

School Improvement Plan: Goal #1

This Plan also meets legislative requirements for the Elementary Reading Achievement Plan, Professional Development Plan, and Trustlands Plan.

School Name: Salem Jr. High	School Year: 2015-16
<p>Goal: As we continue to train and implement procedures, programs, etc. to increase student learning, we will employ a learning cycle for staff members that consists of best practice research, staff development, implementation, reflection/evaluation, and modification.</p> <p>If applicable, which Board Goal does this apply to: Goal 1: Nebo School District will develop strong collaborative leadership in each individual classroom, school, and department.</p>	
<p>Action Plan(s):</p> <ol style="list-style-type: none"> 1 Leadership team in conjunction with staff members will engage in best practice research by participating in book studies, monthly PD meetings, and 2 summer PD meetings; one as an entire faculty and one with individual departments. (Summer PD meetings funded through Trustlands) 2 Ongoing reflection and evaluation on implementation 3 Youth Support Committee and Grade Level Teams will meet and discuss how to best meet the needs of the students we are serving. 4 Professional development trainings/conferences/seminars as appropriate and available for individuals and groups of teachers (funded through Trustlands) 	
<p>Measurements of Success:</p> <ol style="list-style-type: none"> 1. Attendance at PD meetings, number of PD hours collected by staff members, number of conferences attended and by how many teachers 	
<p>Supporting Professional Development Activities (if applicable): See action Plan</p>	

School Improvement Plan: Goal #2

This Plan also meets legislative requirements for the Elementary Reading Achievement Plan, Professional Development Plan, and Trustlands Plan.

School Name: Salem Jr. High	School Year: 2015-16
<p>Goal: Explore and utilize up-to-date technology in the classroom to enhance curriculum, assessment and data analysis.</p> <p>If applicable, which Board Goal does this apply to: Goal 1: Nebo School District will develop strong collaborative leadership in each individual classroom, school, and department.</p>	
<p>Action Plan(s):</p> <ol style="list-style-type: none"> 1. Facilitate training from school and Nebo District personnel for specific technology, apps, etc. as needed/requested by the faculty and staff 2. Facilitate access to various software and technology devices in classrooms or whole school: Mastery Connect, Document cameras, iPads, laptops, Netbook labs, Chromebooks, projectors Canvas. 3. Link teachers' webpages to the faculty page on our school website 4. Continue to purchase/update/maintain equipment as needed and based upon teacher requests. (funded through Trustlands) 	
<p>Measurements of Success:</p> <ol style="list-style-type: none"> 1. Survey teachers to learn what technology is implemented in the classroom how often it is used and for what purposes. 2. Amount and types of technology purchased/updated during the school year. 3. Number of teacher websites linked to school website 	
<p>Supporting Professional Development Activities (if applicable):</p> <ol style="list-style-type: none"> 1. Based on faculty interest and success of leadership training 	

School Improvement Plan: Goal #3

This Plan also meets legislative requirements for the Elementary Reading Achievement Plan, Professional Development Plan, and Trustlands Plan.

School Name: Salem Jr. High	School Year: 2015-16
<p>Goal: Maintain highest quality instruction through reducing class size where possible.</p>	

If applicable, which Board Goal does this apply to: Goal 1: Nebo School District will develop strong collaborative leadership in each individual classroom, school, and department.
Action Plan(s): <ol style="list-style-type: none"> 1. Use Trustlands funding to increase teaching staff in core curriculum areas. 2. Use USTAR grant for math/science class size reduction.
Measurements of Success: <ol style="list-style-type: none"> 1. Individual student proficiency data; SAGE/DRP/DWA 2. Average class size
Supporting Professional Development Activities (if applicable):

School Improvement Plan: Goal #4

This Plan also meets legislative requirements for the Elementary Reading Achievement Plan, Professional Development Plan, and Trustlands Plan.

School Name: Salem Jr. High	School Year: 2015-16
Goal: To ensure that all students have a positive place to learn through service opportunities to be implemented throughout the school year.	
If applicable, which Nebo School Board Goal does this apply to: Goal 1: Nebo School District will develop strong collaborative leadership in each individual classroom, school, and department.	
Action Plan(s): <ol style="list-style-type: none"> 1. Continue Spartan Service initiative with students through student government. 2. School work project (service around school, i.e. general clean up inside or outside of school, other help as needed) 3. Service activities, i.e. fundraisers for service/charity, charitable giving (Food drive, etc.) 4. Positive Behavior Support program; Hope Squad 5. National Jr. Honor Society, FCCLA, Service Club, 4-H Clubs 	
Measurements of Success: <ol style="list-style-type: none"> 1. Number of service opportunities 2. Number of participants in the different opportunities. 	
Supporting Professional Development Activities (if applicable):	

School Improvement Plan: Goal #5

This Plan also meets legislative requirements for the Elementary Reading Achievement Plan, Professional Development Plan, and Trustlands Plan.

