

SALEM ELEMENTARY SCHOOL

COMPREHENSIVE SCHOOL IMPROVEMENT PLAN

SCHOOL ASSURANCE REVIEW SCHOOL YEAR 2011-2012

Salem School Based Council and School Planning Committee reviewed the Assurances in the *Kentucky Comprehensive Improvement Planning School Framework* prior to approval of our plan.

Terry Grider _____ December 20, 2011
Chairperson, School Council Date

Peggy McGowan _____ December 20, 2011
Chairperson, School Planning Committee Date

Plan Approved by the School Council:

Date of SBDM Meeting
December 20, 2011

School Council Members:

Kimberlee Webb	Teacher
MaryBeth Gosser	Teacher
Peggy McGowan	Teacher
Kami Lawson	Parent
Carla Hart	Parent

Note: Although the Assurance Certification is not included in the school's improvement plan, the assurances for the categorical programs should be reviewed by the school council and the school planning committee prior to approval of the plan by the school council. The Assurances for 2011-2012 are in the Comprehensive School Improvement Planning Framework and can be downloaded from the KDE Web Page at:
<http://www.education.ky.gov/KDE/Administrative+Resources/School+Improvement/Comprehensive+Improvement+Planning/default.htm>

2011-2012 COMPREHENSIVE SCHOOL IMPROVEMENT PLAN Salem Elementary School

Mission Statement

The mission of Salem Elementary School is to provide all students a safe and challenging educational environment, which will enable our students to prioritize and make positive choices in order to become productive citizens. The SBDM Council reviews and revises the mission statement each year.

Executive Summary

Salem Elementary School's plan reflects strategies that address our priority needs and accomplish our goals to improve student achievement. It includes strategies such as effective professional development, collaboration with various educational cooperatives and purchasing materials to help improve reading and math for ALL students.

All certified staff participates in a professional development day set aside in the school calendar for the purpose of data analysis and school improvement planning. State assessment result (for this year included KY Interim Performance Report, NCLB AYP Report and spring 2011 ITBS), AIMS Web benchmark results, classroom assessment data, FRC survey data, and program review data. Content area PLC's analyzed the data and strategizes avenues of improvement. The entire faculty met back whole group to discuss findings and begin the improvement planning process. The SBDM Council compiled all the findings, considered all perspectives then determined school priorities for improvement.

Evaluation methods to validate effectiveness of the 2011- 2013 comprehensive school improvement planning goals and strategies includes the spring 2012 K-PREP, AIMS Web Benchmarking, Cambridge EXPLORE Benchmarking, EKU Diagnostics, STAR Reading, and Study Island.

Implementation and Impact checks will be used to evaluate the effectiveness of the CSIP. Activities will be monitored to determine the success of the goals and objectives. Any necessary adjustments will be made based on the review of the plan.

The school community of Salem Elementary is highly committed to the achievement of our school improvement goals in the 2011- 2013 CSIP.

School: Salem Elementary School District: Russell	Component Area: English Language Arts
Component Managers: Bethany Baird, Kimberlee Webb	
Priority Needs:	Based on NCLB AYP Report and KY Interim Performance Report: <ol style="list-style-type: none"> 1. Salem met 10 out of 10 target goals (100%) 2. 83% of students with disabilities (15 out of 18 students) scored proficient or above in reading meeting AMO 3. Males meet AMO but scored 6.77% less proficiency in reading than females
Priority Goals:	<ol style="list-style-type: none"> 1. Based on 2012 K-PREP, 2012 NCLB Report, and AIMS Web benchmarking: <ul style="list-style-type: none"> • The average of all students will improve reading proficiency .60% to meet the 2012 NCLB AMO of 86.82% proficiency • Students qualifying for free or reduced lunch will improve reading proficiency 1.9 % to meet the 2012 NCLB AMO of 86.82% proficiency • Students with disabilities will improve reading proficiency 3.82% to meet the 2012 NCLB AMO of 86.82% proficiency • Male learners will improve reading proficiency 3.01% to meet the 2012 NCLB AMO of 86.82% proficiency • Students receiving RTI services will progress one grade level 2. Salem Elementary will promote literacy awareness to parents and the community based on attendance at Family Literacy events 3. Salem Elementary will improve opportunities for students to be College & Career ready

for transition from elementary to middle based on **Cambridge** Explore Benchmarking and Fall EXPLORE Testing

