

# Salem Public Schools

## School Improvement Plan 2022-2023




### Bates School

#### Our goals this year

What do we hope to improve?	How will we measure it?	Start	Goal
Equity - Cultural Awareness and Action	Increase how often students learn about, discuss, and confront issues of race, ethnicity, and culture in school (Panorama survey)	45% Favorability (SY21-22)	55% Favorability (SY22-23)
Student Achievement	Increase the annual growth of students on Math and ELA measured by MCAS & STAR	STAR Math SGP - 48 STAR ELA SGP - 52 MCAS Math SGP - 43 MCAS - ELA SGP -47 (SY21-22)	Math SGP - 53 ELA SGP - 55 (SY22-23)
Student Attendance	Decrease the number of students who are "chronically absent" (missing >10% of days)	27% (SY21-22)	<24% (SY22-23)

#### How will we reach our goals?

We have three "big rocks" this year – these are our focus areas for improvement for our school!

	What is our big rock?	What will our students experience as we grow in this area this year?	How will we know if it is working?
	We will ... Create explicit time and space for students to engage in race and equity conversations. Staff development on race & equity through Equity Imperative	<ul style="list-style-type: none"> <li>Highly engaging curriculum</li> <li>Increased attendance interventions</li> <li>Monthly themed SEL and SJS activities</li> <li>School-Wide House System to build relationships</li> </ul>	<ul style="list-style-type: none"> <li>Increased Cultural Awareness and Action Data for both students and staff</li> </ul>
	We will ... Implement a strong system of attendance protocols that include consistent teacher engagement with families & students. Track and monitor systems and proactively engage staff, students, and families to facilitate accountability.	<ul style="list-style-type: none"> <li>Highly engaging curriculum</li> <li>Increased attendance interventions</li> <li>Monthly themed SEL and SJS activities</li> <li>School-Wide House System to build relationships</li> <li>Targeted outreach to families</li> </ul>	<ul style="list-style-type: none"> <li>Weekly absences decrease</li> <li>Tiered interventions decrease</li> <li>Chronic absenteeism decreases</li> </ul>
	We will ... Facilitate student-centered, standards-based instruction in all classrooms. Facilitate data-driven small group instructional time for all students.	<ul style="list-style-type: none"> <li>Targeted small group instruction based on individual student needs.</li> <li>Higher order tasks that increase the students' cognitive lift</li> <li>Independent and challenging tasks that promote productive struggle</li> </ul>	<ul style="list-style-type: none"> <li>Data from instructional walkthroughs</li> <li>STAR Assessments</li> <li>Exit Tickets/ Student Work</li> <li>Formal Evaluation and Feedback data</li> <li>Coaching Observation and Feedback data</li> </ul>