

School Plan

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SALEM ELEMENTARY SCHOOL

Arkansas Comprehensive School Improvement Plan

2014-2015

It is the mission of the Salem Elementary School to educate all students in a safe environment. Our school will provide a challenging curriculum promoting higher-order thinking skills, technology skills, and problem-solving abilities through relevant and engaging activities. We will work with the community to provide the experiences necessary for all students to become responsible citizens, and ensure each child fairness, equality, and access.

Grade Span: K-6

Title I: Title I Schoolwide

School Improvement: MS

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Priority 1: Literacy

Goal: All students will improve in literacy skills, especially in all three strands of Reading (Literary, Content, and Practical), in both strands of Writing (Content and Style), and in Reading Comprehension.

Priority 2: Mathematics

Goal: All students will improve mathematic skills in the area of Measurement, on both multiple-choice and open-response items; all students will improve skills in problem solving in all areas of mathematics.

Priority 3: Wellness

Goal: The district will provide educational opportunities for students in making healthy lifestyle choices by implementing activities to aid in decreasing the average BMI on the annual student screening.

Priority 1: All students will improve literacy skills.

1. 2014 DATA INDICATES THAT SALEM STUDENTS SCORED LOWER IN THE PRACTICAL AND LITERARY STRANDS OF READING ON THE MULTIPLE-CHOICE AND OPEN-RESPONSE ITEMS. THIS INCLUDES THE COMBINED POPULATION AND THE STUDENTS WITH DISABILITIES. ALL SALEM TEACHERS, IN THE REGULAR CLASSROOMS AND SPECIAL EDUCATION CLASSROOMS, WILL BE LOOKING AT THOSE TYPES OF QUESTIONS DURING GRADE LEVEL MEETINGS TO SEE WHAT PART OF OUR CURRICULUM NEEDS TO BE ADJUSTED. 2014 RESULTS CONTINUE TO SUPPORT THE NEED FOR EQUAL EMPHASIS ON THE CONTENT AND STYLE DOMAINS OF WRITING. TEACHERS WILL CONTINUE TO EMPHASIZE CONTENT AND STYLE DURING WRITING INSTRUCTION. In 2012, 91% of the combined population of 3rd grade students scored proficient or advanced on the literacy portion of the Benchmarks. 88% of the economically disadvantaged students, 55% of the students with disabilities, and 90% of the Caucasian students scored proficient or advanced. There were no other measurable subgroups. The lowest areas in reading for the combined population were the Reading-Practical multiple-choice items and the Reading-Practical open-response items. In writing, the lowest areas for the combined population were the Writing-Style & Content domains. The lowest areas in reading for the students with disabilities were the Reading-Content multiple-choice items and the Reading-Practical open-response items. In writing, the lowest areas for the students with disabilities were the Writing-Style & Content domains. In 2013, 92% of the combined population of 3rd grade students scored proficient or advanced on the literacy portion of the Benchmarks. 90% of the economically disadvantaged students, 29% of the students with disabilities, and 90% of the Caucasian students scored proficient or advanced. There were no other measurable subgroups. The lowest areas in reading for the combined population were the Reading-Practical multiple-choice items and the Reading-Practical open-response items. In writing, the lowest areas for the combined population were the Writing-Style & Content

advanced. There were no other measurable subgroups. The lowest areas in reading for the combined population were the Reading-Literary multiple-choice items and the Reading-Practical open-response items. In writing, the lowest area for the combined population was the Content and Style domains. The lowest areas in reading for the students with disabilities were the Reading-Practical multiple-choice items and the Reading-Literary open-response items. In writing, the lowest area for the students with disabilities were the multiple-choice items. In 2013, 93% of the combined population of 6th grade students scored proficient or advanced on the literacy portion of the Benchmarks. 87% of the economically disadvantaged students, 0% of the students with disabilities, and 92% of the Caucasian students scored proficient or advanced. There were no other measurable subgroups. The lowest areas in reading for the combined population were the Reading-Literary multiple-choice items and the Reading-Practical open-response items. In writing, the lowest area for the combined population was the Content and Style domains. The lowest areas in reading for the students with disabilities were the Reading-Practical multiple-choice items and the Reading-Literary open-response items. In writing, the lowest area for the students with disabilities were the multiple-choice items. In 2014, 94% of the combined population of 6th grade students scored proficient or advanced on the literacy portion of the Benchmarks. 92% of the economically disadvantaged students, 50% of the students with disabilities, and 93% of the Caucasian students scored proficient or advanced. There were no other measurable subgroups. The lowest areas in reading for the combined population were the Reading-Content multiple-choice items and the Reading-Practical open-response items. In writing, the lowest area for the combined population was the Content and Style domains. The lowest areas in reading for the students with disabilities were the Reading-Practical multiple-choice items and the Reading-Literary open-response items. In writing, the lowest area for the students with disabilities were the multiple-choice items.

5. In 2012, Kindergarten did not test. In 2013, Kindergarten did not test. In 2014, Kindergarten did not test.
6. In 2012, 75.9% of the combined population of 1st grade students scored at/above the 50th percentile in Reading Comprehension. 77.1% of the Caucasian students, 68.3% of the free/reduced students, and 0% of the students with IEP's scored at/above the 50th percentile. The lowest area of concern was in the Explicit Sequence, Actions Cluster. In 2013, 77.8% of the combined population of 1st grade students scored at/above the 50th percentile in Reading Comprehension. 76.2% of the Caucasian students, 69.4% of the free/reduced students, and 0% of the students with IEP's scored at/above the 50th percentile. The lowest area of concern was in the Explicit Sequence, Actions Cluster. In 2014, 78.6% of the combined population of 1st grade students scored at/above the 50th percentile in Reading Comprehension. 77.2% of the Caucasian students, 70.4% of the free/reduced students, and 0% of the students with IEP's scored at/above the 50th percentile. The lowest area of concern was in the Explicit Sequence, Actions Cluster.
7. In 2012, 78.2% of the combined population of 2nd grade students scored at/above the 50th percentile in Reading Comprehension. 75.5% of the Caucasian students, 70.3% of the free/reduced students, and 0% of the students with IEP's scored at/above the 50th percentile. A low area of concern was the Using Monitoring Strategies Cluster. In 2013, 79.4% of the combined population of 2nd grade students scored at/above the 50th percentile in Reading Comprehension. 77.5% of the Caucasian students, 71.3% of the free/reduced students, and 0% of the students with IEP's scored at/above the 50th percentile. A low area of concern was the Using Monitoring Strategies Cluster. In 2014, 82.4% of the combined population of 2nd grade students scored at/above the 50th percentile in Reading Comprehension. 79.5% of the Caucasian students, 79.3% of the free/reduced students, and 0% of the students with IEP's scored at/above the 50th percentile. A low area of concern was the Using Monitoring Strategies Cluster.
8. The 2012 Arkansas Annual Measurable Objective Report identifies our attendance rate to meet the attendance goal identified by the 2012 School Improvement Report. The 2013 Arkansas Annual Measurable Objective Report identifies our attendance rate to meet the attendance goal identified by the 2013 School Improvement Report. The 2014 Arkansas Annual Measurable Objective Report identifies our attendance rate to meet the attendance goal identified by the 2013 School Improvement Report.

Goal All students will improve in literacy skills, especially in all three strands of Reading (Literary, Content, and Practical), in both strands of Writing (Content and Style), and in Reading Comprehension.

Benchmark To meet the state AMO requirement annually with a goal of a 1/2% increase in the total number of proficient/advanced students. 2008-2011 Combined Population: 87.8 African-American: NA Hispanic: NA Caucasian: 88.8 Econ. Dis.: 84.1 LEP: NA Stu. w. Dis.: NA 2009-2012 Combined Population: African-American: NA Hispanic: NA Caucasian: Econ. Dis.: LEP: NA Stu. w. Dis.: NA 2010-2014 Combined Population: 91.45% African-American: NA Hispanic: NA Caucasian: 93.4% Econ. Dis.: 87.44% LEP: NA Stu. w. Dis.: NA

Intervention: ALIGNMENT of the literacy curriculum to the Arkansas Frameworks and Common Core State Standards.