- Goal 1:** Based on 2012 K-PREP, 2012 NCLB Report, and AIMS Web benchmarking:
- The average of all students will improve reading proficiency .60% to meet the 2012 NCLB AMO of 86.82% proficiency
 - Students qualifying for free or reduced lunch will improve reading proficiency 1.9 % to meet the 2012 NCLB AMO of 86.82% proficiency
 - Students with disabilities will improve reading proficiency 3.82% to meet the 2012 NCLB AMO of 86.82% proficiency
 - Male learners will improve reading proficiency 3.01% to meet the 2012 NCLB AMO of 86.82% proficiency
 - Students receiving RTI services will progress one grade level

Strategy/Activity	Expected Impact/Monitoring	Responsible Person(s)	Time Frame	Funding	Implementation Level (I/PI/NI)
1. Benchmark 6 th grade students twice a year on Quality Core (EXPLORE) through Cambridge	Guide instruction and improve skill development- increase college and career readiness	Principal, 6 th Grade Teachers	February 2012- May 2013	See CDIP	NI
2. Provide intentional instruction with highly qualified teachers using research based materials (Cambridge) on deficit skill development based on student need (indicated by benchmarking)	Intervene at point of student need increasing college and career readiness	6 th Grade Teachers/ RTI Staff	February 2012- May 2013	See CDIP	NI
3. Provide professional development through regional literacy consultant, WTEC literacy cadres, Content Leaders that attend Leadership Network, KASC, GRECC, KEDC, District Curriculum Leaders, KDE offerings, etc.	Improve teacher knowledge and instructional practices- increase student performance in ELA	SBDM, Principal, District PD Coordinator/ Federal Programs Director/DOSE	July 2011 June 2013	\$5,000 Title I PD, IDEA, FLEX PD	I
4. Teachers will integrate "timed practices" with	Improve reading fluency and test taking strategies	Principal, Teachers	August 2011- May 2013	\$0	PI

reading passages					
5. Teachers will develop and implement cold reads (at the grade level stretch band) for application of skills	Improve reading performance and increase college and career readiness	Principal/ Teachers	August 2011- May 2013	\$0	PI
6. All teachers implement content area literacy strategies	Improve performance in all content areas and increase college and career readiness	Principal/ Teachers	August 2011- May 2013	\$0	PI
7. Offer PD during a district PD/Planning day embedded in the school calendar on how to best differentiate for students with disabilities	Reduce the achievement gap and improve learning	DOSE/ PD Coordinator	August 2011- May 2013	\$0	NI
8. Special education and classroom teachers will plan on weekly basis on providing meaningful instructional and collaborative strategies to students with disabilities	Reduce the achievement gap and improve learning	Principal/ Teachers	January 2012- June 2013	\$0	PI
9. Purchase elementary reading program aligned with the new ELA standards	By implementing a more rigorous district aligned ELA curriculum, students will have a smoother transition to the middle school and stretch their reading skills	Superintendent/ Textbook Coordinator Principal	August 2011- May 2013	See CDIP	NI
10. Provide PD on implementing research based ELA program with fidelity to all elementary teachers	Improve planning and instructional practices- improve student learning	Textbook Coordinator/ PD Coordinator/ Principals	July 2011- June 2013	\$0	NI
			July- August		

