



A Year in Review 2017-2018

Salem Public Schools Strategic Plan Highlights



Pillar #1: Create a Vibrant K-12 Teaching & Learning Ecosystem

- **K-8 support for all students (City Connects)**
- **Early College initiative at Salem High**
- **Launched social studies curricula in grades K-8**
- **Provided Gr 3-8 teachers with inquiry-based science resources and kits**
- **Hired Director of Digital Learning**
- **Launched 1:1 device initiative at CMS**
 - **Will begin 1:1 at High Schools & Saltonstall Middle School for 2018/19**



Pillar #1: Create a Vibrant K-12 Teaching & Learning Ecosystem

- **Revised student assignment policy to increase enrollment equity & balance**
- **Established Department of ELL and Bilingual Education**
- **Implemented a curriculum-aligned formative and summative assessment platform (SchoolCity)**
- **Restructured schools to better ensure equity in terms of school quality & enrollment (closed NBS/relocated HMLS)**



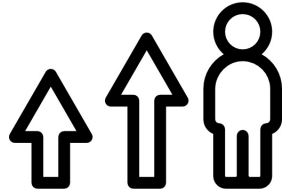
Pillar #2: Reimagine the High School Experience

- **Early College initiative at Salem High**
- **Secured \$100,000 in private funding to renovate and modernize College & Career Center**
- **Adoption of the Seal of Biliteracy**
- **Hired Internship Coordinator**
- **Conducted *Invitation to Innovate* to create 12 lab classrooms**



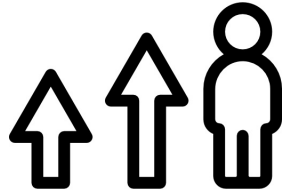
Pillar #2: Reimagine the High School Experience

- **Established medical assisting program in Career & Technical Education (CTE) center**
- **Receive Capital Skills grant to support CTE programs**



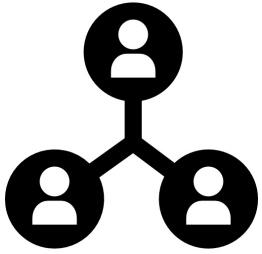
Pillar #3: Nurture Staff Leadership & Empowerment

- **Transitioned to teacher engaged, teacher developed & teacher delivered PD**
- **Partnered with SSU and provided financial support for teachers to obtain Teacher Leader certification**
- **Partnered with TNTP to secure \$150,000 NellieMae grant to:**
 - **Rethink & redesign new teacher development strategy**
 - **Develop effective teacher recruitment & retention strategies**



Pillar #3: Nurture Staff Leadership & Empowerment

- **Increased staff diversity:**
 - Intentionally recruited and hired bilingual & bicultural staff in the Transportation Department
 - Increased diversity in district leadership
 - Revised Family Engagement Facilitator (FEF) job description to require biliteracy



Pillar #4: Strengthen Family & Community Engagement

- **Community engagement goals incorporated into School Improvement Plans (SIP)**
- **School Committee approved adding full time bilingual Family Engagement Facilitators at a majority of schools**
- **Opened Aspen Parent Portal – Grades 9-12**