Scientific Based Research: Heidi Hayes Jacobs (2004). Getting Results with Curriculum Mapping, 1-181.

Actions	Person Responsible	Timeline	Resources	Source of Funds
Teachers will be provided opportunities for staff development on the mapping and alignment process. Action Type: Professional Development	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Outside Consultants • Teachers 	ACTION BUDGET: \$
Each classroom teacher will identify the skills being taught in his/her literacy curriculum throughout the school year. Action Type: Alignment	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Computers • Outside Consultants • Teachers 	ACTION BUDGET: \$
Special education teachers and regular classroom teachers will work together to align literacy curriculum for appropriate modifications in the special education classroom. Action Type: Special Education Action Type: Title I Schoolwide	Patty Neal and Judy Rose	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Teachers 	ACTION BUDGET: \$
Teachers will have grade level meetings (horizontal meetings) to compare and contrast the mapping process, looking at the timeline of instruction and the methods being employed by each teacher to cover the skills. Action Type: Alignment Action Type: Collaboration Action Type: Title I Schoolwide	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Computers • Teachers 	ACTION BUDGET: \$
The staff will participate in vertical meetings to discuss the mapping process across grade levels. Timeline of covering standards and methods being used will be the priorities of these meetings. Action Type: Alignment Action Type: Collaboration Action Type: Title I Schoolwide	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Computers • Teachers 	ACTION BUDGET: \$
Each year, the status of the alignment process will be evaluated by the administration to determine the next course of action for each building. The Benchmark scores and ITBS scores will also be processed each year to identify areas of weakness. Common planning periods make it possible for teachers to monitor and adjust on a daily basis. 2014 results on the Federal Programs Inventory from the teachers indicate that 92% of the Salem Elementary teachers feel our literacy curriculum is properly aligned. Action Type: Program Evaluation	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • District Staff • Teachers 	ACTION BUDGET: \$
The district will look to purchase Common Core Coach by Triumph Learning in the future for all students in grades K-6 to enhance instruction in English language arts.	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Performance Assessments • Teachers 	Title I - Materials & Supplies: \$4500.00 ACTION BUDGET: \$4500
Total Budget:				\$4500

Intervention: Accelerated Reader Program.

Scientific Based Research: Magnolia Consulting. (2010). A final report for the evaluation of Renaissance Learning's Accelerated Reader program. Charlottesville, VA: Author.

Actions	Person Responsible	Timeline	Resources	Source of Funds
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<p>COORDINATION OF FUNDS Teachers will use the Accelerated Reader Program, which uses computer-based testing of library books, to improve literacy skills. The AR program and other technology interventions will be purchased in the 2014-2015 school year. This program will allow all students to work at their own pace. Action Type: Technology Inclusion Action Type: Title I Schoolwide</p>	Vicki Ragan	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Central Office • Computers • School Library • Teachers 	<p>Title I - Purchased \$4800.00 Services:</p> <hr/> <p>ACTION BUDGET: \$4800</p>
<p>Teachers will give a pretest and a posttest using Star Reading to assess reading levels of all students. This data will also be shared with parents during Parent/Teacher Conferences to chart student growth. Pretests will be administered during September for grades 2-6. K-1 will administer the pretest in January. Posttests will be given during the month of April. Action Type: Equity Action Type: Parental Engagement Action Type: Technology Inclusion</p>	Corey Johnson	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Computers • School Library • Teachers 	<p>ACTION BUDGET: \$</p>
<p>All students will use the AR program and will take assessments on the books they read throughout the year. Reading logs or checklists will be kept by all students and teachers will check the status of the class on a daily basis. The levels of the students will be monitored and adjusted by the classroom teachers. Logs/checklists for special education students will be monitored by the resource teachers. Books will be purchased each year above and beyond the general money to update the fiction and nonfiction selections for students. Action Type: Equity Action Type: Special Education Action Type: Technology Inclusion</p>	Corey Johnson	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Computers • School Library • Teachers 	<p>Title I - Materials & Supplies: \$10000.00</p> <hr/> <p>ACTION BUDGET: \$10000</p>
<p>The AR program will be evaluated by the literacy committee for effectiveness each year to determine how to maximize its use in each grade level. Test score data will also be examined each year to look at growth of literacy skills. Student growth will be measured by comparing the pre- and post- STAR tests. During the 2013-2014 school year, our students passed 69,641 quizzes and averaged 86.8% on each quiz. Students gained an average of 1.18 in grade equivalency and 12.52 percentile points according to Star Reading results. 100% of our classroom teachers are using the program, including the two resource classrooms. 2014 FPI teacher ratings rated the AR Program as a 4.8 out 5 in terms of effectiveness. Action Type: Program Evaluation</p>	Corey Johnson	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • District Staff • Teachers 	<p>ACTION BUDGET: \$</p>
<p>Parent volunteers will be encouraged to assist any students having difficulties in reading the AR books and assist them on the computer assessments. Action Type: Collaboration Action Type: Parental Engagement</p>	Corey Johnson	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Computers • Teachers 	<p>ACTION BUDGET: \$</p>
<p>A list of AR books and levels of books</p>	Vicki Ragan	<p>Start:</p>		

will be provided to the local public library to support and encourage reading during the summer. Action Type: Collaboration		07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Public Library School Library 	ACTION BUDGET: \$
As an incentive to students, a millionaires' word wall will be created. Students reaching certain grade level goals in terms of words read will be rewarded and recognized as members of the millionaire club. The students' pictures will be taken, printed off on a money template, and displayed on the millionaire's wall. In 2013-2014, students read 242,451,844 words. There were 152 millionaires, 6 students reached five million, and 2 student reached six million. Action Type: Technology Inclusion	Vicki Ragan	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Computers School Library Teachers 	ACTION BUDGET: \$
Technology supplies will be purchased to support all instructional programs. Printers will be purchased for elementary classrooms in conjunction with Accelerated Reader program. Printers will be used in every classroom to print AR TOPS reports instead of using the copier in the workroom. Action Type: Technology Inclusion Action Type: Title I Schoolwide	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Computers 	NSLA (State-281) - Materials & Supplies: \$3920.00 ACTION BUDGET: \$3920
Students take AR tests on the computers. Tech support for software related to the program will also be purchased each year - Destiny and Star Reading, Star Math and Accelerated Reader. Action Type: Technology Inclusion	Corey Johnson	Start: 07/01/2014 End: 06/30/2015		Title I - Purchased Services: \$1900.00 ACTION BUDGET: \$1900
The district will purchase an Aerohive access point for the remaining classrooms to enhance wireless connectivity with the Accelerated Reader Program and all other student learning programs. Action Type: Technology Inclusion	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015		Title I - Materials & Supplies: \$3400.00 Title I - Purchased Services: \$850.00 ACTION BUDGET: \$4250
Balt Charging carts will be used to charge the Samsung and Acer Chromebooks that will be used in classroom.	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Computers 	ACTION BUDGET: \$
In grades K-6, 90 Acer C720P Chromebooks at \$393.11 will be purchased to enhance the Accelerated Reader Program. This will allow students to work at their own pace for an individualized program. Action Type: Technology Inclusion	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Computers 	Title I - Materials & Supplies: \$35400.00 ACTION BUDGET: \$35400
Total Budget:				\$60270

Intervention: Classroom Size Reduction.

Scientific Based Research: American Educational Research Association (Fall, 2003). Class Size: Counting Students Can Count, 1-4.

