

SALEM SCHOOL DISTRICT
Arkansas Comprehensive School Improvement Plan
REVIEW COPY ONLY
2010-2011

It is the mission of the Salem Schools 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 provide the experiences necessary for all students to become responsible citizens.

Grade Span:

Title I: Title I Schoolwide

School Improvement:

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1 **Priority 1:** To provide administrative support using state and federal funds.

1.1 **Goal:** To improve academic achievement and school environment for all students, including students that are considered from a low socio-economic background.

Benchmark: To meet state AYP targets and to improve secondary indicators. Salem Schools will provide the resources and professional development necessary to maintain current levels of student achievement and to continue to improve instruction to reach all students and help them succeed. In 2010 - 11, teachers will continue to emphasize methods to attack open-response items in mathematics and literacy. Teachers will be implementing the use of instructional technology into student lessons to provide visual examples and strategies to students and to bring in electronic resources to our students.

Intervention Administrative Support				
Scientific Based Research				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Federal program requirements (welfare) Action Type: Collaboration	Corey Johnson	Start: 07/01/2010 End: 06/30/2011	Administrative Staff	Title I Materials & Supplies: \$2,001.03 ACTION BUDGET: \$2,001.03
Employ a federal programs coordinator (.20 FTE).	Ken Rich	Start: 07/01/2010 End: 06/30/2011	Administrative Staff	Title I Employee Benefits: \$3,250.42 Title I Employee Salaries: \$13,000.00 ACTION BUDGET: \$16,250.42
			Total Budget	\$18,251.45

Intervention To provide staff development.				
Scientific Based Research				
Steven C. Russell (1994). Teachers Teaching Teachers: The Art of Working Together and Sharing, 249-260.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The administration will work in coordination with the educational cooperative and outside consultants to provide all staff development for the school district. Title I purchased service money will be used to provide staff development above the 60 mandated hours. Title I materials and supplies money will be used to provide materials for professional development opportunities above the 60 mandated hours. Materials will include books for professional reading, Master Teacher pamphlets, etc. Action Type: Collaboration Action Type: Professional Development	Ken Rich	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Outside Consultants	Title I Purchased Services: \$13,500.00 Title I Materials & Supplies: \$2,500.00 <hr/> ACTION BUDGET: \$16,000.00
			Total Budget	\$16,000.00

2 **Priority 2:** The Salem School District will provide the necessary resources to ensure a safe and drug free learning environment for all students.

2.1 **Goal:** To reduce the percentage of Salem students using tobacco products (in all forms) and alcohol; to make students aware of choices that they have regarding any drug usage.

Benchmark: There will be a 3% decrease in the number of students suspended for drug, alcohol, or tobacco use in the Salem School District.

Intervention Anti-drug Curriculum; Prevention: still a young field.				
Scientific Based Research Monitor on Psychology, Volume 32, No. 5, June 2001, p. 1-13.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
All health courses will emphasize the negative consequences of drug use.	Wayne Guiltner	Start: 08/21/2009 End: 05/21/2010	Teachers	_____ ACTION BUDGET:
An anti-drug curriculum will be presented to students at Salem Schools. In the elementary school, the curriculum will be presented through the guidance classes for all grade levels. In the high school, the Life Skills Training Program will be used in the health classes. In addition, supplement of the Life Skills Program will be placed in the Parent Center for parents. Materials and supplies will be purchased to support the anti-drug curriculum. Action Type: Parental Engagement	Wayne Guiltner	Start: 08/21/2009 End: 05/21/2010	District Staff Teachers	_____ ACTION BUDGET:
The district will use the Arkansas Prevention Needs Assessment (APNA) Student Survey and district suspension records to evaluate the effectiveness of the anti-drug curriculum and programs. Action Type: Program Evaluation	L.A. Lindsey	Start: 05/01/2011 End: 06/10/2011	Administrative Staff Central Office Community Leaders Teachers	_____ ACTION BUDGET:
Professional development will be provided each year concerning making healthy choices versus unhealthy choices. Consequences of drug use, healthy habits, and the food pyramid are examples of the program emphasis. Action Type: Collaboration Action Type: Professional Development	Melinda Coffman	Start: 08/15/2009 End: 08/15/2009	Administrative Staff Outside Consultants Teachers	_____ ACTION BUDGET:
Salem schools will also try make students in kindergarten and first grade aware of possible problems on the bus, such as taking things offered to them from other students.	Corey Johnson	Start: 08/19/2010 End: 11/01/2010	Teachers	_____ ACTION BUDGET:
			Total Budget	\$0.00

