



# Strategic Planning Update

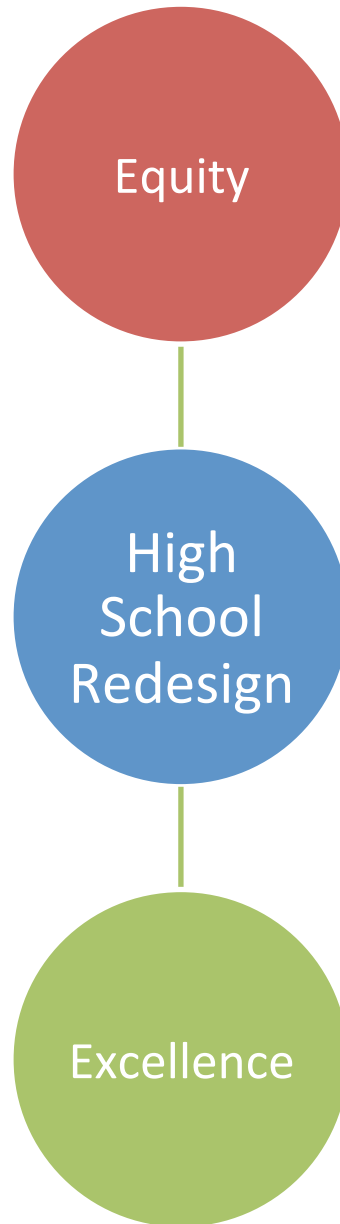


*Pillar 2: Reimagine the High School Experience*

School Committee  
May 21, 2018

# Top Six 21<sup>st</sup> Century Skills & Qualities of an SPS Graduate

- Critical Thinking & Problem Solving
- Effective Oral & Written Communication
- Collaboration & Teamwork
- Curiosity & Imagination
- Initiative & Goal-Setting
- Appreciation and Celebration of Diversity



# School-Based Redesign Team

## Subcommittees

**Restructuring  
for 21<sup>st</sup> Century  
Learning**

**Student  
Empowerment,  
Voice, and  
Leadership**

**Equity &  
Access to  
College and  
Career**

**Career &  
Technical  
Education**

# Faculty & Community Forums

- *What can we imagine for future high schools in Salem?*
- *What do these answers mean for me in my role as a high school educator in Salem?*



# Early Wins

Initial steps taken to signal forward momentum toward change/reform



# Spotlight on Early Wins

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- The background of the slide features a dimly lit stage with two bright spotlights shining down from above, creating a hazy, atmospheric effect. The floor of the stage is made of wooden planks.
- Invitation to Innovate
  - Early College opportunities
  - College & Career Readiness: 4 Year Plans
  - Internships

# Early Win Spotlight 1:

## *Invitation to Innovate*

### Goal:

- Provide teachers with an opportunity to lead change at the classroom level

### Focus:

- Enhance student engagement through student-centered practices



# Early Win Spotlight 1:

## *Invitation to Innovate*

### **Innovation project areas & resources provided to support the work of Innovators**

- Project-based learning
  - *Reading core text*
  - *Hired facilitator who has expertise in both PBL and teaching ELLs*
- Creating opportunities for student voice and choice
  - *Several members attended Facing History & Ourselves workshops/seminars*
- Integration of technology within learning experiences
  - *Purchased laptop cart for team to share*
  - *Secure licenses for apps to experiment with*
  - *Facilitated by district Director of Digital Learning*
- Stipend provided to all teachers

# Early Win Spotlight 1:

## *Invitation to Innovate*

One example...Using technology to enhance student engagement in art class



## *Goals of College & Career Center*

- Increase the amount and focus of time spent between students and counselors
- Ensure that all students develop a 4-year plan that is grounded in student interests and charts a course toward attaining future college & career goals
- Every senior applies to college
- Every senior applies for financial aid
- Provide opportunity for early college experiences
- Enhance supports for and out-reach to first generation college bound students