<p>11. Teachers will share ELA strategies and align curriculum horizontally and vertically during District and School PLC's</p>	<p>Improve planning and instructional practices- improve student learning</p>	<p>PD Coordinator/ Principal/ Teachers</p>	<p>2012</p>	<p>\$0</p>	<p>PI</p>
<p>12. Research based intervention strategies and programs will be provided for students falling below benchmark in reading</p>	<p>Reduce the barriers to learning and improve student performance</p>	<p>Principal/ Teachers/ RTI Staff</p>	<p>August 2011- June 2013</p>	<p>\$0</p>	<p>I</p>
<p>13. Provide before and after school tutoring opportunities for students struggling in reading</p>	<p>Reduce the barriers to learning and improve student performance</p>	<p>ESS Coordinator/ Principal/ SBDM</p>	<p>August 2011- May 2013</p>	<p>\$1,000 ESS</p>	<p>I</p>
<p>14. Provide high interest reading materials for Male learners</p>	<p>Reduce the achievement gap and improve reading performance</p>	<p>21st Century Coordinator/ ESS Coordinator/ Principal/ SBDM/ Media Specialist</p>	<p>September 2100- April 2013</p>	<p>\$3,000 21st Century/ ESS/ SEEK</p>	<p>NI</p>
<p>15. Provide reading intervention classes before, during, and after school for Male learners</p>	<p>Reduce the achievement gap and improve reading performance</p>	<p>ESS Coordinator/ Principal/ RTI Staff</p>	<p>January 2012- June 2013</p>	<p>\$1,000 ESS</p>	<p>PI</p>
<p>16. Offer gender PD during a district PD/Planning day embedded in the school calendar</p>	<p>Reduce the achievement gap and improve learning</p>	<p>PD Coordinator/ Principal/ SBDM</p>	<p>August 2011- May 2012</p>	<p>\$500 Title I PD/ FLEX PD</p>	<p>NI</p>

January
2011- June
2013

Goal 2: Salem Elementary will promote literacy awareness to parents and the community based on attendance at Family Literacy events

Strategy/Activity	Expected Impact/Monitoring	Responsible Person(s)	Time Frame	Funding	Implementation Level (I/PI/NI)
1. Provide opportunities for parents and the community to participate in school activities promoting literacy awareness (e.g., open house, ELA orientation on new standards; Family Literacy Nights)	Media announcements, sign-ins, newsletters, surveys	Principal, SBDM, teachers, Title I Parent Involvement Coordinator	August 2011- May 2013	\$800 TITLE I Parent Involve Funds	I
2. Provide <i>Destiny</i> , a web-based library manager program where students, parents and faculty can search district-wide school resource materials (ex. E-books, print material, DVDs, cds, audios, etc.) from any internet accessible computer	Improve circulation of literacy materials and share resources to minimize district and school level expenditures	Librarian, Chief Information Officer	October 2011-May 2013	\$2,000 Fund II, SEEK \$500	I

Goal 3: Salem Elementary will improve opportunities for students to be College & Career ready for transition from elementary to middle based on **Cambridge** Explore Benchmarking and Fall EXPLORE Testing

Strategy/Activity	Expected Impact/Monitoring	Responsible Person(s)	Time Frame	Funding	Implementation Level (I/PI/NI)
1. Purchase and implement Cambridge EXPLORE Benchmarking for diagnostic assessment and to guide instruction to meet the diverse learning needs of all students	<p>Improve College and Career readiness skills as based on EXPLORE results</p> <p>Improve student transition from elementary school to middle school based on student surveys</p>	Superintendent, DOSE, Principal, SBDM, Teachers	February 2012- May 2013	See CDIP	NI
2. Purchase Cambridge "Non-negotiable" skills books for students to work on identified deficits	Improve College and Career readiness skills as based on EXPLORE results	Superintendent, Principal, SBDM, Teachers	February 2012- May 2013	See CDIP	NI
3. Purchase Cambridge Teachers' Guide that offers research based strategies for teachers to use universally in the classroom and for specific interventions	Improve College and Career readiness skills as based on EXPLORE results	Principal, SBDM, Teachers	February 2012- May 2013	See CDIP	NI
4. Purchase Cambridge "Big Book of Skills" for intervention and enrichment beyond grade level benchmark expectations	Improve College and Career readiness skills as based on EXPLORE results	Superintendent, Principal, SBDM, Teachers	February 2012- May 2013	See CDIP	NI
5. Provide Specialized Professional Development for the research based Cambridge System in order to implement with fidelity	Improve College and Career readiness skills as based on the 2012 EXPLORE results	Federal Programs Director, Principal, SBDM	January 2010- March 2012	See CDIP	NI

