

**Plan for Continuous Improvement**

**SCHOOL:** Salem High School **BIOLOGY**

**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><b>VIRGINIA SOA REQUIREMENTS</b></p> <ol style="list-style-type: none"> <li>1. Student Achievement</li> <li>2. Student / staff Attendance</li> <li>3. Drop-out Rate</li> <li>4. Staff Development</li> </ol>	<p><b>VBCPS OUTCOME FOR STUDENT SUCCESS</b></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"> <li>• Academically proficient;</li> <li>• Effective communicators and collaborators;</li> <li>• Globally aware, independent, responsible learners and citizens; and</li> <li>• Critical and creative thinkers, innovators and problem solvers.</li> </ul>
<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)

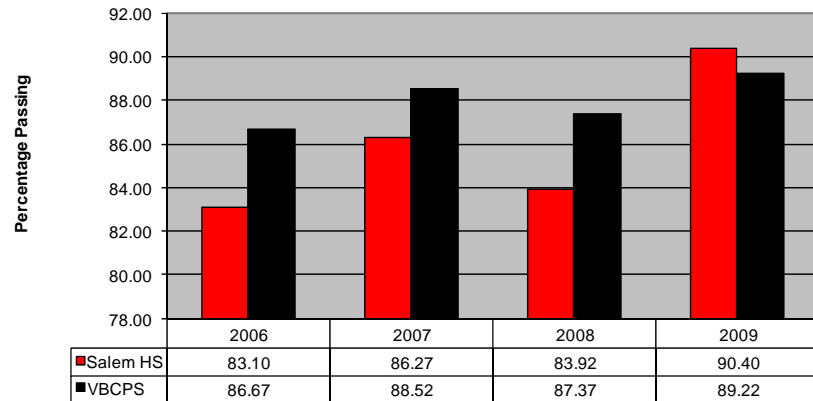
- The EOC SOL test scores increased from 25.58% to 67.65% for all students with disabilities.
- The EOC SOL test scores increased from 63.87% to 87.35% for all African American students.

**Analysis and Interpretation of Data**

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

- Our measurable objective was attained, the EOC SOL test scores increased by 5% for all students with disabilities.
- Our measurable objective was attained, the EOC SOL test scores increased by 5% for all Black students.

**Biology**





**PLAN**

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**Measurable Objectives**

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<p><b>Focus</b> (Innovation and refinement of needs)</p>	<p><b>Measurable Objectives</b> (SMART= Specific, Measurable, Attainable, Results Oriented, and Timely)</p>	<p><b>Performance Measures</b> (What quantitative and qualitative measures will demonstrate the objectives are being met?)</p>	<p><b>Assigned Action Team</b></p>
<ul style="list-style-type: none"> <li>• Continue offering after school EOC SOL tutoring.</li> <li>• Vocabulary reading skills.</li> <li>• Daily practice EOC SOL questions.</li> <li>• Periodic practice EOC SOL tests and quizzes throughout the year.</li> <li>• Contact with Special Education teachers, parents, and A.L.O.T. committee.</li> </ul>	<ul style="list-style-type: none"> <li>• To increase EOC SOL overall passing test scores 5 percentage points (90.40% to 95.40%).</li> <li>• To improve attendance for first day of EOC SOL testing by 5%.</li> <li>• To increase EOC SOL black students test scores 5 percentage points (87.35% to 92.35%).</li> <li>• To increase EOC SOL learning disabled test scores by 5 percentage (67.65% to 72.65%).</li> </ul>	<ul style="list-style-type: none"> <li>• EOC SOL tests</li> <li>• Practice EOC SOL tests and quizzes</li> </ul>	<ul style="list-style-type: none"> <li>• Biology Teachers</li> </ul>



**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: Professional Learning Communities

School Measurable Objective: To meet or exceed the pass rate reported by the School Division

**PLAN**

<b>Strategies/Procedures</b> (Describe briefly what will be done to accomplish the goal.)	<b>Assessment</b> (How will progress be measured?)	<b>Targets / Projections</b>	<b>Critical Resources Needed</b> (A collective list of the material needed, staff development, budgetary items and resources to carry out the strategies?)	<b>Point Person or Action Team</b> (List of people who oversee this plan)
Increase contact with school support personnel, parents and students.	Phone logs.  E-mail folders tracking communication.  Conferences with school personnel, students and parents.	Increase EOC SOL test scores by 5 percentage points for black students, learning disabled students and all students combined.	Nothing is needed but would be helpful if we could have the 4 multi-media projectors installed in the ceiling.	<b>Krista Lewis</b>  <b>Charlie Ballou</b>  <b>Carol Ferris</b>  <b>Jason Harrell</b>  <b>Debbie Posta</b>
Encourage all students to attend after school EOC SOL tutoring.  Encourage all students to attend study block EOC SOL tutoring in the library.	Track attendance for after school EOC SOL tutoring.  Track attendance for EOC SOL study block tutoring.			
Increase the number of practice EOC SOL tests and quizzes given throughout the school year.  Encourage all students to take the EOC SOL test on the first assigned day.	Take on-line EOC SOL tests more frequently using computer labs, laptops and in class pen and paper tests.  Have students keep track of their EOC SOL scores on all of the above so they can monitor their own progress.  Look at attendance on scheduled EOC			

	SOL test day.					
<b>DO Review Cycle:</b>	Weekly <input type="checkbox"/>	Bi-weekly <input type="checkbox"/>	Monthly <input type="checkbox"/>	Bi-monthly <input type="checkbox"/>	Quarterly <input checked="" type="checkbox"/>	Semi-annually <input type="checkbox"/>