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

3.1 **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 2010-2011 school year, there will be a decrease of the average BMI for students in the Salem School District by 1/4% as evaluated by the 2009-2010 results of the annual BMI screening.

Intervention Administrative Support for Wellness				
Scientific Based Research				
Pediatrics, Vol. 117 No. 5: pp. 1834-1842. 2006. Active Healthy Living: Prevention of Childhood Obesity Through Increased Physical Activity. Journal of the American Dietetic Association, 103(7): 887-93. 2003. Position of the American Dietetic Association: Child and Adolescent Food and Nutrition Program. J. Stand, C.T. Bayerl.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Staff development regarding physical fitness and nutrition will be held for all district teachers. Action Type: Professional Development Action Type: Wellness	Melinda Gray	Start: 08/11/2010 End: 08/12/2010	Community Leaders District Staff Teachers	_____ ACTION BUDGET:
The Salem School District has developed district wellness policies in collaboration with the district Nutrition and Physical Activity Committee. Policies have been approved by the district school board. Policies include the five federal requirements: Goals for nutrition education, physical activity and other school-based activities, nutrition guidelines, guidelines for reimbursable school meals, a plan for measuring implementation of the local wellness policy, and community involvement. Action Type: Collaboration Action Type: Wellness	Ken Rich	Start: 07/01/2010 End: 06/30/2011		_____ ACTION BUDGET:
The Nutrition and Physical Activity Committee will monitor goals and evaluate the effectiveness of interventions by reviewing the school health index modules and the wellness policy checklist each year. Action Type: Collaboration Action Type: Program Evaluation Action Type: Wellness	Wayne Guiltner	Start: 07/01/2010 End: 06/30/2011		_____ ACTION BUDGET:

Intervention Administrative Support for Wellness				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Salem Schools 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.</p> <p>Action Type: Professional Development Action Type: Wellness</p>	Ken Rich	<p>Start: 07/01/2010 End: 06/30/2011</p>	<p>Administrative Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Nutrition and Physical Activity Committee will regularly monitor the goals of the wellness plan and evaluate the effectiveness of the interventions in place by reviewing data results from the School Health Index, the BMI, and the Youth Risk Survey.</p> <p>Action Type: Collaboration Action Type: Program Evaluation Action Type: Wellness</p>	Ken Rich	<p>Start: 05/01/2010 End: 05/21/2010</p>	<p>Administrative Staff Community Leaders Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
			Total Budget	\$0.00

Intervention Salem Schools 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 Guidelines for School Health Programs to Promote Lifelong Healthy Eating, (June 14, 1996/Vol. 45, No. RR-9).Pediatrics, Vol. 105 No. 5, pp. 1156-1157. 2000. Physical Fitness and Activity in Schools. American Academy of Pediatrics.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
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: Collaboration Action Type: Parental Engagement Action Type: Wellness	Melinda Gray	Start: 07/01/2010 End: 06/30/2011	Outside Consultants Teachers	_____ ACTION BUDGET:
The elementary school will participate in the Body Walk on a two-year cycle. Students will walk through a tent structure that resembles the organ systems of the human body. Community members provide brief talks at each body organ station. Action Type: Collaboration Action Type: Parental Engagement Action Type: Wellness	Melinda Gray	Start: 04/01/2010 End: 05/18/2010	Community Leaders District Staff Teachers	_____ ACTION BUDGET:
Salem Schools will support staff members in making physical activity and healthy foods widely available in all areas of the school campus and encourage students to make healthy behavior choices outside of school. Action Type: Wellness	Ken Rich	Start: 08/15/2009 End: 05/21/2010	Administrative Staff	_____ ACTION BUDGET:
Salem Schools will support the cafeterias in order to offer students healthy food choices each day. Students will also be offered a variety of low fat and skim milk with each meal. Action Type: Wellness	Martha Wood	Start: 08/21/2009 End: 05/21/2010	District Staff	_____ ACTION BUDGET:
The Salem School District will involve parents in physical activity and nutrition education through homework activities, school menus, and parent meetings. Action Type: Collaboration Action Type: Parental Engagement Action Type: Wellness	Ken Rich	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Central Office Teachers	_____ ACTION BUDGET:

