

Plan for Continuous Improvement

SCHOOL: Salem High School SO4

DATE: 09/01/09

VBCPS MISSION: The Virginia Beach City Public Schools, in partnership with the entire community, will empower every student to become a life-long learner who is a responsible, productive and engaged citizen within the global community.

SCHOOL MISSION STATEMENT: The Salem High School community is united in educating its students for the future by encouraging students to succeed, to achieve, to lead, to excel, and to mature.

VBCPS STRATEGIC GOAL – Compass to 2015: Recognizing that the long range goal of the VBCPS is the successful preparation and graduation of every student, the near term goal is that by 2015, 95 percent or more of VBCPS students will graduate having mastered the skills that they need to succeed as 21st century learners, workers and citizens.

	<p>VIRGINIA SOA REQUIREMENTS</p> <ol style="list-style-type: none"> 1. Student Achievement 2. Student / staff Attendance 3. Drop-out Rate 4. Staff Development 	<p>VBCPS OUTCOME FOR STUDENT SUCCESS</p> <p>Our primary focus is on teaching and assessing those skills our students need to thrive as 21st century learners, workers, and citizens. All VBCPS students will be:</p> <ul style="list-style-type: none"> • Academically proficient; • Effective communicators and collaborators; • Globally aware, independent, responsible learners and citizens; and • Critical and creative thinkers, innovators and problem solvers.
<input type="checkbox"/> SACS <input type="checkbox"/> SOA <input type="checkbox"/> HSTW <input type="checkbox"/> TITLE I <input type="checkbox"/> OTHER GRANT <input type="checkbox"/> Other		

VBCPS Strategic Objectives

- S01. All teachers will engage every student in meaningful, authentic and rigorous work through the use of innovative instructional practices and supportive technologies that will motivate students to be self-directed and inquisitive learners.
- S02. VBCPS will develop and implement a balanced assessment system that accurately reflects student demonstration and mastery of VBCPS outcomes for student success.
- S03. Each school will improve achievement for all students while closing achievement gaps for identified student groups, with particular focus on African American males.
- S04. VBCPS will create opportunities for parents, community and business leaders to fulfill their essential roles as actively engaged partners in supporting student achievement and outcomes for student success.
- S05. VBCPS will be accountable for developing essential leader, teacher and staff competencies and optimizing all resources to achieve the school division's strategic goal and outcomes for student success.

PLAN

Demographic Overview (Briefly summarize background information for understanding the context of the educational process within with in your community. Attach School Report Card for Demographic information)

Salem High School is a comprehensive secondary public school consisting of approximately 1865 students in grades 9-12. The school also houses The Visual and Performing Arts Academy, which accepted its initial group of students in August 2004. The school membership during the 2009-2010 school year reported 792 Caucasians, 689 African Americans, 211 Asian/Pacific Islanders, and 116 Hispanics.

The diversity of the school noted in the configuration of the student population is also mirrored in the composite characteristics of the school's staff, which consists of 40.8 Caucasians, 38.2 African Americans, 11.1 Asian/Pacific Islanders, and 6.9 Hispanics. This configuration reflects the 137 instructional personnel, 55 classified workers, 6 administrative staff members, and 5 individuals considered as others.

The comprehensive efforts of the school's staff assisted with the school achieving AYP and maintaining class sizes that average 24.4 in English, 24 in mathematics, 24.5 in science, and 24 in social studies. Maintaining a safe and orderly environment with adequate class sizes resulted in the school acquiring the not persistently dangerous school status. Salem's spring 2008 SOL percentage passing scores reflected 92.4% in math, 95.0% in reading, 93.8% in writing, 90.0% in science, and 92.2% in social studies. The school's overall attendance percentage for school year 2008-2009 was 95.7%.



PLAN

VBCPS Plan for Continuous Improvement

Review and Analysis

School: Salem High School

DATE: 09/01/09

Review of Data
(Qualitative and quantitative data)

Analysis and Interpretation of Data
(What does the data mean to the school? Identify gaps, list priorities and opportunities for innovation)

In support of SO 4, Salem HS completed the following items in 2008-09.

