



# Strategic Planning Update



**Pillar 1: Create a Vibrant K-12 Teaching & Learning System**

***School Committee Meeting***  
*October 2, 2017*

# Connecting Work Under Way to the Strategic Plan

**Strategy #3**--Strengthen personalized learning approaches that will accelerate and deepen student learning by tailoring instruction/supports to each student's individual needs, skills, and interests.

**Tactic**--Continue to implement standards-based grading and reporting practices.

# Standards-Based Grading Timeline

2014-2015	2015-2016	2016-2017	Sept. 2017	Oct. 2017	Nov. 2017	Dec. 2017
Dissemination Grant awarded by DESE	Dissemination Grant research completed	Proficiency Scale development for specialists, science at K-8	Planning for 10-12th grade roll out at the HS			Form grade 9 parent feedback group, begin to collect feedback
	Developed proficiency scales and report card language for K-8 Core Courses	Developed proficiency scales and report card language for Gr. 9 Core Courses	<b>Work Team Meetings</b> <ul style="list-style-type: none"> <li>Grades 10-12 develop proficiency scales and maps</li> <li>K-8 Vanguard develops language for the 4 on the proficiency scale</li> </ul>			
	Vanguard Teachers piloted standards-based grading	K-8 Core Content areas piloted standards-based report card	Gr. 9 Core Content areas piloted standards-based grading	Gr. 9 Core Content areas piloted standards-based grading	Gr. 9 Core Content areas piloted standards-based report card	

# K-8 Standards-Based Report Card

- Standards-based report card in place for all core and special area courses
  - *English Language Development and World Language-- development of curriculum maps and proficiency scales still under way*
- All K-8 teachers using Aspen electronic gradebook
  - *Update gradebook every two weeks*
- Reconfiguration of Vanguard Team
  - *To support refinement such as defining what a “4” means*
- Opening the Parent Portal
  - *Planned for January 2018*

# High School *Pilot of Standards-Based Practices*

**January 2017**

## High School Vanguard Team Formed

- Complete curriculum maps
- Develop proficiency scales
- Research best practice
- Introduce standards-based practices to the rest of the Gr. 9 team
- Provide summer PD for every Gr. 9 teacher



# Voices from the Field



**Amy Selvaggio**

**SHS Gr. 9 History Teacher**

- Proficiency scales specify the discrete skills related to a standard which are the sub-skills a student needs to learn in order to master a standard.
- Because proficiency scales break down what students need to know and be able to do, it is clear what students need to do next to improve their work.
- Students use proficiency scales to set goals about what they will do next to improve the quality of their work.

# Draft High School Report Card



Salem Public School District  
Standards Based Report Card  
School Year: 2017 - 2018

Last Name:  
First Name:  
Grade Level:  
Homeroom:  
Homeroom Teacher:

Salem High School  
77 Wilson Street  
Salem, MA 01970  
978-740-1123

Paragraph about reading the report card goes here. Do not stop at the summary table. Please go into the individual courses for detailed information about how your student is doing. Each course has student skills etc.

Mastery Level (ML)	
Above Grade Level Work	4 - Student work shows multiple skills beyond grade level 3.5 - Student work shows skill beyond grade level
Grade Level Expectations	3 - Student work meets grade level requirements
Progressing towards proficiency	2.5 - Demonstrates most foundational skills consistently 2 - Demonstrates some foundational skills
Limited progress towards proficiency	1.5 - Student shows some grade level skills independently 1 - Student shows some grade level skills with help
No evidence of mastery	0 - Student work shows no evidence of mastery

Is student's learning on target for this time of the year?
ON - on target
DEV - developing
AOC - area of concern

Course & Teacher	Course Level	Q1 ML Grade	Q2 ML Grade	Q3 ML Grade	Q4 ML Grade	Final ML	Final Grade	Earned Credit
Algebra 1 - Candone	A	2.5	2.9	3.2	3.5	3.5	B+	1.0
History - Dervaggio	H	1.5	2	2.5	2.5	2.5	B-	1.0
ELA 9 - Fleury	CP	2	2	2.5	3	3	A-	1.0
Biology - DiMauro	CP	2.5	2	2.5	2.5	2.5	B-	1.0
Spanish 1 - spanish teacher	CP	C+	B-	C-	C+		C+	1.0
Culinary Arts - Berman	CP	B+	A	B	B		B+	1.0
Band - Napierkowski	CP	B	B	B	B+		B+	1.0
Ceramics - Kirk	CP	A-	B-				B+	.5
Keyboarding - Leblanc	CP			B	B		B	.5

## Attendance Overview

	Q1	Q2	Q3	Q4	YTD
Absent					
Tardy					
Dismissed					

Principal Comment Box

Algebra 1	Q1	Q2	Q3	Q4
Reasoning with Equations	2.3 DEV	2.5 DEV	2.8 DEV	3 ON
Non-Linear Functions	3.3 ON	3.5 ON	3.5 ON	3.3 ON
Linear Functions	2 DEV	2.5 DEV	3 ON	3.5 ON
Data Analysis	NA	NA	1.5 AOC	1.5 AOC
Characteristics of Successful Learners	Q1	Q2	Q3	Q4
Homework completion	DEV	ON	ON	ON
On Time and Prepared for Class	AOC	AOC	DEV	ON
Responsible/ Punctual	ON	ON	ON	ON
Respectful/ Cooperative	DEV	AOC	ON	ON
Participation	AOC	AOC	DEV	ON
Course Description: This quarter Algebra students focused on extending their knowledge of linear and exponential functions to include quadratic functions. Students wrote equations, graphed, and analyzed all types of functions presented as table, graph, or real-world situation.				
Tardies	0	0	0	0
Absence	2	1	3	2
Teacher comments: Demonstrates proficiency in math facts and procedural fluency Uses time efficiently and completes classwork in a timely manner				



# High School Standards-Based Report Card

## *Parent Support & Communication Plan*

- Written advisories
- Parent Meetings
  - Meet the Teacher Night*
  - Parent Conferences*
- Parent Portal
  - Anticipate opening during 2nd quarter*





# Scaling Standards-Based Practices at the High School

- **Continue with Vanguard Team**
  - *Use their experiences to onboard additional faculty*
- **Determine steps for next year**
  - *Bring on Gr. 10*
  - *Or scale to Gr. 10-12*
- **Complete “School Profile”**
  - *Graduation requirements*
  - *Scales*
  - *Conversion tables*

Education improvement efforts over the past two decades have focused primarily on articulating standards for student learning, refining the way we assess students' proficiency on those standards, and tying results to accountability. The one element still unaligned with these reforms is grading and reporting. Student report cards today look much like they looked a century ago....

*Tom Guskey, 2011*