Actions	Person Responsible	Timeline	Resources	Source of Funds
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<p>The impact of CSR on literacy skills in the elementary school will be closely monitored by the teachers and administration. Test scores and retention rates will be two of the indicators that will be assessed each year. 1-2 ITBS, and 3-6 Benchmark scores will be the test data analyzed each year, depending upon the placement of the teachers. As of 2009, Title I funds will no longer be used for classroom reduction. However, on the 2014 FPI (Federal Programs Inventory), Salem teachers rated classroom reduction as a 4.8 out of 5 in terms of importance for our educational program and success. 2-A funds will still be used as long as permissible. Action Type: Program Evaluation</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Central Office • Teachers 	<p>ACTION BUDGET: \$</p>
<p>COORDINATION OF FUNDS Students will be placed in smaller classes in grades K-6 in order to improve instruction in literacy. 1 teacher's salary (1 FTE) Kristen Hyslip will be paid with Title II-A and 1 teacher's salary, Treva Cotter, at 1 FTE will be paid with NSLA funds in 2014-2015. Efforts will be made to make sure that classes are equitable when being divided into groups and that all students are treated equally and fairly at Salem Elementary School in order to prevent any kind of discrimination. The student to teacher ratio in the grade levels using classroom reduction will be 15.95 to 1. If the funds were not used, the ratio would have been 17.55 to 1. Action Type: Equity</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Teachers 	<p>Title II-A - Employee Salaries: \$40750.00 Title II-A - Employee Benefits: \$1373.08 NSLA (State-281) - Employee Benefits: \$12499.00 NSLA (State-281) - Employee Salaries: \$48750.00 ACTION BUDGET: \$103372.08</p>
<p>The grade level placement of CSR teachers will be based upon enrollment at the beginning of the school year. Teacher input and data from several sources will be used to divide the students up into equitable classes. Action Type: Equity</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Teachers 	<p>ACTION BUDGET: \$</p>
<p>HIGHLY QUALIFIED TEACHERS All teachers on staff will be highly qualified and certified in the fields in which they are teaching. Newspapers and online postings will be used to fill any vacancies with highly qualified applicants. Action Type: Title I Schoolwide</p>	<p>Ken Rich</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Central Office 	<p>ACTION BUDGET: \$</p>
<p>Total Budget:</p>				<p>\$103372.08</p>

Intervention: To improve instruction in literacy with an emphasis on open-response questions in literacy for all students in every grade level.

Scientific Based Research: Doug Reeves (2004). Accountability in Action, 185-208.

Actions	Person Responsible	Timeline	Resources	Source of Funds
PROFESSIONAL DEVELOPMENT Teachers will receive training in open-response	Corey Johnson	Start: 07/01/2014	<ul style="list-style-type: none"> • Administrative 	

<p>question development and scoring. Specialists from the educational service center will provide training opportunities each year. Professional development related to six hours of technology, two hours of Arkansas History, and two hours of Physical Fitness will also be provided by the educational service center or by the school. The building principal will also receive the additional professional development for administrators as mandated by the ADE. Action Type: Professional Development Action Type: Technology Inclusion Action Type: Title I Schoolwide</p>		<p>End: 06/30/2015</p>	<p>Staff</p> <ul style="list-style-type: none"> • District Staff • Outside Consultants • Teachers 	<p>ACTION BUDGET: \$</p>
<p>Teachers will collect and assess open-responses from students and adjust instruction as needed. Action Type: Program Evaluation</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Teachers 	<p>ACTION BUDGET: \$</p>
<p>All classroom teachers and special education teachers will use open-response questions in literacy instruction, evaluate progress, and adjust instruction as needed. Materials and supplies will be purchased to supplement the literacy curriculum throughout the school year. Technology will be purchased to aid in literacy instruction. Teachers will also have the option of virtual field trips to improve student vocabulary and prior knowledge. Action Type: Collaboration Action Type: Special Education Action Type: Technology Inclusion</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • District Staff • Teachers 	<p>ACTION BUDGET: \$</p>
<p>REMEDICATION Regular classroom teachers will be responsible for remediating students who are not on grade level in reading and writing. Test scores and other criteria determined by the teacher will identify students to be remediated. Special Education teachers will also have input for students in their program. Remediation plans will be written annually by the classroom teachers and parents. These plans will be completed upon the arrival of the results of the Benchmarks. Action Type: Parental Engagement Action Type: Special Education Action Type: Title I Schoolwide</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • District Staff • Teachers 	<p>ACTION BUDGET: \$</p>
<p>This entire plan to improve literacy skills will be reviewed and revised annually by the literacy committee. This evaluation will be used to determine the best use of the next school year's federal, state, and local funds in order to maximize increased student achievement and improvement of instruction. Benchmark and ITBS data will be analyzed to determine which grade levels need more practice on open-response items. On the 2014 FPI teacher ratings, Salem Elementary teachers rated literacy open-response instruction as a 4.8 out of 5, with 100% of the staff using open-response items in their instruction at least on a daily/weekly basis. Action Type: Program Evaluation</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Central Office • District Staff • Teachers 	<p>ACTION BUDGET: \$</p>

Action Type: Title I Schoolwide				
The district will purchase instructional materials to enhance teacher delivery and instruction as students prepare for open response questions. This will include practice writing materials such as pencils, pens, paper, and materials needed for students. Materials purchased will go above and beyond what is required for students. Action Type: Collaboration Action Type: Title I Schoolwide	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Performance Assessments • Teaching Aids 	Title I - Materials & Supplies: \$14000.00 ACTION BUDGET: \$14000
Total Budget:				\$14000

Intervention: PARENTAL INVOLVEMENT in the elementary school.

Scientific Based Research: Emma McDonald (2005). Developing Positive Parent Partnerships, 1-4. Diane Debrovner (August, 2004). Parents: Get Set for School, 144-152.

Actions	Person Responsible	Timeline	Resources	Source of Funds
The elementary school will have a family night or open house to meet the parents and to discuss reading programs and instruction, as well as developmentally appropriate activities that parents can do in the home to help their child be successful. The technology coordinator will offer other opportunities to parents to attend trainings on school district software related to online grades, AR records, lunch balances,... Several grade levels will also host a Parent/Literacy Night. Action Type: Parental Engagement Action Type: Title I Schoolwide	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • District Staff • Teachers 	Title I - Materials & Supplies: \$480.00 ACTION BUDGET: \$480
Parent Involvement Meetings for providing information to parents will be held throughout the year by school personnel. Status of the school and student achievement are examples of topics of discussion at these meetings. Action Type: Collaboration Action Type: Parental Engagement Action Type: Title I Schoolwide	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Teachers 	ACTION BUDGET: \$
A newsletter (Little Hound Herald) will be sent home on a monthly basis to keep parents informed about student events, student performance, and other essential information parents will need to know throughout the year. Extra copies will be available at the Parent Center. Action Type: Collaboration Action Type: Parental Engagement Action Type: Title I Schoolwide	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff 	ACTION BUDGET: \$
COLLABORATION Parents and community members will be encouraged to participate in school activities. Reading to students and participating in art/music activities are just a few examples of volunteer actions. Volunteer applications are available in the parent center. Members of the community will also be encouraged to participate in school activities. For example: inviting local policemen, military personnel, or businessmen in to do presentations for the students. Salem Elementary will	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Community Leaders • District Staff • Teachers 	ACTION BUDGET: \$