1. Utilized AlertNow on a monthly basis to inform parents, students, and staff of important upcoming school events as well as to inform all in emergency situations.
2. Provided parent access to pertinent school information on a weekly basis via MySchoolMail.
3. The principal mailed home four PTSA newsletters throughout the year providing updates to parents on important school functions.
4. Utilized the new digital marquee to list important upcoming school events.
5. Teachers provided progress reports four times during the year to students and parents.
6. Teachers contacted and responded to parents via phone, email, and texting.
7. The second annual "A Day in the Sun" program was held offering parents a chance to spend the day at Salem as a student.
8. The Salem website averages 3000 hits per month and provides parents with a plethora of information on school related material.
9. The VPAA provided Academy students with job shadowing and internship opportunities throughout the year to accent curriculum.
10. Special Education teachers provided work experience to students per IEP.
11. The PTSA provided parents opportunities to get involved with school via Volunteers in Education.
12. Parents are involved in the School Planning Council and meet five times per year to review school data.
13. Our Partner in Education program continues to increase in numbers and in quality of partnerships.
14. Started the ALOT scholar program that utilized community organizations like the 200+ men, The Nobleman, and local AAM business leaders to present to students.

- All of the programs listed in the "review of data" section are meant to create as many opportunities as possible to involve and engage parents. These programs will be continued and expanded this year.
- Gaps in our outreach occur with our underserved population.
- To provide more access to all parents, SHS will host a Parent Information Night in January or February. Information in this program will be developed based on parent feedback.
- Dr. Robertson will restore his "State of Salem" address to the local community centers in their annual meetings.



PLAN

VBCPS Plan for Continuous Improvement

Measurable Objectives

School: Salem High School

DATE: 09/01/09

<p>Focus (Innovation and refinement of needs)</p>	<p>Measurable Objectives (SMART= Specific, Measurable, Attainable, Results Oriented, and Timely)</p>	<p>Performance Measures (What quantitative and qualitative measures will demonstrate the objectives are being met?)</p>	<p>Assigned Action Team</p>
<ul style="list-style-type: none"> Develop a Parent Information night to be held in January. Schedule "State of Salem" address presentations to community centers. 	<ul style="list-style-type: none"> To host one Parent Information night in January or February. To present the "State of Salem" address in at least two community meetings 	<ul style="list-style-type: none"> Parent attendance and evaluation feedback; Number of break-out sessions offered in program. Parent attendance. 	<p>Parent Information Night (PIN) planning committee (Leeane Turnbull, Tony Anderson, Elaine Benwitz, Mark Harrison, Don Robertson, Rosa Jones, Jim Maxey, Barbara Whaley)</p>



VBCPS Plan for Continuous Improvement

Sheet # **5** of **5**

School: **Salem High School, Dr. Donald Robertson**

DATE: **9-3-09**

Alignment to School Division Objective: SO #1 SO #2 SO #3 SO #4 SO #5

School Focus: Strategic Objective 4

School Measurable Objective: To provide a parent information night in January and February to reach underserved parents.

PLAN

Strategies/Procedures (Describe briefly what will be done to accomplish the goal.)	Assessment (How will progress be measured?)	Targets / Projections	Critical Resources Needed (A collective list of the material needed, staff development, budgetary items and resources to carry out the strategies?)	Point Person or Action Team (List of people who oversee this plan)
Pre-assessment survey of parent needs	Online survey	At least a 30% response rate	School site to house online survey	PIN planning committee
Program planning	Number of planning meetings held by committee	2-3 meetings prior to program		
Program Delivery Post-assessment survey by parents	Parent attendance and number of break-out sessions offered Exit survey	200 parents in 5-7 sessions 60% parent survey response rate		

DO Review Cycle: Weekly Bi-weekly Monthly Bi-monthly Quarterly Semi-annually