization Management <i>“Children learn best in a caring, respectful, disciplined environment.”</i> <i>“We recognize and respect differences in students.”</i>	
<p style="text-align: center;">Goals</p> <ul style="list-style-type: none"> By 2012, each school will communicate school related information with parents, students, and the community with a goal 98% overall satisfaction as measured by survey every two years. The Division will maintain a 95% approval rating with parents, students, staff, and the community as measured by survey every two years. By 2013, 75% of parents will indicate their knowledge of, and ability to access, School Division achievement data as measured by survey every two years 	<p style="text-align: center;">Actions</p> <ul style="list-style-type: none"> The Division and each school will use available technology such as the Parent Portal, ConnectED, social media, and school websites to communicate with parents and the community. Staff will participate in a variety of professional development activities related to the use of technology to facilitate communication. The division will develop and communicate the location of a division scorecard to report division and school achievement data annually. The division will participate in a national survey to measure student hope and well being. 	<p style="text-align: center;">Goals</p> <ul style="list-style-type: none"> By June 2011, 100% of Salem students participating in athletics and VHSL sanctioned competitive extracurricular activities will demonstrate their adherence to the Athletic Pledge Program. By 2014, fewer than 10% of students will report negative peer to peer interactions as a concern in each of the Salem City Schools on a survey to be administered every other year. By 2013, 100% of middle and high school coaches will be certified through the VHSL Coaches Education program. 	<p style="text-align: center;">Actions</p> <ul style="list-style-type: none"> The division will develop, implement and communicate the policies and procedures of a random drug, alcohol, and tobacco testing program for students who participate in voluntary extracurricular activities. The division will implement research based programs to address bullying and promote respect for individual differences in all schools. The division will develop a handbook and provide professional development opportunities for all middle and high school coaches and sponsors. The Division will develop evaluation rubrics that will be used at the middle and high school level for annual coach/sponsor evaluations.
Career Education		Technology	
<p style="text-align: center;">Goals</p> <ul style="list-style-type: none"> By 2012 Salem High School will offer at least one Industry Certification or Credential opportunity recognized by the Virginia Department of Education in each CTE program area. By 2014, increase the percentage of students who earn an industry certification or credential to 80% of senior CTE completers. (Students who graduate with 2 or more credits in a Career and Technical Pathway) By 2015, each student in grades 8-12 will have an Academic and Career plan which will identify career choices specific to their individual interests and aptitudes and outline plans for pursuing careers of interest. 	<p style="text-align: center;">Actions</p> <ul style="list-style-type: none"> The division will evaluate, recommend, and support the implementation of certification testing in each CTE discipline. The Division will record the results of CTE testing and report the results on the division scorecard. The division will develop and implement a career education curriculum using the Virginia Wizard Program in grades 6-8. The division will work in conjunction Virginia Western Community College to identify and define careers associated with the Career Pathways initiative. Salem High School will promote CTE opportunities available at SHS and VWCC. 	<p style="text-align: center;">Goals</p> <ul style="list-style-type: none"> By 2014, 80% of students will self report their regular use of technology in class as defined and assessed through the use student survey to be administered every other year. By 2014, 80% of at risk, homebound and alternative education students will graduate with a high school diploma or its equivalent through the use of instructional technology. By 2016, 50% of all graduates will have participated in at least one course delivered primarily through the use of technology prior to graduation. 	<p style="text-align: center;">Actions</p> <ul style="list-style-type: none"> Staff will participate in professional development activities designed to promote the use of instructional technology. Resources will be allocated for the purchase and maintenance of instructional technology and infrastructure to support its use. Hiring practices will emphasize the importance of computer literacy. The division will support the continued development and availability of online courses. A blended schedule including alternative education and traditional career education will be evaluated for use with students enrolled in the AIIMS program.