<p>implement effective parental involvement which would include the following: (1) joint collaboration with parents, community stakeholders, teachers, etc.; (2) support for schools to develop policies/programs to improve student achievement; (3) parental involvement strategies for public/private preschool programs; (4) annual assessments of the effectiveness of Parental Involvement Programs; (5) the six components to build parental capacity --- (A) Provide assistance to parents in understanding content how to monitor a child's progress; (B) Provide materials and training to help parents work with their children to improve academic achievement; (C) Educate teachers, principals, and other staff in the importance of effective communication and the value of the contributions of parents; (D) Coordinate and integrate parent involvement programs and activities; (E) Ensure that information related to school and parent programs is sent to parents in language that parents can understand; (F) Provide other reasonable support that parents may request.</p> <p>Action Type: Collaboration Action Type: Parental Engagement Action Type: Title I Schoolwide</p>				
<p>A parent center will be set up the elementary office which shall provide informational packets, as well as numerous other materials to be available to parents and community members as required by Act 307 of 2007 and Act 397 of 2009. The following are examples of some of the items: magazines and informative materials related to parenting skills; tips for parents concerning success for their children at school; volunteer applications; and copies of the latest newsletters. The Parent/Volunteer Resource Book and Log will also be located in the office. Training opportunities will be provided to volunteers as needed, depending on the volunteer's location and responsibilities. An area in the library has been provided for parent book selections. The parent center will be maintained by the facilitator, Corey Johnson. The parent facilitator will assist and support the development of any parent organization, such as PTA/PTO.</p> <p>Action Type: Parental Engagement</p>	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff 	ACTION BUDGET: \$
<p>The local newspaper and cable tv company will be used as information sources for the public concerning school events and achievements.</p> <p>Action Type: Collaboration Action Type: Parental Engagement</p>	Ken Rich	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Central Office 	ACTION BUDGET: \$
<p>A Grandparent's Breakfast will be held each year. Grandparents, parents, and other family members can eat for free. Afterward, they will have an opportunity to meet with the teachers and staff.</p>	Vicky Rossitto	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Central Office • District Staff 	ACTION BUDGET: \$

Action Type: Collaboration Action Type: Parental Engagement			<ul style="list-style-type: none"> • Teachers 	
There will be two parent/teacher conferences held each school year - one at the end of the 1st quarter and one at the end of the 3rd quarter. Parents that do not attend will be contacted by letter or phone or email. Action Type: Collaboration Action Type: Parental Engagement Action Type: Title I Schoolwide	Ken Rich	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • District Staff • Teachers 	ACTION BUDGET: \$
At the end of each quarter, a Renaissance Award Program will be held for parents and family members. It will be held during school hours so that all students will be able to participate. Students will be recognized for their academic achievements during the quarter. Rewards for students grades under the Renaissance program will be purchased for students. Rewards will include certificates, medals, and rewards of minimal costs. Action Type: Parental Engagement Action Type: Title I Schoolwide	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • District Staff • Teachers 	Title I - Materials \$5000.00 & Supplies: ACTION BUDGET: \$5000
Homework/Communication folders will be purchased each year for students so parents will be able to locate homework and graded assignments easily each night. Each grade level will have a different color folder. Action Type: Collaboration Action Type: Parental Engagement	Vicky Rossitto	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • District Staff • Teachers 	Title I - Materials & \$520.00 Supplies: ACTION BUDGET: \$520
All parents who attend the parent/teacher conferences will be recognized in the local newspaper at the end of the school year for their contributions to their child's success in school. Action Type: Collaboration Action Type: Parental Engagement Action Type: Title I Schoolwide	Ken Rich	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Central Office 	ACTION BUDGET: \$
NEEDS ASSESSMENT Each school year, the teachers and administration will assess the success of the parental involvement program and make any changes necessary to encourage future participation. Random parent surveys will be sent home each year to gather data from the parent perspective. Results will be tabulated and distributed to the staff members at the beginning of each school year. 2013-2014 survey results were shared with teachers during the summer inservice. Results were very positive. Parent/Teacher Conference attendance rates will also be monitored this year and future years. On the 2014 (FPI) Federal Programs Inventory, teachers rated the following parental involvement activities using a 1-5 scale as follows: Open House---4.8; Grandparent's Breakfast--4.9; PT Conferences---4.6; Renaissance Programs---4.7; and parent volunteers--3.1. Action Type: Program Evaluation Action Type: Title I Schoolwide	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Central Office • Community Leaders • Teachers 	ACTION BUDGET: \$

<p>A Parent/Student/Teacher/Principal Compact will be distributed in the student handbooks each year. A list of recommendations are provided for each involved party to ensure a successful educational experience. The compact is signed by all of the involved parties and filed in the principal's office each year. The compact shall include the following: Salem Elementary will implement effective parental involvement which would include the six components to build parental capacity --- (A) Provide assistance to parents in understanding content how to monitor a child's progress; (B) Provide materials and training to help parents work with their children to improve academic achievement; (C) Educate teachers, principals, and other staff in the importance of effective communication and the value of the contributions of parents; (D) Coordinate and integrate parent involvement programs and activities; (E) Ensure that information related to school and parent programs is sent to parents in language that parents can understand; (F) Provide other reasonable support that parents may request. Parent grievance procedures are also provided in the hand book. Action Type: Collaboration Action Type: Parental Engagement Action Type: Title I Schoolwide</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Teachers 	<p>ACTION BUDGET: \$</p>
<p>TRANSITION Each year, Salem Elementary will conduct a kindergarten registration and screening. The following agencies will be included in the transition process in addition to school personnel: NAESC, Early Horizons, and Salem Head Start. Parents will be encouraged to attend the meetings and will be given kits by the kindergarten teachers to help the children and parents prepare for starting kindergarten. Action Type: Collaboration Action Type: Parental Engagement Action Type: Title I Schoolwide</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>		<p>ACTION BUDGET: \$</p>
<p>The school will provide at least two hours of PROFESSIONAL DEVELOPMENT each year related to parental involvement to teachers by providing meaningful training to encourage and develop relationships with parents. Adminstrators will receive at least three hours of professional development in parental involvement at the local educational cooperative. Action Type: Parental Engagement Action Type: Professional Development Action Type: Title I Schoolwide</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Teachers 	<p>ACTION BUDGET: \$</p>
<p>Students will record radio spots throughout the school year to keep parents informed on the following: school events, academic achievement, academic programs, classroom activities, etc. Action Type: Parental Engagement</p>	<p>Corey Johnson</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>		<p>Title I - Purchased \$500.00 Services: ACTION BUDGET: \$500</p>

Blackboard Connect will be purchased to inform parents/guardians about school activities, events, and news through the use of mass phone calls. Also, the school will maintain a Facebook page and Twitter account to inform subscribers. Action Type: Parental Engagement	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015		NSLA (State-281) - \$1000.00 Purchased Services: ACTION BUDGET: \$1000
Parent meetings will be held to inform parents about Salem Elementary School and it's programs. In the meetings, parents will be active participants in planning and making suggestions for the elementary school. Action Type: Parental Engagement	Corey Johnson	Start: 07/01/2014 End: 06/30/2015		Title I - Materials & Supplies: \$500.00 ACTION BUDGET: \$500
Total Budget:				\$8000

Intervention: REMEDIATION After School Tutoring Program.

Scientific Based Research: Gil G. Norm (2004). Afterschool Education: A New Ally for Education Reform, 1-3.

Actions	Person Responsible	Timeline	Resources	Source of Funds
The instruction provided to the student will include interactions with the teacher and with computer software. Action Type: Technology Inclusion	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Teachers 	ACTION BUDGET: \$
At the end of each school year, the tutoring program will be evaluated by the staff to determine strengths and weaknesses, and to recommend any changes. Remediation rates, as well as, students repeating remediation will be looked at each year. Benchmark scores will be used to see if any growth occurred for those participating in the tutoring program. In 2010-2011, students in the tutoring program increased their scale scores by an average of 122 points. In 2011-2012, students in the tutoring program increased their scale scores by an average of 145 points. In 2012-2013, students in the tutoring program increased their scale scores by an average of 153 points. In 2013-2014, students in the tutoring program increased their scale scores by an average of 162 points. On the 2013 FPI teacher rating scale, Salem Elementary teachers rated after school tutoring as a 4.7 out of 5 in terms of effectiveness. Action Type: Program Evaluation	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Central Office District Staff Public Library 	ACTION BUDGET: \$
After tutoring will be offered to all students. The school will target new students who may be behind or struggling with the new curriculum. Tutoring may occur after school or during summer months. Participating teachers will be paid \$30 per hour.	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Computers School Library Teachers 	Title I - Employee \$16000.00 Salaries: Title I - Employee \$3601.12 Benefits: ACTION BUDGET: \$19601.12
Remediation sessions will be conducted each week among all students in all grade levels. At a minimum of one session a week, students will be	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Teachers 	ACTION BUDGET: \$