Intervention Salem Schools 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.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Salem School District will promote and support a curriculum emphasizing healthy living and physical activity. The curriculum will be aligned with the Arkansas Health Frameworks. Action Type: Alignment Action Type: Wellness	Ken Rich	Start: 07/01/2010 End: 06/30/2011	District Staff Teachers	_____ ACTION BUDGET:
Salem Schools will assist the Wellness Committee as the committee evaluates the effectiveness of the Wellness Plan each school year. Changes in the plan will be made accordingly. Action Type: Collaboration Action Type: Program Evaluation Action Type: Wellness	Wayne Gultner	Start: 07/01/2010 End: 06/30/2011	Community Leaders District Staff	_____ ACTION BUDGET:
The Salem School District will support the computer-based system for student meal accounts. Every effort will be made to inform parents of the free and reduced lunch application process and the private lunch account process to ensure student privacy. Action Type: Equity Action Type: Parental Engagement Action Type: Technology Inclusion Action Type: Wellness	Martha Wood	Start: 07/01/2010 End: 06/30/2011	Administrative Staff District Staff	_____ ACTION BUDGET:
			Total Budget	\$0.00

4 **Priority 4:** To provide staff development

4.1 **Goal:** To improve academic achievement and school environment for all students, including students that are considered from a low socio-economic background.

Benchmark: To meet state AYP targets and to improve secondary indicators. Salem Schools will provide the resources and professional development necessary to maintain current levels of student achievement and to continue to improvement instruction to reach all students and help them succeed. In 2010 - 11, teachers will continue to emphasize methods to attack open-response items in mathematics and literacy. Teachers will be implementing new technology, such as document cameras in every room, to provide visual examples and strategies to students and to bring in electronic resources to our students.

Intervention To provide staff development.				
Scientific Based Research Steven C. Russell (1994). Teachers Teaching Teachers: The Art of Working Together and Sharing, 249-260.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
State professional development funds will be used to provide the mandated 60 hours of professional development. In addition the district will provide professional development activities for classified staff as needed.	Ken Rich	Start: 07/01/2010 End: 06/30/2011		PD (State-223) Materials & Supplies: \$33.00 PD (State-223) Employee Benefits: \$325.00 PD (State-223) Employee Salaries: \$1,110.00 PD (State-223) Purchased Services: \$24,530.25 <hr/> ACTION BUDGET: \$25,998.25
			Total Budget	\$25,998.25

