



SALEM
CITY SCHOOLS
LOVE • ENGAGE • INSPIRE

2020-2026 COMPREHENSIVE PLAN

The mission of Salem City Schools is to provide a loving and engaging environment that inspires all children to reach their full potential.

Teaching and Learning

Children First, Every Child Every Day!

Instruction

"We believe that all students are important and can be successful."

Desired Outcomes

- a. All students will graduate with a board-approved diploma or its equivalent.
- b. All graduates will exhibit college and/or career readiness by participating in advanced level coursework and/or demonstrating proficiency on an industry credential, state licensure exam and/or a national assessment.
- c. The division will ensure that instruction is aligned with intended learner outcomes (ILOs).
- d. The division will provide personalized learning opportunities designed to promote design thinking and the acquisition and growth of the 5C Skills (Communication, Collaboration, Creativity, Critical Thinking, and Citizenship) to students in grades K-12.
- e. The division will foster the development of social and emotional skills to ensure that all students attain the skills they need to be successful members of the 21st Century Global Economy.
- f. The division will provide and support a variety of IB, AP, Dual Enrollment, elective courses and Career and Technical Education programs at Salem High School and through external educational and business partnerships to ensure that ALL students are engaged in coursework related to areas of individual interest and aptitude.
- g. The division will provide educational experiences that reflect the application of learning to real-world problems that are relevant to learners.
- h. By 2022, all teachers will record and report grades by learning standard.

Assessment

"We are committed to excellence in all that we do."

Desired Outcomes

- a. All students will meet or exceed state standards as assessed by the Virginia Standards of Learning Assessment Program.
- b. All students will and meet or exceed personalized growth goals that are developed collaboratively with teachers.
- c. The division will continue to develop and expand the balanced assessment plan comprised of summative, formative, and authentic assessments.
- d. Salem students will exceed the state and national average mean scores on the SAT and PSAT annually.
- e. Students will demonstrate proficiency on assessments and/or industry credentials related to individual post-secondary goals identified in their student selected Career Pathway Plan of Study (CPPS).
- f. Division staff will demonstrate increased awareness of the impact of culture on achievement in order to ensure equity.

Climate and Culture

"We recognize and respect differences among staff and students."

Communication and Community Relations

"Student success is a shared responsibility among schools, parents and community partners."

Desired Outcomes

- a. The division will maintain a 95% approval rating with parents, students, staff, and the community as measured by survey every two years.
- b. The division will maintain two-way communication with stakeholders to promote continuous improvement.
- c. The division will communicate the key components associated with Virginia's "Profile of a Graduate".
- d. The division will communicate the benefits of cultural proficiency, personalized learning, authentic assessment, 5C's acquisition, assessment for learning, and standards-based learning.
- e. The division will communicate the availability of business, community, industry, and higher education partnerships that promote career readiness.
- f. By 2023, 90% of stakeholders will indicate their satisfaction with the method their child's school uses to report student achievement.

Safety and Organization Management

"Students learn best in a safe and disciplined environment provided by caring and respectful adults."

Desired Outcomes

- a. Staff and students will consistently report that the Salem City School Division provides a safe and disciplined learning environment that promotes learning.
- b. The division will support the physical and mental well-being of both students and staff.
- c. The Salem City School Division will support and promote environments that are culturally competent and responsive.
- d. The school calendar, transportation schedules, and school schedules will reflect the school division's emphasis on personalized learning.
- e. School facilities will reflect the division's emphasis on personalized learning in a modern workplace.
- f. By 2022, division salaries will rank first when compared to regional school divisions in each salary range and employment category.

Career Education

Desired Outcomes

- a. All students will participate in a variety of activities designed to provide an understanding of careers and career pathways.
- b. All students in grades 8-12 will select and successfully pursue a Career Pathway Plan of Study to ensure that every student graduates with a diploma and a plan.
- c. The division will promote, support and report enrollment in a variety of career-centered learning opportunities.
- d. The division will integrate the 5C skills necessary for career success into the curriculum.
- e. The division will increase the number of students participating in Work-Based Learning Opportunities.
- f. The division will provide parents and students with information related to a variety of post-secondary education and training opportunities related to their areas of interest and aptitude.

Technology

Desired Outcomes

- a. The Salem City School Division will provide the necessary infrastructure, hardware and software to support the division's expansion and/or maintenance of personalized learning and the one student: one device initiative.
- b. The division will foster classroom environments that support innovation.
- c. The Salem City School Division will provide multiple formal and informal learning opportunities related to online safety and digital citizenship.
- d. The division will support the implementation of technology and Computer Science standards in grades K-12.