receiving instruction based upon previous test data and AIP's.				
Total Budget:				\$19601.12
Intervention: Study Island will be purchased and used in grades K-6.				
Scientific Based Research: Magnolia Consulting, July 15, 2008. Study Island Scientific Research Base, pp. 1-17. Educational Leadership, Vol. 63, Num. 3, pp. 19-24, November, 2005. Classroom Assessment: Minute by Minute, Day by Day.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Study Island will be purchased for grades K-6 to provide supplemental instruction in literacy during classroom instruction and after school tutoring. Action Type: Technology Inclusion	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Computers 	Title I - Purchased \$5000.00 Services: ACTION BUDGET: \$5000
The effectiveness of the Study Island software will be based upon the amount of growth students experience using pre and posttests provided by the program itself. The program will also be measured by the amount of growth experienced by students in after school tutoring who are using Study Island. This growth will be based upon Benchmark and ITBS scale scores. 2014 teacher rating for the program was a 4.6 out of 5, with 85% of teachers using the program on a daily/weekly basis. Action Type: Program Evaluation	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff District Staff Teachers 	ACTION BUDGET: \$
The program EduTyping will be purchased to enhance the ability of students with keyboarding. This will allow students to use the Study Island program more effectively. Action Type: Technology Inclusion	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Teachers Teaching Aids 	Title I - Purchased \$2500.00 Services: ACTION BUDGET: \$2500
Total Budget:				\$7500
Intervention: Interactive Whiteboards will be used in all grades.				
Scientific Based Research: Graetz, K. (2006). The psychology of learning environments. In Diane G. Oblinger, Ed., Learning Spaces. Boulder, CO: 2006. 6.1-6.14. Milne, A. J. (2007). Entering the Interaction Age: Implementing a future vision for campus learning spaces... today. Educause Review, January/February 2007, page 22.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The district will use Interactive Whiteboards in all grades (classrooms) to increase student engagement, motivation, and enhance student understanding. The use of Interactive Whiteboards will allow teachers to accommodate a variety of learning styles. Action Type: Technology Inclusion Action Type: Title I Schoolwide	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Computers Teaching Aids 	ACTION BUDGET: \$
The district will continue to use the Reflector app. This app will allow teachers and students the opportunity to display iPad screen on the Interactive Whiteboard. Action Type: Technology Inclusion	Corey Johnson	Start: 07/01/2014 End: 06/30/2015		ACTION BUDGET: \$
25 Epson PowerLite Projectors at \$1200.00 per projectors and installation for 25 classrooms will be purchased to enhance	Shaun Windsor	Start: 07/01/2014 End:	<ul style="list-style-type: none"> Computers Teaching Aids 	Title I - Purchased \$8250.00 Services:

and supplement teaching and learning in an interactive classroom. The district will use \$8250.00 to hire a company to install projectors and wiring needed. The projectors will allow teachers to display lessons on the interactive whiteboard and also allow students to display work from the student's Chromebook. The use of projectors exceeds requirements for the classroom. Action Type: Technology Inclusion	06/30/2015	Title I - Materials \$1200.00 & Supplies: Title I - Capital \$28800.00 Outlay: ACTION BUDGET: \$38250
Total Budget:		\$38250

Intervention: Literacy DVD's will be purchased and used in all classrooms.

Scientific Based Research: •Marzano, R. J. (with Marzano, J. S., & Pickering, D. J.). (2003) Classroom Management that Works. Alexandria, VA: ASCD. •Hall, T., Strangman, N., & Meyer, A. (2003). Differentiated Instruction and Implications for UDL Implementation, Retrieved 10/13/05 from http://www.k8accesscenter.org/training_resources/udl/diffinstruction.asp

Actions	Person Responsible	Timeline	Resources	Source of Funds
Literacy DVD's will be purchased and used in all classrooms to help enhance the instruction. Teachers will use the DVD's to reinforce the written material. Action Type: Technology Inclusion	Vicki Ragan	Start: 07/01/2014 End: 06/30/2015	• School Library	Title I - Materials \$2000.00 & Supplies: ACTION BUDGET: \$2000
Total Budget:				\$2000

Intervention: Technology in the classroom.

Scientific Based Research: Using Technology to Support At-Risk Students' Learning; (September 2014) Stanford Center for Opportunity Policy in Education/Alliance for Excellent Education

Actions	Person Responsible	Timeline	Resources	Source of Funds
The district will purchase Canvas by Instructure for the grade 5-6 Learning Management Software (LMS). The LMS will be used to incorporate blended learning/digital learning and meet the requirements of Act 1280. Students will complete assignments and be able to submit those assignments to their teachers through the LMS. Action Type: Technology Inclusion	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015		NSLA (State-281) - \$2500.00 Purchased Services: ACTION BUDGET: \$2500
Chromecast will be purchased in the elementary classrooms. Chromecast devices will allow teachers and students to project images on the Chromebooks through the projectors such as the online version of the McGraw-Hill reading series. Action Type: Technology Inclusion	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015		NSLA (State-281) \$1080.00 - Materials & Supplies: ACTION BUDGET: \$1080
425 headphones at \$21.17 per unit will be purchased for all elementary students. The headphones will be used to listen to audio books and other multi-media. This will be used to enhance instruction during reading time. Action Type: Technology Inclusion	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015		Title I - Materials & \$9000.00 Supplies: ACTION BUDGET: \$9000
The district will purchase 17 scanners at \$500 per scanner. The scanners will be used to scan student work to create a digital portfolio. Action Type: Technology Inclusion	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015		Title I - Materials & \$7000.00 Supplies: ACTION BUDGET: \$7000

				BUDGET:
Using technology to support teaching and learning in the classroom. The school needs assessment and the schoolwide planning team indicated a need for increased internal connectivity. This increased connectivity will be above and beyond any suggested connectivity levels for schools. In an effort to allow all students to have increased internal connectivity, the school district will purchase and install HP Procurve switches to increase internal connectivity to enhance teaching and learning in the classroom. Research determines students need quality connectivity, speed, and interactive assignments to increase student performance. This system will allow for all three components. Action Type: Technology Inclusion Action Type: Title I Schoolwide	Shaun Windsor	Start: 07/01/2014 End: 06/30/2015		Title I - Purchased \$20000.00 Services: Title I - Materials & Supplies: \$8744.00 Title I - Capital Outlay: \$20000.00 ACTION BUDGET: \$48744
Total Budget:				\$68324
Intervention: National School Lunch Act Funding				
Scientific Based Research:				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Funds will be used as an incentive to increase salaries above the minimum salary schedule. The Salem School District has used NSLA funds in this manner since the inception of NSLA funding. The district is in compliance with state law that requires a yearly 20% reduction in funds used for salaries above the minimum until no more than 20% of NSLA funds are used for this expenditure. The district has received approval from the commissioner of education to use funds in this manner as required by law. The Salem School District uses funds to increase salary above the minimum to ensure that we can attract highly qualified teachers to teach in our district. A quality teacher in the classroom is the most important commodity the district can purchase to ensure student success. Teachers that receive salary above the minimum through NSLA are: Melodye Aldridge, Kara Boyd, David Cone, Tiffany Cooper, and Devon Edwards.	Corey Johnson	Start: 07/01/2014 End: 06/30/2015		NSLA (State-281) - Employee Salaries: \$36848.00 NSLA (State-281) - Employee Benefits: \$10700.00 ACTION BUDGET: \$47548
Total Budget:				\$47548

Priority 2: All students will improve math skills.

