

Salem Public Schools

School Improvement Plan 2022-2023




Bentley Academy Innovation School

Our goals this year

What do we hope to improve?	How will we measure it?	Start	Goal
Student attendance	Decrease the number of students who are “chronically absent” (missing >10% of days)	32% (SY21-22)	<15%
Understanding & living our racial equity goals	Increase how often students learn about, discuss, and confront issues of race, ethnicity, and culture in school (Panorama survey)	35% (Spring, 2022)	Over 50% (Spring, 2023)
Student academic growth	Increase the annual growth of students on Math, ELA, and Science as measured by MCAS & STAR	SGP: ELA – 35 Math – 26 (SY21-22)	SGP: ELA – 50 Math – 50

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?
	We will ... Implement strong systems of support and accountability for consistent implementation of research-based Multi-Tiered System of Supports for behavior.	<ul style="list-style-type: none"> • Clear expectations for behavior • Consistent routines and accountability from all staff in common spaces 	<ul style="list-style-type: none"> • Students model stated expectations in classrooms and throughout the common areas • Students complete routines with little to no reminders/redirections
	We will ... Implement a strong system of attendance protocols that include consistent teacher engagement with families & students. Track and monitor systems and proactively engage staff, students, and families to facilitate accountability.	<ul style="list-style-type: none"> • Home visits • Highly engaging curriculum • Increased attendance interventions • Proactive school wide attendance challenges 	<ul style="list-style-type: none"> • Weekly absences decrease • Tiered interventions decrease • Chronic absenteeism decreases
	We will ... Implement strong systems of support and accountability for implementing anti-racist and research-based instructional practices and curriculum development and the SPS instructional priorities.	<ul style="list-style-type: none"> • Increased capacity building for all staff in high-quality tier 1 instructional strategies • Increased Tier 1 interventions in math and reading • Increased academic expectations 	<ul style="list-style-type: none"> • Coaches and instructional leaders present in classrooms • Feedback provided on an ongoing basis • Student academic achievement improves