School Name: Salem Jr. High	School Year: 2015-16
Goal: We will continue an evidence-based school-wide Positive Behavior Support Program. One social skill will be explicitly taught each term. Students will be reinforced for showing proper use of this skill. Parental involvement will be encouraged through quarterly communication informing parents what skill we are working on, and ideas on how to discuss and reinforce the skill at home.	
If applicable, which Board Goal does this apply to: Goal 1: Nebo School District will develop strong collaborative leadership in each individual classroom, school, and department.	
Action Plan(s): <ol style="list-style-type: none"> 1. (Quarterly) Provide information and materials for teachers/staff to teach and reinforce social skills using best practices <ol style="list-style-type: none"> a 1st week teachers explicitly teach the social skill b Teachers and staff reteach and reinforce proper use of the skill throughout the quarter 	

2. (Quarterly) Parental Involvement and Collaboration: Parents will receive communication from the school each quarter introducing the skill along with ideas on how to reinforce the skill at home.
3. Continue the positive reward program based on positive behavior skills (Gold Medal Award program)
 - a Emphasizing with teachers to look for students who
 - i display good behavior skills and
 - ii may not generally receive other school-based awards/recognitions
 - b Remind teachers of this goal each mid-term

- Measurements of Success:
1. Number of teachers participating in teaching quarterly lessons
 2. Emails sent to parents from the counselors to discuss the agreed upon skill for each quarter
 3. Amount of praise notes given

Supporting Professional Development Activities (if applicable):

School Improvement Plan: Goal #6

This Plan also meets legislative requirements for the Elementary Reading Achievement Plan, Professional Development Plan, and Trustlands Plan.

School Name: Salem Jr. High	School Year: 2015-16
-----------------------------	----------------------

Goal: To ensure a guaranteed and viable curriculum, each subject will have agreed upon learning targets (“I Can” statements) and a coinciding curriculum map, formative and summative assessments based on the learning targets, data analysis of those assessments, and create SMART goals based on the analysis.
 If applicable, which **Board Goal** does this apply to: Goal 1: Nebo School District will develop strong collaborative leadership in each individual classroom, school, and department.

- Action Plan(s):
1. Staff Development Training on learning targets and curriculum maps.
 2. Publicize learning targets on our school website, newsletters. Communicate with parents as to location of learning targets (weekly email, etc)
 3. Learning Target goals displayed in each classroom in student friendly terms.
 4. Create formative and summative assessments based on those learning targets.
 5. Data analysis of those assessments.
 6. Create SMART goals based on the analysis.
 7. Data analysis on the set SMART goal.
 8. Spartan Target Conferences

- Measurements of Success:
1. Learning Targets from each department
 2. Curriculum Map from each department
 3. Non-negotiables rubrics to show progress in team collaboration development
 4. Individual teacher assessment data identifying individual student achievement
 5. Participation data from Spartan Target Conferences

- Supporting Professional Development Activities (if applicable):
- 1 Semi-annual—Rubric evaluations of team progress in the 6 non-negotiables
 - 2 Summer PD days to allow teams to create/modify “I Can” statements and curriculum maps

School Improvement Plan: Goal #7

This Plan also meets legislative requirements for the Elementary Reading Achievement Plan, Professional Development Plan, and Trustlands Plan.

School Name: Salem Jr. High	School Year: 2015-16
<p>Goal: Students will be expected to write across all content areas. To ensure consistent writing standards across the curriculum, we will use our school-wide writing rubric to provide a minimum assessment for all writing.</p> <p>If applicable, which Board Goal does this apply to: Goal 1: Nebo School District will develop strong collaborative leadership in each individual classroom, school, and department.</p>	
<p>Action Plan(s):</p> <ol style="list-style-type: none"> 1. Writing will be expected in each content area and teachers will continue to use writing rubric in all classes/content areas to assess students – each teacher will require at least one writing project each term 2. Discussion and revision of rubric, if necessary 3. Students will be assessed three times a year on a school wide writing prompt (Olympic Time) 	
<p>Measurements of Success:</p> <ol style="list-style-type: none"> 1. Writing prompts from each teacher from each quarter 2. Data from student writing samples 	
<p>Supporting Professional Development Activities (if applicable):</p> <ol style="list-style-type: none"> 1. Training on writing rubric in professional development meetings as needed. 	

School Improvement Plan: Goal #8

This Plan also meets legislative requirements for the Elementary Reading Achievement Plan, Professional Development Plan, and Trustlands Plan.

School Name: Salem Jr. High	School Year: 2015-16
<p>Goal: To provide early and ongoing exposure to experiences and information necessary to make informed decisions when selecting a college or career that connects to academic preparation and future aspirations.</p> <p>If applicable, which Nebo School Board Goal does this apply to: Nebo School District will develop strong collaborative leadership in each individual classroom, school, and department.</p>	
<p>Action Plan(s):</p> <ol style="list-style-type: none"> 1. Promote preparation, participation and performance in college and career assessments by all students. 2. Ensure equitable exposure to a wide range of extracurricular and enrichment opportunities that build leadership, nurture talents and interests, and increase engagement with school; i.e. 4-H, National Junior Honor Society, Student Council, intramurals, athletics, fine arts, honors classes/programs, career-based organizations (FCCLA) 3. Provide age-appropriate activities that introduce college and career options <ol style="list-style-type: none"> a. 7th Grade: Career Day and other CTE curriculum b. 8th Grade: Explore Test c. 9th Grade: College Day at UVU d. College/Career month with guest speakers and activities for all grades and teachers/content areas (Feb) e. Using Utah Futures and other career and college oriented websites for all grades f. Promoting 9th graders to use and choose career pathways for high school 4. Discuss interests and high school preparation for students during College and Career Ready meetings with counselors. 5. Teach students job skills, such as organization and planning, through the purposeful and consistent use of the student planners in classes. 6. Discuss future college/career plans with parents as part of each Spartan Target Conference Goal Sheet. 7. Implement financial aid workshops and information booths at Spartan Target Conferences. 	

8. To purchase college banners for all teachers to hang outside of classrooms.

Measurements of Success:

1. Explore test results (number of students tested).
2. Percentage of students involved in 4-H, National Junior Honor Society, Student Council, intramurals, athletics, fine arts
3. CCR's completed
4. Banners with college logos for each staff member
5. Survey on student planner usage
6. Evidence from Counseling Department

Supporting Professional Development Activities (if applicable):