1. 2014 MATHEMATICS DATA FOR SALEM ELEMENTARY INDICATES THAT THE MEASUREMENT & DATA ANALYSIS AND PROBABILITY STRANDS WERE THE WEAKEST AREAS ON THE MULTIPLE-CHOICE ITEMS AND GEOMETRY AND DATA ANALYSIS AND PROBABILITY ON THE OPEN-RESPONSE ITEMS FOR BOTH THE COMBINED POPULATION AND STUDENTS WITH DISABILITIES. TEACHERS WILL BE DISCUSSING CURRICULUM ADJUSTMENTS AND ANY POSSIBLE SUPPLEMENTAL MATERIALS THAT MAY BE NEEDED TO ADDRESS THESE WEAKNESSES DURING GRADE LEVEL MEETINGS THROUGHOUT THE SCHOOL YEAR. In 2012, 96% of the combined population of 3rd grade students scored proficient or advanced on the mathematics portion of the Benchmark exams. 93% of the low socioeconomic students, 96% of the Caucasian students, and 77% of the students with disabilities scored proficient or advanced. There were no other measurable subgroups. The lowest identified areas for the combined population were the Measurement multiple-choice and the Numbers and Operations open-response. The lowest areas for the students with disabilities were the Data Analysis & Probability multiple-choice and the Number and Operations open-response. In 2013, 98% of the combined population of 3rd grade students scored proficient or advanced on the mathematics portion of the Benchmark exams. 100% of the low socioeconomic students, 98% of the Caucasian students, and 100% of the students with disabilities scored proficient or advanced. There were no other measurable subgroups. The lowest identified areas for the

- Probability open-response. The lowest areas for the students with disabilities were the Data Analysis and Probability multiple-choice and the Algebra and Geometry open-response.
5. In 2012, Kindergarten did not test. In 2013, Kindergarten did not test. In 2014, Kindergarten did not test.
 6. In 2012, 64.2% of the combined population of 1st grade students scored at/above the 50th percentile in Math Problem Solving on the ITBS. 63.8% of the Caucasian students, 0% of the students with IEP's, and 55.0% of the Free/Reduced students scored at/above the 50th percentile. The lowest area was the Estimation cluster. In 2013, 67.6% of the combined population of 1st grade students scored at/above the 50th percentile in Math Problem Solving on the ITBS. 66.5% of the Caucasian students, 0% of the students with IEP's, and 60.0% of the Free/Reduced students scored at/above the 50th percentile. The lowest area was the Estimation cluster. In 2014, 69.6% of the combined population of 1st grade students scored at/above the 50th percentile in Math Problem Solving on the ITBS. 67.5% of the Caucasian students, 0% of the students with IEP's, and 65.0% of the Free/Reduced students scored at/above the 50th percentile. The lowest area was the Estimation cluster.
 7. In 2012, 72.7% of the combined population of 2nd grade students scored at/above the 50th percentile in Math Problem Solving on the ITBS. 69.4% of the Caucasian students, 0% of the students with IEP's, and 64.9% of the Free/Reduced students scored at/above the 50th percentile. The lowest area was the Measurement cluster. In 2013, 74.7% of the combined population of 2nd grade students scored at/above the 50th percentile in Math Problem Solving on the ITBS. 71.4% of the Caucasian students, 0% of the students with IEP's, and 70.9% of the Free/Reduced students scored at/above the 50th percentile. The lowest area was the Measurement cluster. In 2014, 77.7% of the combined population of 2nd grade students scored at/above the 50th percentile in Math Problem Solving on the ITBS. 77.4% of the Caucasian students, 0% of the students with IEP's, and 74.9% of the Free/Reduced students scored at/above the 50th percentile. The lowest area was the Measurement cluster.

Goal All students will improve mathematic skills in the area of Measurement, on both multiple-choice and open-response items; all students will improve skills in problem solving in all areas of mathematics.

To meet the state AMO requirement annually as required by the state with a goal to increase the total number of students scoring proficient/advanced by 1/2%. 2008-2011 Combined Population: 94.2

Benchmark African American: NA Hispanic: NA Caucasian: 94.4 Econ. Dis.: 91.3 LEP: NA Stud. Dis.: NA 2009-2012 Combined Population: African American: NA Hispanic: NA Caucasian: Econ. Dis.: LEP: NA Stud. Dis.: NA 2010-2014 Combined Population: 95.02% African American: NA Hispanic: NA Caucasian: 95% Econ. Dis.: 92.27% LEP: NA Stud. Dis.: NA

Intervention: ALIGNMENT Align math curriculum to the Arkansas Frameworks.				
Scientific Based Research: Heidi Hayes Jacobs (2004). Getting Results with Curriculum Mapping, 1-181.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Teachers will be provided opportunities to receive staff development in the mapping and alignment process. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Outside Consultants 	ACTION BUDGET: \$
Each teacher will develop a curriculum map for mathematics. Skills being taught throughout the school year will be identified and recorded a skills checklist. Teachers will work together during grade level meetings (horizontal meetings) to compare methods and the timeline. Action Type: Alignment Action Type: Collaboration Action Type: Title I Schoolwide	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Teachers 	ACTION BUDGET: \$
Special Education teachers and regular classroom teachers will work together to align math curriculum for appropriate modifications in the special education classroom. Action Type: Collaboration Action Type: Special Education Action Type: Title I Schoolwide	Patty Neal and Judy Rose	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Teachers 	ACTION BUDGET: \$
Vertical meetings will be held that include all teachers to discuss the mapping process, methods and materials being	Corey Johnson	Start: 07/01/2014 End:	<ul style="list-style-type: none"> Administrative Staff 	ACTION \$

used to teach skills, and the timeline the skills are being taught. Action Type: Alignment Action Type: Collaboration Action Type: Special Education Action Type: Title I Schoolwide		06/30/2015	• Teachers	BUDGET:
Each year, the progress of the alignment process will be assessed by the administration. Future actions will be based upon that assessment. Test score data from the Benchmarks and the ITBS tests will also be examined each year to identify weaknesses in the curriculum. Common planning periods will also allow grade levels to monitor and adjust curriculum on a daily basis. 2014 results from the Teacher Surveys on the Federal Programs Inventory (FPI) indicate that 75% of the staff surveyed felt our math curriculum was properly aligned. Action Type: Program Evaluation	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	• Administrative Staff • District Staff • Teachers	ACTION BUDGET: \$
The district will purchase Common Core Coach by Triumph Learning in the future for all students in grades K-6 to enhance the instruction in Mathematics.	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	• Teachers	Title I - Materials & Supplies: \$4500.00 ACTION BUDGET: \$4500
Total Budget:				\$4500

Intervention: Star Math.

Scientific Based Research: Renaissance Learning, Inc. (2002). Differentiating Math Instruction, 1-29.

Actions	Person Responsible	Timeline	Resources	Source of Funds
Tests will be administered during the school year to identify student growth in mathematics using the Star Math program. A pretest will be given during the first quarter. A posttest will be given in April. Action Type: Technology Inclusion	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	• Computers • District Staff • Teachers	ACTION BUDGET: \$
Teachers will evaluate the usefulness and effectiveness of frequent Star Math assessments in determining student growth in mathematics. Pre and posttests will be given each year. Math data from the Benchmarks and the ITBS tests will also be used to compare results. Tech support will be purchased each year for Star Math. In 2010-2011, our students gained an average of 24 percentile points and 2.04 in grade equivalency. 100% of the classroom teachers in grades 3-6 use the Star Math for an assessment instrument, including the two resource classrooms. In 2012-2013, our students gained an average of 27 percentile points and 2.56 in grade equivalency. 100% of the classroom teachers in grades 3-6 use the Star Math for an assessment instrument, including the two resource classrooms. In 2013-2014, our students gained an average of 29 percentile points and 2.76 in grade equivalency. 100% of the classroom teachers in grades 3-6 use the Star Math for an assessment instrument, including the two resource classrooms. FPI results from the teachers rate the STAR MATH program a 4.6 out 5, with 100% of the teachers using the program at least on a quarterly basis. Action Type: Program Evaluation	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	• Administrative Staff • District Staff • Teachers	ACTION BUDGET: \$

During parent/teacher conferences, the test data will be shared with parents to chart student growth in mathematics. Action Type: Parental Engagement Action Type: Technology Inclusion	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Computers Teachers 	ACTION BUDGET: \$
Total Budget:				\$0

Intervention: Classroom Size Reduction.