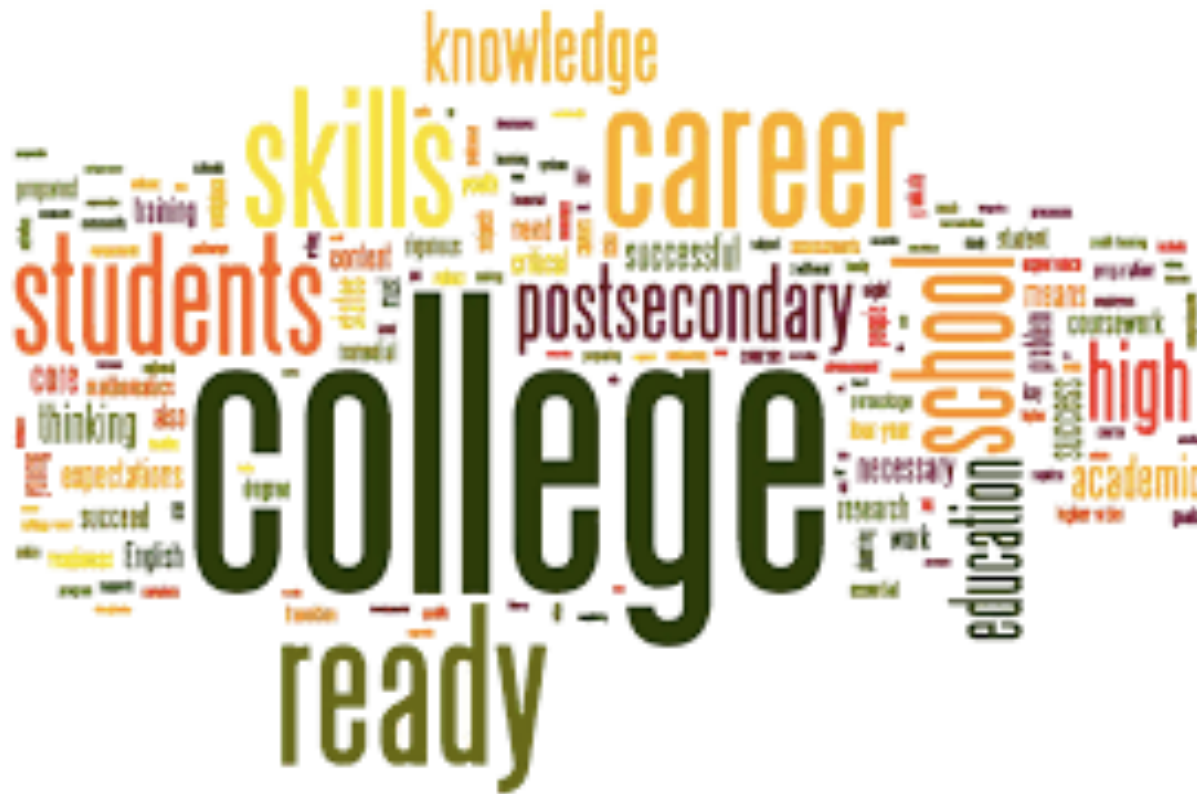
# Early Win Spotlight 2:

## *Early College Opportunities*

- **Partnership with SPS, Salem State, LEAP for Education, and the North Shore Workforce Investment Board (WIB)**
- **Year One**
  - Students take university level English and History co-taught by SSU professors and SHS teachers at SHS
- **Year Two**
  - Students chose one of two pathways – Healthcare or Business: Information Technology
  - Students take two classes in their pathway taught by SSU professors at SSU
- **Up to 50 SHS Students per Cohort**
  - Participating students reflect the SHS demographic
  - Students receive support from SSU, SHS, LEAP and NSWIB staff
  - Students finish the Early College program with four university level classes

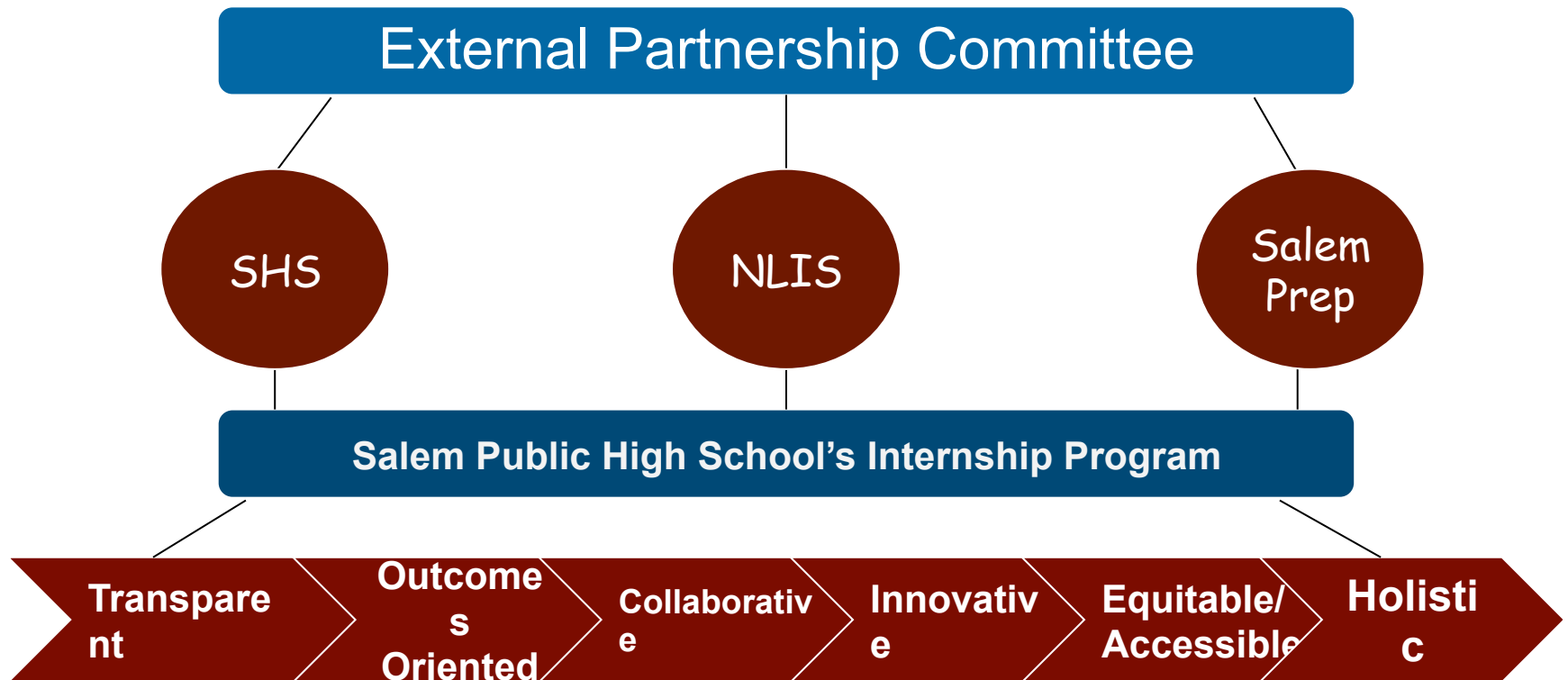
## Early Win Spotlight 3:

