

Plan for Continuous Improvement

SCHOOL: Salem High School VA/US HISTORY

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: Salem High School: VA/US History

DATE: 09/03/09

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)

- To increase the overall pass rate in VA/US History to 97%

Trends

	2006	2007	2008	2009
Salem	90.46%	91.87%	96.04%	95.01%
VBCPS	90.71%	92.77%	93.09%	94.81%

VA/US History

Gaps

- 6.8% gap between white and African American students
- 2.5% gap between male and female students
- 80.33% pass rate for LD students
- Overall scores decreased from a 96.04% pass rate in 2008 to 95.01% in 2009. The goal was not attained.
- The achievement gap between white/African American students and LD/non LD students decreased in 2009.

Priorities

To increase the pass rate for LD students from 80.3% in 2009 to 82% in 2010.



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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"> • Critical thinking skills • Reading comprehension • Writing skills • Technology skills 	<ul style="list-style-type: none"> • Increase the pass rate for LD students to 83% 	<ul style="list-style-type: none"> • 3 VA/US History inclusion classes (pass rates for LD students in these classes) • Disaggregate 2010 SOL data • analyze VA/US History Pre and Post tests • Horizontal planning • Incorporate differentiation and Kagan strategies in the lesson plans. • Teacher assistance available after school • Coordinate more contact with Special Education teachers at Salem 	<ul style="list-style-type: none"> • All VA/US History teachers • Social Studies Dept. Chair • Special Education teachers



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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

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)
SOL review questions/tests SOL tutoring lab	2010 SOL data	97% pass rate on SOL test	SOL released test items Teacher involvement after school hours	All VA/US History teachers Department chair James Avila
Reading comprehension activities SOL review questions/tests SOL tutoring lab After school teacher assistance	2010 SOL data Daily lesson plans Formal/informal assessments	83% pass rate for LD students on SOL test		

DO Review Cycle:

Weekly

Bi-weekly

Monthly

Bi-monthly

Quarterly

Semi-annually