



Plan for Continuous Improvement

SCHOOL: Salem High School ACADEMY

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.

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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%.



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VBCPS Plan for Continuous Improvement

Review and Analysis

School: Academy/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)

Increase class enrollment to 125 with an average of 25 per strand.

Results: 127 Students in the Class of 2013. Vocal-24, Theatre-26, Visual Arts-23, Instrumental-22, Dance-17, and Dual Strand-5
Gap: +2 total enrollment
Priorities: Increase student enrollment as the pool of qualified candidates has increase over the past three years.

Increase male enrollment to 35% of academy students.

Results: Total 26/127 (20.5%), Dual Strand 2/5 (40%), Visual Arts 8/23 (34.8%), Instrumental 6/22 (27.3%), Theatre 6/26 (23.1%), Vocal 4/24 (16.7%), and Dance 0/17 (0%)
Gap: Total -14.5%, Dual Strand +5%, Visual Arts -.2%, Instrumental -7.7%, Theatre -11.9%, Vocal -18.3%, and Dance -35%
Priorities: Maintain male enrollment in visual; arts and increase enrollment in the other areas of study.

Increase master class offerings to a minimum of 10 per full-time staff member.

Results: Instrumental 56 (1 staff), Visual Arts 36 (2.6 Staff), Vocal 24 (1.2 Staff), Theatre 23 (2 Staff), Dance 23 (2 Staff)
Gap: Instrumental +46, Vocal +12, Visual Arts +10, Theatre +3, and Dance +3
Priorities: Maintain opportunities in all strand areas.

Maintain consistent use of technology labs by each strand.

Results: Use of Academy Lab 125: 99 Visual Arts, 15 Theatre, 3 Vocal, 2 Instrumental, 1 Dance
Gap: Many of the strands are using the lap top carts for computer use which are not recorded. Data is not valid.
Priorities: Change objective to be align with Compass to 2015.

Reduce academy drop-out rate by 10%

Results: '04-'05 19 students, '05-'06 40 students, '06-'07 56 students, '07-'08 24 students, '08-'09 - 39 students left the program
Gap: +61%
Priorities: Identify in next years goal reasons students are leaving the program.

Increase academy student writing assignments to 20 per school year.

Results: Students far exceeded this expectation due to required master class reflection sheets in addition to traditional classroom work.
Gap: None
Priorities: Establish a new master class reflection check system for quality writing.

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Measurable Objectives

School: Salem High School

DATE: 09/03/09

<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>
<p>Program and SHS Stability</p>	<p>Increase class enrollment to 150 with an average of 30 per strand.</p>	<p>Enrollment of incoming freshman from the Class of 2014</p>	<p>Department Chairman</p>
<p>Level the programs diversity of male and females</p>	<p>Maintain and increase male enrollment to 30% of academy students in Visual Arts, Instrumental, Vocal and Theatre. Dance enrollment to 10%.</p>	<p>Enrollment of incoming freshman from the Class of 2014.</p>	<p>Department Chairman</p>
<p>Authentic Instruction and Experiences</p>	<p>Maintain master class offerings to a minimum of 10 per full-time staff member.</p>	<p>A minimum of 10 master classes per full-time staff member. Recorded on master class calendar.</p>	<p>Academy Coordinator</p>
<p>21st Century Skills</p>	<p>Use current technology for student instruction a minimum of twice per semester.</p>	<p>Units of study and learning plans</p>	<p>Department Chairman</p>
<p>Student Retention</p>	<p>Calculate drop out rates by categories to be announced.</p>	<p>Review new data for program departure and establish a plan action to address identified areas of concern.</p>	<p>Academy Coordinator</p>
<p>Student Writing Skills</p>	<p>Refine master class reflection sheet evaluation process in increase quality writing</p>	<p>Log books for returned master class reflection sheets.</p>	<p>Lead Strand Teachers</p>
<p>Staff Development within the Arts</p>	<p>Participate in professional development in your content area.</p>	<p>2+2 Worksheet defines the experience and its application to the area of student.</p>	<p>Academy Coordinator</p>



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Sheet #

of

School:

Salem High School

DATE:

09/03/09

Alignment to School Division Objective:

SO #1

SO #2

SO #3

SO #4

SO #5

School Focus:

School Measurable Objective:

VBCPS will be accountable for developing essential leader, teacher, and staff competencies and optimizing all resources to achieve the school division's strategic goal.

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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)

DO Review Cycle:

Weekly

Bi-weekly

Monthly

Bi-monthly

Quarterly

Semi-annually