# College & Career Readiness: 4 Year Plans



# Early Win Spotlight 4:

## *Internships*



# Early Win Spotlight 4:

## *Internships*

**School-community partnerships are an essential part of students' educational growth and the High School Redesign Process**

- Internship experiences play a critical role in both
- Internships are an opportunity for all students instead of a reward for some
- A Salem Public School's Internship is a thoughtful partnership experience

## Early Win Spotlight 4: *Internships*

### **Assessed, evaluated, and identified opportunities**

- Forged strong student relationships
- Consulted with faculty and community partners
- Examined current system to identify opportunities
- Assembled and analyzed data
- Collaborated with other local high schools
- Outreached to local businesses and organizations



## Early Win Spotlight 4: *Internships*

### Next Year's Outlook

- Currently, a limited number of students go out on internships at SHS
  - CTE Early Education program-19
  - 5 new external internship placements
- In 2018/2019 we anticipate 50-60 students will participate in a structured community-based internship
- Supported by the Internship Coordinator, additional staff
- 77 rising Juniors have been identified for spring next year

# Early Win Spotlight 4:

## *Internships*

### List of Potential 2018/2019 Host Sites

- A&J King
- Armstrong Field Real Estate
- Bertinis
- Beverly Bank
- Boston Harbor Cruises
- B&G Club
- Burba Dental Partners
- Cabot Wealth Management
- Campfire North
- Captain Dusty's Ice Cream
- Children's Friends & Family
- Circle of Stitches
- Coffee Time Bake Shop
- Cheese Shop
- Crosbys Market
- Essex National Heritage
- Essex NY Pizza &

- For Kids Only
- Gulu-Gulu Cafe
- Harbor Sweets
- Hathorne Animal Care
- Hawthorne Hotel
- Jolie Tea Co.
- Joseph Ferraro Photo
- LEAP for Education
- Life Alive
- Lifebridge
- Melt Ice Cream
- Museum of Science
- MindTreck Software
- National Park Service
- New England Aquarium
- North Shore CDC
- North Shore Community Health
- North Shore WIB
- Northeast Animal Shelter

- Open Door Immigration
- Pamplemousse
- PALS Animal Life Savers
- PEM
- Salem Rotary Association
- Salem Arts
- Salem Auto Body
- Salem Five Bank
- Salem Main Streets
- Salem Maritime National Historic Site
- Salem Park & Rec.
- Salem Partnership
- Salem Sound Coastwatch
- Tabernacle Church
- The Food Project
- Waters and Brown Paint
- Wicked Good Bakes
- Witch Pix

- Witch Tees
- Ye Old Pepper Company
- Salem YMCA
- Salem Municipal Departments
- The Office of Seth Moulton
- 233 Lafayette LLC.
- Wire 4 Hire

# Looking Forward

1. Engage a partner to help facilitate the change process
2. Include more stakeholders
3. Build a stronger partnership between Salem high schools
4. Continue to pursue funding
5. Stronger, more consistent communication
6. Continue to provide updates



# Looking Forward

**Without a solid foundation, it is impossible to build anything of value.**