6. Develop a plan of action including a timeline for implementation for meaningful utilization of the Cambridge System	Improve College and Career readiness skills as based on the 2012 EXPLORE results	Principal, Teachers	February 2012- May 2013	\$0	NI
School: Salem Elementary District: Russell			Component Area: Math		
Component Managers: Mary Beth Gosser, Tamara Stephens					
Priority Need:	<p>Based on NCLB AYP Report and KY Interim Performance Report:</p> <ul style="list-style-type: none"> • Salem met 10 out of 10 target goals (100%) • 78% of students with disabilities (14 out of 18 students) scored proficient or above in math meeting AMO • Males scored 5.31% less proficiency in math than females • Math scores exceed the AMO but is 6.63% lower than reading 				
Priority Goals:	<ol style="list-style-type: none"> 2. Salem will improve math performance as follows: <ul style="list-style-type: none"> • 1.02% proficiency for all students based on 2012 K-PREP data to meet the 2011-12 AMO of 80.61 • 2.83% proficiency for students qualifying for free and reduced lunch to meet the 2011-12 AMO of 80.61 • 2.65 % proficiency for male learners to meet the 2011-12 AMO of 80.61 • 2.61% proficiency for students with disabilities to meet the 2011-12 AMO of 80.61 3. Salem will promote awareness of the new math standards and the new math program and initiatives to parents and the community based on attendance at Family Math Events 				

4. Salem will improve opportunities for students to be College & Career ready for transition from elementary school to middle school based on **Cambridge** Explore Benchmarking and EXPLORE Testing

Goal 1: Salem will improve math performance as follows:

- 1.02% proficiency for all students based on 2012 K-PREP data to meet the 2011-12 AMO of 80.61
- 2.83% proficiency for students qualifying for free and reduced lunch to meet the 2011-12 AMO of 80.61
- 2.65 % proficiency for male learners to meet the 2011-12 AMO of 80.61
- 2.61% proficiency for students with disabilities to meet the 2011-12 AMO of 80.61

Strategy/Activity	Expected Impact/Monitoring	Responsible Person(s)	Time Frame	Funding	Implementation Level (I/PI/NI)
1. Purchase a research based math program "GO MATH" aligned to new standards for elementary schools	By implementing a more rigorous district aligned math curriculum, students will have a smoother transition to the middle school and stretch their math skills	Superintendent/ Textbook Coordinator/ Principal	July 2011	See SDIP	I
2. Provide PD for elementary classroom and special education teachers on best practices for implementing with fidelity GO MATH	By implementing a more rigorous district aligned math curriculum, students will have a smoother transition to the middle school and stretch their math skills	Textbook Coordinator/ PD Coordinator/ Principal	August 2011	\$0	I
3. Provide professional development through regional math consultant, WTEC math cadres, Content Leaders that attend Leadership Network, KASC, GRECC, KEDC, District	Improve planning and instructional practices- improve student learning	SBDM/ Principal/ PD Coordinator/ Federal Programs	July 2011- June 2013	\$3,000 Title I PD, IDEA, FLEX PD	PI

Curriculum Leaders, KDE offerings, etc.		Director/ DOSE			
4. Benchmark 6 th grade students twice a year on Quality Core (EXPLORE) through Cambridge	Guide instruction and improve skill development- increase college and career readiness	Principal/6 th Grade Teachers	February 2012- May 2013	See CDIP	NI
5. Provide intentional instruction with highly qualified teachers using research based materials (Cambridge) on deficit skill development based on student need (indicated by benchmarking)	Intervene at point of student need increasing college and career readiness	6 th Grade Teachers/ RTI Staff	February 2012- May 2013	See CDIP	NI
6. Offer PD during a district PD/Planning day embedded in the school calendar on how to best differentiate for students with disabilities	Improve planning and instructional practices- improve student learning	DOSE/ PD Coordinator	January 2012- June 2013	\$0	NI
7. Special education and classroom teachers will plan on weekly basis on providing meaningful instructional and collaborative strategies to students with disabilities	Reduce the achievement gap and improve student learning	Principal/ Teachers	August 2011- May 2013	\$0	PI
8. Continue implementation of ECU Fluency Program to build computational skills	Improve Math Fluency and student performance	EKU/ Superintendent/ Principal/ Teachers	August 2011- May 2013	\$0	I
9. Provide before and after school tutoring opportunities for students struggling in math	Reduce barriers to learning and improve student performance	ESS Coordinator/ Principal/ SBDM	September 2011- April 2013	\$1,000 ESS	I
			August 2011- June 2013		