Scientific Based Research: American Educational Research Association (Fall, 2003). Class Size: Counting Students Can Count, 1-4.

Actions	Person Responsible	Timeline	Resources	Source of Funds
The impact of CSR on mathematics skills in the elementary school will be closely monitored by the teachers and administration. Test scores and retention rates will be two of the indicators that will be assessed each year. 1-2 ITBS, and 3-6 Benchmark scores will be the test data analyzed each year, depending upon the placement of the teachers. As of 2009, Title I funds will no longer be used for classroom reduction. However, on the 2014 FPI (Federal Programs Inventory), Salem teachers rated classroom reduction as a 4.6 out of 5 in terms of importance for our educational program and success. 2-A funds will still be used as long as permissible. Action Type: Program Evaluation	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff District Staff Teachers 	ACTION BUDGET: \$
Students will be placed in smaller class sizes in grades K-6 in order to improve instruction in mathematics.	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff 	ACTION BUDGET: \$
The grade level placement of the CSR teacher/teachers will depend upon the enrollment at the beginning of the school year. Every effort will be made to use data from various sources to divide classrooms fairly. Action Type: Equity	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Teachers 	ACTION BUDGET: \$
HIGHLY QUALIFIED All teachers hired and on staff will be highly qualified and certified in the fields in which they are teaching. Newspapers and online postings will be used to fill vacancies with highly qualified applicants. Action Type: Title I Schoolwide	Ken Rich	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Central Office 	ACTION BUDGET: \$
Total Budget:				\$0

Intervention: To improve instruction in mathematics with emphasis on open-response questions in math for all students.

Scientific Based Research: Doug Reeves (2004). Accountability in Action, 185-208.

Actions	Person Responsible	Timeline	Resources	Source of Funds
Teachers will receive training at the educational service center regarding Benchmark scoring, rubric development and development of math questions. The six hours of professional development in technology will also be provided by the educational service center. Action Type: Professional Development	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Outside Consultants Teachers 	ACTION BUDGET: \$
The entire plan to improve mathematics skills will be reviewed and revised on an annual basis, based on the data from all of the student population. This evaluation will be used to determine the best use of the next school year's federal, state, and	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff District Staff Teachers 	ACTION BUDGET: \$

<p>local funds in order to maximize increased student achievement and improvement of instruction. The effectiveness of open-response instruction will also be evaluated each year based upon student achievement on open-response items on the Benchmark exams. In 2011, 3rd grade students scored above the state average on open response questions, 4th grade students scored above the state average on 4 of 5 categories, 5th grade students scored above the state average on all categories, and 6th grade students scored above the state average on 3 of 5 categories. In 2014, 3rd grade students scored above the state average on open response questions, 4th grade students scored above the state average on all categories, 5th grade students scored above the state average on all categories, and 6th grade students scored above the state average on all categories. 2014 FPI results from the teachers rate the importance of open-response as a 4.7 out of 5, with 100% of the staff implementing open-response items on a daily/weekly basis.</p> <p>Action Type: Program Evaluation Action Type: Title I Schoolwide</p>				
<p>Parents will be informed about instruction methods and testing procedures during the annual public meeting, parent/teacher conferences, Grandparent's Breakfast/Open House, and newsletters</p> <p>Action Type: Collaboration Action Type: Parental Engagement</p>	Corey Johnson	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Teachers 	<p>ACTION BUDGET: \$</p>
<p>REMIEDIATION Students identified to be below grade level in mathematics will receive remediation by the regular classroom teachers at appropriate times. Special Education teachers will provide input for their students who need remediation. Remediation plans will be written annually by the classroom teachers, and they will be based upon the most current data available.</p> <p>Action Type: Special Education Action Type: Title I Schoolwide</p>	Corey Johnson	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Teachers 	<p>ACTION BUDGET: \$</p>
<p>Teachers will regularly collect and assess student work, evaluate progress, and adjust instruction as needed. Teachers will also have the option to have virtual field trips to strengthen math concepts and allow students to see the value of math in the real world.</p> <p>Action Type: Program Evaluation</p>	Corey Johnson	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Teachers 	<p>ACTION BUDGET: \$</p>
<p>Manipulatives will be purchased in grades K-6 to enhance the math instruction. This will allow students to go above and beyond regular instruction in the normal textbook.</p>	Corey Johnson	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Teachers 	<p>Title I - Materials & Supplies: \$9136.52</p> <p>ACTION BUDGET: \$9136.52</p>
<p>Total Budget:</p>				<p>\$9136.52</p>
<p>Intervention: Afterschool Tutoring Program.</p>				

Scientific Based Research: Gil G. Norm (2004). Afterschool Educaton: A New Ally for Education Reform, 1-3.

Actions	Person Responsible	Timeline	Resources	Source of Funds
An after school tutoring program will be offered to eligible students. Tutoring will be offered throughout the school year and during summer months. Students will receive small group instruction in various areas of mathematics based upon teacher recommendations and/or remediation plans.	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Computers Teachers 	ACTION BUDGET: \$
The instruction provided to the student will include interactions with the teacher, as well as with computer software. Action Type: Technology Inclusion	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Computers Teachers 	ACTION BUDGET: \$
At the end of each school year, the tutoring program will be evaluated by the staff to determine strengths and weaknesses. Recommendations for changes will be made at that time. Data from Benchmark results will be analyzed each year to determine growth of students involved in the program. In 2011-2012, students participating in the tutoring program increased their scale scores by an average of 157 points. In 2012-2013, students increased their scale scores by an average of 161 points. In 2013-2014, students increased their scale scores by an average of 172 points. 2014 FPI results from the teachers rate after school tutoring as a 4.3 out of 5 in terms of importance to our educational program. Concerns include not enough time per student and the number of students participating. Action Type: Program Evaluation	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff District Staff Teachers 	ACTION BUDGET: \$
Remediation will be offered to all students each week, especially targeting new students struggling with the curriculum.	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Teachers 	ACTION BUDGET: \$
REMEDICATION Remediation sessions will occur every week in all grade levels. Grade level teachers will work together and use test score data and AIP's to direct instruction.	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Teachers 	ACTION BUDGET: \$
Total Budget:				\$0

Intervention: Study Island will be purchased and used in grades K-6.

Scientific Based Research: Magnolia Consulting, July 15, 2008. Study Island Scientific Research Base, pp. 1-17. Educational Leadership, Vol. 63, Num. 3, pp. 19-24, November, 2005. Classroom Assessment: Minute by Minute, Day by Day.

Actions	Person Responsible	Timeline	Resources	Source of Funds
Study Island will be purchased as new programs become available to provide supplemental instruction in mathematics during classroom instruction and after school tutoring.	Corey Johnson	Start: 07/01/2014 End: 06/30/2015		ACTION BUDGET: \$
The effectiveness of the Study Island software will be based upon the amount of growth students experience using pre and posttests provided by the program itself. The program will also be measured by the amount of growth experienced by students in after school tutoring who are using Study Island. This growth will be based upon Benchmark and ITBS scale scores. Pre and post test data indicated an average growth of 21% in math and 14% in reading. In 2012, teachers rated	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff District Staff Teachers 	ACTION BUDGET: \$

Study Island Math as a 4.5 out 5. 75% of the staff used the program on a daily/weekly basis. 2009 was the first year of implementation. Action Type: Program Evaluation				
Total Budget:				\$0

Priority 3: It is a priority of the Salem Elementary School to provide an education to all students concerning healthy lifestyle choices.

