




Our goals this year			
What do we hope to improve?	How will we measure it?	Start	Goal
Attendance	Percent of students who are chronically absent.	24.3%	20%
Academic Achievement	Student MCAS and STAR data	18% proficiency (math) and 26% proficiency (ELA)	39% proficiency (math) and 41% proficiency (ELA)
Access Data	% of student who demonstrated adequate progress on the WIDA ACCESS assessment	43% progress	50% progress
Sense of Belonging	Students' perception on the Panorama survey	24% positivity	42% positivity
Teacher Feedback	Teachers' perception on the Panorama survey	20% positivity	35% positivity

### How will we reach our goals?

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

	What is our big rock?	What will our students experience as we grow in this area this year?	How will we know if it is working?
	<b>Center Belonging:</b> Build joyful, welcoming, and supportive school communities.	<ul style="list-style-type: none"> <li>Students will build authentic relationships with both students and adults in the CMS community.</li> <li>Students will develop the ability to be respectful and problem solve.</li> </ul>	<ul style="list-style-type: none"> <li>Student attendance will improve as well as academic progress on district and state assessments.</li> </ul>
	<b>Elevate Learning:</b> Build and maintain a district-wide culture of universally-high academic expectations for every learner.	<ul style="list-style-type: none"> <li>Students will take on the cognitive lift and build their intellectual capacity to be independent learners.</li> <li>Students will be able to access grade-level content and will be able to demonstrate their knowledge across language levels.</li> </ul>	<ul style="list-style-type: none"> <li>Students will consistently and independently complete grade-level, standards-based assignments.</li> <li>Students will make progress on district and state assessments.</li> </ul>
	<b>Empower Educators:</b> Make the Salem Public Schools an inclusive district where student-centered, innovative, and highly- effective educators want to work, grow, and stay.	<ul style="list-style-type: none"> <li>Students will have exposure to high academic expectations, with increased time on learning with grade-level tasks.</li> <li>Teachers will analyze student work and data and implement best practices and strategies.</li> </ul>	<ul style="list-style-type: none"> <li>Students will have access to differentiated and targeted instruction based on student data.</li> <li>Students will make progress on district and state assessments.</li> </ul>