



2018-19 Strategic Plan

Salem-Keizer Public Schools is committed to the academic growth of each and every student.
We believe equity is both a process and an outcome intended to eliminate the opportunity gap for all students.

Improve Student Achievement

- 1** Implement K-5 core instruction in literacy and math emphasizing foundational skills, English language development and targeted biliteracy in Spanish using high-leverage strategies for instruction and student engagement.
- 2** Prepare all students to be career and college ready by implementing a rigorous, aligned 6-12 curriculum that includes the use of educational systems such as Advancement Via Individual Determination (AVID), Equal Opportunity Schools (EOS) and Career and Technical Education (CTE) programs.
- 3** Develop a Multi-Tiered System of Support (MTSS), which includes both Response to Intervention (RTI) and Positive Behavioral Interventions and Supports (PBIS), and develop proficiency using a new early warning data system for dropout prevention and improving attendance.
 - Expand the use of RTI systems using assessments to inform Data Teams in implementing academic interventions.
 - Continue the phased implementation of PBIS to include strategies for Tier 2 and Tier 3 within a framework for social emotional learning.

Support Student Achievement

- 4** Implement action plans designed by special education workgroups in the areas of behavior, teaching and learning, family engagement, and district resource and program alignment.
- 5** Provide standards-based, data-driven professional learning for all employees to include culturally responsive practices and job-embedded instructional mentoring for teachers.
- 6** Analyze recruitment, hiring and induction strategies through enhanced HR metrics in order to increase organizational efficiency and diversity in our workforce.
- 7** Continue to implement community engagement strategies in support of short- and long-range facilities plans to address student enrollment and program needs.
- 8** Enhance and expand internal communication processes.