Intervention Alternative Learning Environment				
Scientific Based Research				
Steven C. Russell (1994). Teachers Teaching Teachers: The Art of Working Together and Sharing, 249-260.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Salem District will provide an alternative learning environment for students that qualify under the guidelines provided by the Arkansas Department of Education. For the past 15 years, the Salem, Highland, and Viola school districts have had an agreement to fund the Northcentral Alternative School(located at Glencoe, AR) as the alternative school for the three districts. Highland is the lead district in the project. The school will consist of 30 or less students, three teachers, and will make use of the Arkansas Virtual High School for some course offerings. In order to qualify for the program, a student must be behind academically and have at least two additional situations that prevent them from succeeding in school. The goal of the program is to return the student to the regular classroom as soon as possible. If this is not possible, a student can graduate from their respective school district by obtaining all courses required for graduation while attending the Northcentral Alternative school. If it is not possible for a student to meet academic requirements to graduate, the alternative school will provide training for the GED exam. Students that return to the regular education setting are monitored closely by teachers, the counselor and the principal. This group will meet, if necessary, to provide support or re-visit academic progress goals for students that return to the regular educational setting. State categorical funding for ALE will not meet all funding needs to provide an ALE program for the district. Therefore, \$10,000 will be transferred from the NSLA fund to the Alternative Learning Environment fund and \$15,000 will be transferred into ALE from Professional Development funds.</p> <p>Action Type: Collaboration Action Type: Equity</p>	Ken Rich	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Teachers	<p>ALE (State-275)</p> <p>Purchased Services: \$78,572.09</p> <hr/> <p>ACTION BUDGET: \$78,572.09</p>
<p>Each year the administrative staff will evaluate the effectiveness of the ALE program and determine what, if any, changes that will occur.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	Ken Rich	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Outside Consultants	<hr/> <p>ACTION BUDGET:</p>
			Total Budget	\$78,572.09

Intervention National School Lunch Act Funding				
Scientific Based Research				
National Institute on Student Achievement, Curriculum, and Assessment (1999). Reducing Class Size, What Do We Know, 1-11. Janelle Young (2003). The Examination of Low Socioeconomic Students and Effective Educational Motivational Strategies, 1-5.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
A technology coordinator, (.5 FTE) will be hired to provide instruction, training, and support for all academic technology initiatives. Yearly training for the coordinator will also be provided. Action Type: Professional Development Action Type: Technology Inclusion	Ken Rich	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Central Office	NSLA (State-281) Employee Salaries: \$20,125.00 NSLA (State-281) Employee Benefits: \$5,263.00 <hr/> ACTION BUDGET: \$25,388.00
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 five years ago. 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.	Ken Rich	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Central Office	NSLA (State-281) Employee Salaries: \$31,027.00 NSLA (State-281) Employee Benefits: \$8,000.00 <hr/> ACTION BUDGET: \$39,027.00
Technology supplies and materials will be purchased to support instructional programs within the district. Materials will include toner cartridges for printers, cable and cable boxes and connections, switches, and other computer parts, software and tech fees necessary to provide support and maintenance of the the technology infrastructure within the district. Action Type: Technology Inclusion	Shaun Windsor	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Central Office	NSLA (State-281) Materials & Supplies: \$11,374.34 NSLA (State-281) Capital Outlay: \$1,045.00 <hr/> ACTION BUDGET: \$12,419.34
Each year the administrative staff will evaluate the use of the NSLA funds and the effectiveness of the district's use of those funds. Action Type: Program Evaluation	Ken Rich	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Central Office	<hr/> ACTION BUDGET:
			Total Budget	\$76,834.34

A School Improvement Planning Team

SCHOOL IMPROVEMENT PLANNING TEAM MEMBERS			
Classification	Name	Position	Committee
Classroom Teacher	Lynn Maguffee	5th Grade Teacher	Title I and Title V
Classroom Teacher	Rachel Foster	English Teacher	Title I and Title V
Non-Classroom Professional Staff	Anna Sutherland	Title I and Title V	Title I and Title V
Non-Classroom Professional Staff	Brandi Sanderson	School Nurse	Title I and Title V
Non-Classroom Professional Staff	Kim Smith-Harber	High School Librarian	Title I and Title V
Non-Classroom Professional Staff	L.A. Lindsey	High School Counselor	Title I and Title V
Non-Classroom Professional Staff	Vicki Ragan	Elementary Librarian	Title I and Title V
Non-Classroom Professional Staff	Vicky Rossitto	Elementary Counselor	Title I and Title V
Parent	Melanie Stone	Parent	Title I and Title V
Principal	Corey Johnson	Elementary Principal	Title I and Title V
Principal	Wayne Gultner	High School Principal	Title I and Title V