

School Improvement Plan

Goal #1

This Plan also meets legislative requirements for the Elementary Reading Achievement Plan, Professional Development Plan, and Trustlands Plan.

School Name: *Salem Hills High School*

School Year: *2016-2017*

Goal:

Salem Hills High School will guarantee all students are learning at high levels.

Nebo Goals (Board Goals) Connection:

Collaboration

- All subjects/grades are organized into professional learning communities, focusing on answering the four essential questions while utilizing team norms, “I can” statements, curriculum maps, common assessments, data analysis, and SMART goals.

Math

- At least 90% of students will meet or exceed math proficiency levels.

Language Arts

- At least 90% of all students making a full year of academic progress in reading.
- At least 90% of students will meet or exceed language arts proficiency levels.

Educator Effectiveness

- 100% of teachers will monitor student progress through Student Learning Objectives.

College & Career Ready

- At least 80% of students will have completed one or more post secondary courses.
- At least 90% of students will graduate from high school.
- At least 90% of students will meet or exceed science proficiency levels.

Action Plan(s):

- 1- Offer all students a viable curriculum, “a curriculum that gives students access to the same essential learning regardless of who is teaching the class” (Dufour, Dufour, Eaker, 2008).
 - a. All teachers at SHHS will use the appropriate USOE approved curriculum.
 - b. All classes that are the same subject at SHHS but taught by different teachers will have the same “Big Rocks”, Curriculum Maps & Formative Assessments.
- 2- Continue to build and strengthen our Collaborative Culture in which we “work together independently and assume collective responsibility for the learning of all students” (Dufour, Dufour, Eaker, 2008).
 - a. Teachers teaching the same classes at SHHS will regularly meet together to create common formative assessments and review the data from those assessments to identify their students learning.
 - b. Teachers who are the only ones teaching specific classes at SHHS will regularly meet together with other teachers in the District to create common formative assessments and review the data from those assessments to identify their students learning.
 - c. Teachers who cannot meet with others who teach their same content will collaborate with other teachers at SHHS to work on their

assessments or to work with students they have in common that struggle to learn.

- d. Spend Trustlands money to purchase books to provide our faculty with a Teachers Reference Library aimed at helping us to learn, understand and utilize best practices.
- 3- Shift our grading policy and practice to a Standard Referenced Grading system, where a student's grade indicates their proficiency in learning the identified course standards.
 - a. Teachers assessments will identify student learning on specific standards.
 - b. Everything entered into Aspire will align with "I can" statements.
 - c. Teachers will eliminate activities and assignments that don't align with "I can" statements.
- 4- Enculturation of the philosophy "Learning is the constant, time and methods are the variables."
 - a. Students will be able to demonstrate that they have learned the desired objectives through a variety of assessments.
 - b. Students will be allowed to redo/retake assessments after the re-learning process to demonstrate they have learned the desired objectives.
- 5- Monitor student learning and immediately respond to students who aren't learning.
- 6- Spend Trustlands money to hire teachers in subject areas where class sizes are too large for our teacher's to efficiently manage the processes of teaching, assessing and re-teaching our students. We will address exactly which subjects and which teachers the Trustlands funds will be spent on after we have gathered our course request data and know which of our teachers are staying or leaving.
- 7- Increase College and Career readiness by promoting Advanced Placement classes, Concurrent Enrollment classes & Certification Programs.
- 8- Spend Trustlands money to purchase more Chromebooks to reach a 1:1 ratio of electronic devices to student.

Measurements of Success:

Quarterly Grade Distributions, State Math Proficiency and Growth Results, State Language Arts Proficiency and Growth Results, State Science Proficiency and Growth Results, ACT Results, Advanced Placement Results.

Supporting Professional Development Activities (if applicable):

More research, practice & training on Standards Referenced Grading.

More dialogue about how to use Student Learning Outcomes (SLO's).

More experience using Depths Of Knowledge research to assess our students learning.

Support teachers with opportunities to be trained in the use of technology using the SAMR model.

School Improvement Plan

Goal #2

This Plan also meets legislative requirements for the Elementary Reading Achievement Plan, Professional Development Plan, and Trustlands Plan.

School Name: *Salem Hills High School*

School Year: *2016-2017*

Goal:

Help all students find and focus on the positive in life's experiences, whether those experiences come in the form of trials or because of unfamiliar circumstances.

If applicable, which Board Goal does this apply to:

N/A

Action Plan(s):

1. Give students a journal and ask them to record the following during the first period each day.
 - Write down 3 new things each day for which they are grateful
 - Write down 1 positive experience from the past 24 hours
 - Exercise
 - Meditate
 - Provide one random act of kindness
2. Create a Multi-Cultural Club for all of our minority populations.
3. Create a Latinos in Action Group.

Measurements of Success:

The number of students engaging in school service activities.

The success and volume of our positive twitter account and the use of hash tags.

Number of celebrations for positive experiences.

Enrollment and activity of our Multi-Cultural club.

Enrollment and activity of our Latinos in Action Group.

Supporting Professional Development Activities (if applicable):

Have speakers share how to find the positive in all of life's experiences.