- Supporting Data:
- In 2011-2012, students had their BMI's assessed. Of the students assessed the following represents the percent of students overweight or obese. Elementary: Males-37.4% Females-24.3% In 2012-2013, students had their BMI's assessed. Of the students assessed the following represents the percent of students overweight or obese. Elementary: Males-36.3% Females-22.2% In 2013-2014, students had their BMI's assessed. Of the students assessed the following represents the percent of students overweight or obese. Elementary: Males-41.3% Females-41.2%
 - 2012 School Health Index Elementary: Module 1-91% Module 2-92% Module 3-93% Module 4-79% Module 8-90% 2013 School Health Index Elementary: Module 1-92% Module 2-93% Module 3-94% Module 4-80% Module 8-90% 2014 School Health Index Elementary: Module 1-90% Module 2-91% Module 3-92% Module 4-79% Module 8-82%
 - Free and Reduced Price Meal Eligibility SY 13-14 District- 34% paid, 10% reduced, 56% free; Migrant-4 Homeless-11 Free and Reduced Price Meal Eligibility SY 12-13 District- 34% paid, 10% reduced, 56% free; Migrant-8 Homeless-5 Free and Reduced Price Meal Eligibility SY 11-12 District- 34% paid, 10% reduced, 56% free; Migrant-2 Homeless-5
 - 2011-2012 Youth Risk Behavior Survey: According to the 2011 data, Salem 6th grade students exceed the state averages in alcohol, cigarettes, and chewing tobacco. 2012-2013 Youth Risk Behavior Survey: According to the 2012 data, Salem 6th grade students exceed the state averages in alcohol, cigarettes, and chewing tobacco. 2013-2014 Youth Risk Behavior Survey: According to the 2013 data, Salem 6th grade students exceed the state averages in alcohol, cigarettes, and chewing tobacco.

Goal The district will provide educational opportunities for students in making healthy lifestyle choices by implementing activities to aid in decreasing the average BMI on the annual student screening.

Benchmark By the 2014-2015 school year, there will be a decrease of the average BMI for students in the Salem School District as evaluated by the 2014-2015 results of the annual BMI screening.

Intervention: Salem Elementary School will provide opportunities for students to practice healthy behaviors at school and encourage them to make healthy food choices and educate them concerning life-long physical activities which will result in higher academic achievement and a healthier life.				
Scientific Based Research: Pediatrics, Vol. 117 No. 5, pp. 1834-1842. 2006. Active Healthy Living: Prevention of Childhood Obesity Through Increased Physical Activity. Council on Sports Medicine and Fitness & Council on School Health.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Salem Elementary School will facilitate the alignment and implementation of the Arkansas Nutrition and Physical Education and Physical Activity Standards and Arkansas Curriculum Frameworks. Opportunities for grade level meetings and curriculum meetings will be given to review framework changes and any changes in the health curriculum. Action Type: Alignment Action Type: Title I Schoolwide Action Type: Wellness	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Teachers 	ACTION BUDGET: \$
Staff development regarding physical fitness and nutrition will be held for all elementary teachers. Action Type: Professional Development Action Type: Wellness	Melinda Gray	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> District Staff Teachers 	ACTION BUDGET: \$
The Nutrition and Physical Activity Committee will regularly monitor the goals of the wellness plan and evaluate the effectiveness of the elementary activities in place by reviewing data results from the School Health Index, the BMI, and the Youth Risk Survey. 2014 Teacher Surveys (FPI) rated the physical activity/wellness activities as follows using a 1-5 scale: PE---4.7; Recess(Physical	Ken Rich	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Community Leaders Teachers 	ACTION BUDGET: \$

Activity Period)---4.5; Body Walk---4.4; Health Curriculum---4.1; and Activities with Malinda Coffman---4.3. Action Type: Program Evaluation Action Type: Wellness				
The elementary school will participate in the "Farm to You". 2014-2015 will be the next school year. Students will walk through a tent structure that resembles the organ systems of the human body. This will also educate the students on proper eating habits. Community members provide brief talks at each body organ station. Action Type: Collaboration Action Type: Wellness	Melinda Coffman	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Community Leaders 	ACTION BUDGET: \$
All grade levels in the elementary school will have the opportunity to implement the Take 10 health curriculum. Teachers and students will dedicate 10 minutes a day to physical activity and health activities. A survey will be sent home at the end of the semester to parents to assess the program's effectiveness. Action Type: Parental Engagement Action Type: Wellness	Melinda Gray	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Teachers 	ACTION BUDGET: \$
Salem Elementary School will exceed the PE and physical activity requirements by providing recess, PE classes, and numerous activities to all students throughout the school day. Action Type: Wellness	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Teachers 	ACTION BUDGET: \$
Salem Elementary will support physical fitness activities outside of the school day by providing parents with information and by providing host sites for activities to occur. These activities include: intramural and pee wee basketball, mighty-mite football, summer baseball, cheerleading, 4-H, and scouting activities. Action Type: Collaboration Action Type: Parental Engagement Action Type: Wellness	Corey Johnson	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Community Leaders 	ACTION BUDGET: \$
Elementary students, K-6, will participate in PE activities related to the Presidential Fitness standards. Action Type: Wellness	Bob Maguffee	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Teachers 	ACTION BUDGET: \$
Total Budget:				\$0

• Planning Team

Classification	Name	Position	Committee
Business Representative	Jason Miller	Parent	Title I
Business Representative	Lucinda Bishop		Title I
Classroom Teacher	Amy Walling	5th Grade Teacher	Literacy
Classroom Teacher	Andrea Walling	1st Grade Teacher	Literacy
Classroom Teacher	Annette Henley	1st Grade Teacher	Mathematics
Classroom Teacher	Bailey Barker	1st Grade Teacher	Mathematics
Classroom Teacher	Becky Turnbough	5th Grade Teacher	Title I
Classroom Teacher	Bob Maguffee	PE Teacher	Mathematics
Classroom Teacher	Cathy Manes	3rd Grade Teacher	Literacy
Classroom Teacher	Cori Long	2nd Grade Teacher	Literacy
Classroom Teacher	David Cone	6th Grade Teacher	Mathematics
Classroom Teacher	Denise Fowler	4th Grade Teacher	Literacy
Classroom Teacher	Devon Edwards	3rd Grade Teacher	Mathematics
Classroom Teacher	Hannah Watson	2nd Grade Teacher	Mathematics
Classroom Teacher	Heather Slater	Special Ed. Teacher	Literacy

Classroom Teacher	Jacqui Walker	Music Teacher	Literacy
Classroom Teacher	Julie Marsh	Kindergarten Teacher	Mathematics
Classroom Teacher	Kara Boyd	4th Grade Teacher	Mathematics
Classroom Teacher	Kristen Hyslip	2nd Grade Teacher	Literacy
Classroom Teacher	Lindsey Wiseman	6th Grade Teacher	Mathematics
Classroom Teacher	Logan Welch	Special Ed. Teacher	Mathematics
Classroom Teacher	Lynn Maguffee	5th Grade Teacher	Mathematics
Classroom Teacher	Melodye Aldridge	1st Grade Teacher	Literacy
Classroom Teacher	Miranda Hurtt	Kindergarten Teacher	Mathematics
Classroom Teacher	Monica Smith	Art Teacher	Literacy
Classroom Teacher	Rachel Gaskins	3rd Grade Teacher	Literacy
Classroom Teacher	Rae Lynn Simers	Kindergarten Teacher	Literacy
Classroom Teacher	Tiffany Cooper	6th Grade Teacher	Literacy
Classroom Teacher	Treva Cotter	4th Grade Teacher	Literacy
Community Representative	Billy Jarrett	Parent	Mathematics
Community Representative	Christy Guffey	Parent	Literacy
District-Level Professional	Brandi Sanderson	School Nurse	Title I
District-Level Professional	Laurie Bassham	Paraprofessional	Literacy
District-Level Professional	Sandy Massey	Classroom Teacher	Literacy
District-Level Professional	Vicky Rossitto	Counselor	Title I
Non-Classroom Professional Staff	Gaye Passmore	Teachers Aide	Literacy
Non-Classroom Professional Staff	Shaun Windsor	Technology Coordinator	Title I
Non-Classroom Professional Staff	Vicki Ragan	Librarian	Title I
Principal	Corey Johnson	Elementary Principal	Title I
Principal	Wayne Guiltner	High School Principal	Title I