



Division Fast Facts 2020

The Salem School Division opened for business in 1983 with the goal of placing children first, and has never wavered. Today, classroom teachers are equipping a student population that is becoming more diverse each year with the knowledge, skills, and social and emotional support necessary to ensure that every child feels loved and appreciated for who they are, is engaged in the work they are asked to do, and is inspired to reach their full potential.

Student Outcomes

- Salem High School has increased the four-year graduation rate from 85% in 2007 to 94% in 2020. 2020 marks the 6th consecutive year with a graduation rate at least 94%.
- All 6 schools and the Division are fully accredited by the Virginia Department of Education.
- 2020 SAT results indicate that Salem High School students outperform their peers across the nation and in the Commonwealth. Salem High Schools' average combined score of 1134 was 104 pts above the national average and 24 points higher than the state average. Salem students' averaged 572 in reading & writing and 562 in math, both higher than the state and national average.
- 2020 AP/IB test data indicate that Salem High School ranks in the top 10% (6%) of high schools nationally on the [Jay Matthews Challenge Index](#). The Challenge Index is the oldest high school ranking system in the country, beginning in 1998 in both Newsweek and The Washington Post. It ranks high schools by a simple ratio: the number of Advanced Placement, International Baccalaureate or Cambridge tests given at a school each year, divided by the number of seniors who graduated that year.
- Ninety-four (33%) 2020 graduates passed at least one AP or IB assessment while in high school.
- SCS was selected by the Virginia Department of Education as one of 15 School Divisions of Innovation for its plan to provide creative alternatives to existing instructional or innovative practices and structures that evidence-based practice suggests will be effective in improving student learning.
- SCS was selected as one of 25 School Districts of Innovation in the Nation by AASA and the Successful Practices Network.

Career and College Readiness

- The Salem City School Division has increased access to Computer Science to all students in grades K-12. Computer Science standards are included in all grade levels. Salem High School offers classes in computer science, coding, cybersecurity, and game design.
- In SY 19-20, Salem High School students earned 361 industry certifications or credentials. Since 2014 SHS students have earned approximately 1900 industry certifications/credentials.
- On October 30th, 2019 approximately 1200 Salem High School students participated in the third annual "It's Your Future Day." Freshman participated in the Freshman Conference, sophomores and juniors took the PSAT or ASVAB, and seniors participated in job shadowing, college visits, or college field trips to further inform their college and career aspirations.
- Since 2017, SHS students have completed approximately 900 meaningful Job Shadow placements with local employers to learn more about local careers of interest.
- In addition to nine Career and Technical Education Programs available at Salem High School, SCS students enjoy opportunities in Engineering and Health Sciences at VWCC and Precision Machining through the Workforce Development Center.
- SCS partnered with Roanoke County and Roanoke City Public Schools to form a Regional Apprenticeship Consortium in partnership with the Department of Labor and Industry. The three school systems work together in collaboration with local businesses to offer apprenticeship opportunities for our students. SCS currently has four active apprentices.

- SCS in partnership with Salem City Council created a Workforce Coordinator position who works closely with the Director of Instruction and Career Readiness to collaborate with local business and industry to find employment opportunities for SHS students, formulate school/business partnerships based on school division and business needs, and to educate stakeholders on a wide variety of Future Pathways.
- SCS received an Excellence in Workforce Readiness award from the VSBA for its Future Pathways Project. A project designed to communicate and collaborate with local businesses and to increase student engagement with the local business community.

Distinguished Employees

- SHS's Andrea Johnson is the 2020 Virginia Teacher of the year! (In the past ten years, SCS has had four Regional Teachers of the Year and two State Teachers of the Year.)
- Twenty-eight Salem City Teachers (9.1%) are certified by the National Board for Professional Teaching Standards (NBPTS), more than twice the Virginia Average. NBPTS is the most respected professional certification available in K-12 education.
- Results from the VDOE Working Conditions Survey indicate that a higher percentage of Salem teachers feel encouraged to lead and are empowered to make independent decisions about their classroom and provide the necessary supports to help students learn than their peers throughout the region and state.
- 92% of teachers agree that their school is a good place to work, higher than regional and state averages.
- Employee turnover remains low with teacher attrition rates below 6% over the past 20 years and below 4% for 12 of those years. Retirement has been the primary reason people leave Salem City Schools for 13 of those 20 years.
- Teacher compensation at the Bachelor's and Master's levels continue to lead the region at experience benchmarks, but the region as whole is losing ground in the state. Region averages are anywhere between \$2,300 and \$3,000 below the state averages at those benchmarks, indicating a need to continue to prioritize teacher compensation.

Meeting Student Needs

- The Salem City School Division received \$40,000 from a VDOE School Safety grant and invested over \$90,000 in school security enhancements in 2019.
- Salem City Food Services provided almost 60,000 breakfast and lunch meals through the USDA Summer Meals program at G. W. Carver Elementary, Andrew Lewis Middle, and other designated meal sites throughout the City in 2020.
- Andrew Lewis Middle, East Salem Elementary, G.W. Carver Elementary and Salem High received 2019 grants from the Virginia Department of Education totaling \$15,000 to ensure that all students have access to breakfast at school.
- In spring 2019, in partnership with Salem Area Ecumenical Ministries (SAEM), Andrew Lewis Middle opened the "Giving Light" Food Pantry which consistently served 33 families over the course of the year. The middle school also operates "Caleb's Closet" to help meet individual student needs for clothing and/or school supplies and toiletries. Through additional collaboration with SAEM, the "Salem Bread" Food Pantry at Salem High School opened in the Fall of 2019.
- The Salem City School Division was awarded a \$50,000 Extended School Year Planning Grant to develop a plan for an extended Summer Enrichment Program (Spartan Summer Learning Camp) to ensure that all students have access to an extended summer "camp-like" experience that provides access to a host of enrichment activities, career exploration opportunities, and academic enrichment and remediation programs. These experiences are designed to foster student growth in both content and the 5C's.
- The Division was awarded a \$300,000 Extended School Year Implementation Grant to implement the Spartan Summer Learning Camp in the Summer of 2021.