

School Improvement Plan

Goal 1: Reading

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

School Name: Salem Elementary

School Year: 2018-2019

Goal: *The percent of students in grades 1-3 performing on grade level or making typical progress will improve from _68_% to _70_%.*

Nebo Goal (Board Goal) Connection: Elementary Reading

- *3rd grade students' reading proficiency will continue to exceed the current state standard and improve annually at the school level according to the DIBELS assessment.*

Action Plan(s):

1. Teachers will improve tier one literacy instruction based on Nebo's approved literacy block and through staff development, administrative observation, team collaboration, personal study and by analyzing literacy data.
2. Technicians will be hired to provide early interventions to students.
3. Teacher and students will be provided with a better take home library, leveled library, and primary library by purchasing books for all levels.
4. Substitutes will be hired to provide teacher teams time to collaborate on literacy curriculum maps, attend data meetings or participate in focused observations or lesson studies.
5. Registration fees and substitutes costs will be provided for teachers to attend literacy conferences.
6. Technology (Chromebooks, iPads, Smartboards, or other technology) may be purchased to enhance classroom literacy instruction.
7. Other intervention programs such as RazKids may be purchased to support instruction and remediation.

Measurements of Success:

1. *DIBELS*

Supporting Professional Development Activities (if applicable):

1. Staff development will be held monthly to enhance phonics, guided reading, writing, classroom management, and analyzing data. Training may be provided by administration, Instructional coach, district coaching teams, or off campus trainings.
2. Professional books and materials will be provided for staff development for personal and group study.
3. A professional learning resource library and Cactus courses will be available to help with personal study.
4. Teachers participating in teaching in the Learning Advancement Program will attend district collaboration and staff development meetings.

School Improvement Plan

Goal 3: Arts

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

School Name: Salem Elementary

School Year: 2018-2019

Goal: *By the end of the 2017- 2018 school year, 100 % of the Students at Salem Elementary will receive regular instruction in the fine arts core from classroom teachers and fine art specialists.*

Nebo Goal (Board Goal) Connection: Elementary Arts

- *100% of teachers will teach the Nebo Core Essentials as verified by a survey.*

Action Plan(s):

1. Teachers will be trained by district Fine Arts specialists in the district GAINS program. Teachers will write lesson plans in one area of the fine arts curriculum, integrate them into their curriculum maps and execute the plans. Substitutes may be provided for on-site training.
2. 6th grade students will have the opportunity to participate in the district Orchestra class at Mt. Loafer.
3. Teachers will integrate fine arts into their curriculum maps during the scheduled GAINS training at school.
4. Students will have opportunities to participate in enrichment programs before, during or after school at various times of the year. Before and after school programs will be optional. Other enrichment programs will be experienced by all students during the school day. Stipends and materials may be purchased to help the enrichment program.
5. Technicians may be hired to run fine arts programs such as music, art, and drama.
6. Materials will be purchased as needed to support programs.

Measurements of Success:

- *GAINS Survey data provided from the district.*
- *100% of grade level teams will have included fine arts in the curriculum maps.*

Supporting Professional Development Activities (if applicable):

School Improvement Plan

Goal 2: Math

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

School Name: Salem Elementary

School Year: 2018-2019

Goal: *The percent of students in grades 4-6 performing on grade level or making typical progress will improve from 68% to 70%.*

Nebo Goal (Board Goal) Connection: Elementary Math

- *4th - 6th grade students' math proficiency will continue to exceed the current state standard and improve annually at the school level according to the SAGE assessment.*

Action Plan(s):

1. Teachers will instruct using the Utah State Core Standards in mathematics, the CMI framework and district approved materials.
2. Substitutes will be funded to provide time for teachers teams to plan and create a math scope and sequence/curriculum map and relating common assessments. Substitutes may be funded to allow teachers to participate in data meetings with their grade level and the school data team. Additionally, teachers will meet weekly during collaboration time to discuss student data. Substitutes may also be funded for teachers to attend conferences/trainings as well as observing other teachers from other schools.
3. Technicians will be hired to provide early intervention and enrichment in mathematics.
4. Technology (iPads and/or Chromebooks) and manipulatives and or software may be purchased to enhance student understanding in mathematics.

Measurements of Success:

1. *SAGE*

Supporting Professional Development Activities (if applicable):

1. Staff development will continue on CMI strategies and lesson planning and on building teachers' knowledge base in math.
2. Training may be provided by administration, facilitator, and other teachers to continue building teachers knowledge base in mathematics.
3. Professional books and materials will be provided for staff development, for personal study and group study.
4. Teachers will use data every week during professional learning communities to establish re-teaching, reinforcing, or enriching groups. Teachers will support each other in the learning and understanding of their students.
5. Teachers will be trained on how to teach at a DOK 3 or 4 for all students but specifically for the students in the Learning Advancement Program.
6. We will continue to facilitate team and individual teachers to observe effective practices. This may be within our own school, or visits to other schools.