10. District and School PLC's will share math strategies and align curriculum horizontally and vertically	Improve planning and instructional practices- improve student learning	PD Coordinator/ Principal	August 2011- May 2013	\$0	PI
11. Teachers will integrate "timed practices" in math classrooms	Improve math fluency and test taking strategies	Principal/ Teachers	August 2011- May 2013	\$0	PI
12. Research based intervention strategies and programs will be provided for students falling below benchmark in math	Reduce the achievement gap and improve student learning	Principal/ Teachers/ RTI Staff	August 2011- May 2012	\$0	I
13. Provide math intervention classes before, during, and after school for Male learners	Reduce the achievement gap and improve reading performance	ESS Coordinator/ Principal/ RTI Staff	January 2011- June 2013	\$1,000 ESS	PI
14. Offer gender PD during a district PD/Planning day embedded in the school calendar	Reduce the achievement gap and improve learning	PD Coordinator/ Principal/ SBDM		\$500 Title I PD/ FLEX PD	NI

Goal 2: Salem will promote awareness of the new math standards and the new math program and initiatives to parents and the community based on attendance at Family Math Events

Strategy/Activity	Expected Impact/Monitoring	Responsible Person(s)	Time Frame	Funding	Implementation Level (I/PI/NI)
3. Provide opportunities for parents and the community to participate in school activities promoting math (e.g., open house math orientation on new standards; Math Nights)	Media announcements, sign-ins, newsletters, surveys	Principal, SBDM, teachers, Title I Parent Involvement Coordinator	August 2011-May 2013	\$800 Title I Parent Involvement	PI
Goal 3: Salem will improve opportunities for students to be College & Career ready for transition from elementary school to middle school based on Cambridge Explore Benchmarking and EXPLORE Testing					
Strategy/Activity	Expected Impact/Monitoring	Responsible Person(s)	Time Frame	Funding	Implementation Level (I/PI/NI)
1. Purchase and implement Cambridge EXPLORE Benchmarking for diagnostic assessment and to guide instruction to meet the diverse learning needs of all students	Improve College and Career readiness skills as based on the 2012 EXPLORE results Improve student transition from middle school to high school based on student surveys	Superintendent, DOSE, Principal, SBDM, Teachers	February 2012-May 2013	See CDIP	NI
2. Purchase Cambridge "Non-negotiable" skills books for students to work on identified deficits	Improve College and Career readiness skills as based on the 2012 EXPLORE results	Superintendent, Principal, SBDM, Teachers	February 2012- May 2013	See CDIP	NI

<p>3. Purchase Cambridge Teachers' Guide that offers research based strategies for teachers to use universally in the classroom and for specific interventions</p>	<p>Improve College and Career readiness skills as based on the 2012 EXPLORE results</p>	<p>Principal, SBDM, Teachers</p>	<p>February 2012- May 2013</p>	<p>See CDIP</p>	<p>NI</p>
<p>4. Purchase Cambridge "Big Book of Skills" for intervention and enrichment beyond grade level benchmark expectations</p>	<p>Improve College and Career readiness skills as based on the 2012 EXPLORE results</p>	<p>Superintendent, Principal, SBDM, Teachers</p>	<p>February 2012- May 2013</p>	<p>See CDIP</p>	<p>NI</p>
<p>5. Provide Specialized Professional Development for the research based Cambridge System in order to implement with fidelity</p>	<p>Improve College and Career readiness skills as based on the 2012 EXPLORE results</p>	<p>Federal Programs Director, Principal, SBDM, CRT</p>	<p>January 2010- March 2012</p>	<p>See CDIP</p>	<p>NI</p>
<p>6. Develop a plan of action including a timeline for implementation for meaningful utilization of the Cambridge System</p>	<p>Improve College and Career readiness skills as based on the 2012 EXPLORE results</p>	<p>Principal, CRT, Teachers</p>	<p>January 2012- May 2013</p>	<p>\$0</p>	<p>NI</p>

