

# School Plan

## SALEM SCHOOL DISTRICT

### Arkansas Comprehensive School Improvement Plan

#### 2007-2008

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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##### Priority 1: Federal Support

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

##### Priority 2: Safe and Drug Free Environment

**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.

##### Priority 3: Wellness

**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.

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

1. An average of the last three years (05-07) of test score data indicates that 78% of the 4th grade students scored proficient or above on the Literacy section of the Benchmark exam, compared to 73% of the low socioeconomic students. 84% were proficient on the Mathematics section compared to 79% of the low socioeconomic students.
2. An average of the last three years (05-07) of test score data for the sixth grade students indicates that 73% of the total population of students were proficient or above on the Literacy section of the Benchmark exam, compared to 68% of the low socioeconomic students. 82% of our 6th grade students were proficient or above on the Mathematics section of the Benchmark, compared to 77% of the low socioeconomic students.
3. During the 2005, 2006, and 2007 school years, 70% of the students scored proficient/advanced on the literacy section of the 8th grade benchmark exam, compared to 58% of the low socio-economic students. 55% of the 8th grade students scored proficient/advanced on the math section of the Benchmark, compared to 39% of the low socio-economic students.
4. During the 2005, 2006, and 2007 school years, 81% scored proficient/advanced on the end-of-course Algebra exam, compared to 59% of the low socio-economic students.
5. During the 2005, 2006, and 2007 school years, 73% of the students scored proficient/advanced on the end-of-course Geometry exam, compared to 72% of the low socio-economic students.

Supporting Data:

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.

Intervention: Administrative Support				
Scientific Based Research:				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Federal program requirements (welfare) Action Type: Collaboration	David Turnbough	Start: 07/01/2007 End: 06/30/2008	• Administrative Staff	Title I - Materials & Supplies: \$202.27 <hr/> ACTION BUDGET: \$202.27
Employ a federal programs coordinator.	Ken Rich	Start: 07/01/2007 End: 06/30/2008	• Administrative Staff	Title I - Employee Salaries: \$16348.00

				Title I - Employee Benefits: \$3890.97
				ACTION BUDGET: \$20238.97
Total Budget:				\$20441.24

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. Action Type: Collaboration Action Type: Professional Development	Ken Rich	Start: 07/01/2007 End: 06/30/2008	<ul style="list-style-type: none"> <li>Administrative Staff</li> <li>Outside Consultants</li> </ul>	Title I - Purchased Services: \$10385.00 PD (State-223) - Purchased Services: \$17309.00 PD (State-223) - Materials & Supplies: \$1000.00 <hr/> ACTION BUDGET: \$28694
Total Budget:				\$28694

Intervention: Alternative Learning Environment.

Scientific Based Research: SEDL Publication (1995). Alternative Learning Environments, 1-12.

Actions	Person Responsible	Timeline	Resources	Source of Funds
The Salem District will provide an alternative learning environment for students that qualify under the guidelines provided by the Arkansas Department of Education. \$30,000 will be transferred from the NSLA fund to the Alternative Learning Environment fund. \$13,500 will be transferred into ALE from Professional Development funds. Action Type: Collaboration Action Type: Equity	Ken Rich	Start: 08/21/2007 End: 05/21/2008	<ul style="list-style-type: none"> <li>Administrative Staff</li> <li>Teachers</li> </ul>	ALE (State-275) - Purchased Services: \$80603.13 <hr/> ACTION BUDGET: \$80603.13
Each year the administrative staff will evaluate the effectiveness of the ALE program and determine what, if any, changes that will occur. Action Type: Plan Evaluation	Ken Rich	Start: 05/01/2008 End: 05/21/2008	<ul style="list-style-type: none"> <li>Administrative Staff</li> <li>Central Office</li> </ul>	<hr/> ACTION BUDGET: \$
Total Budget:				\$80603.13

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 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: 07/01/2007 End: 06/30/2008	<ul style="list-style-type: none"> <li>Administrative Staff</li> <li>Central Office</li> </ul>	NSLA (State-281) - Purchased Services: \$18448.80 <hr/> ACTION BUDGET: \$18448.8

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: Plan Evaluation	Ken Rich	Start: 07/01/2007 End: 06/30/2008	<ul style="list-style-type: none"> <li>Administrative Staff</li> <li>Central Office</li> </ul>	ACTION BUDGET: \$
Funds will be used as an incentive to increase salaries above the minimum salary schedule.	Ken Rich	Start: 07/01/2007 End: 06/30/2008	<ul style="list-style-type: none"> <li>Administrative Staff</li> <li>Central Office</li> </ul>	NSLA (State-281) - Employee Salaries: \$71400.00 NSLA (State-281) - Employee Benefits: \$16626.00 <hr/> ACTION BUDGET: \$88026
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, other computer parts and tech fees necessary to upkeep the maintenance of the the technology within the district. A new switch will be purchased to manage the school network. Action Type: Technology Inclusion	Shaun Windsor	Start: 08/15/2007 End: 05/23/2008	<ul style="list-style-type: none"> <li>Administrative Staff</li> <li>Computers</li> </ul>	NSLA (State-281) - Capital Outlay: \$1500.00 NSLA (State-281) - Purchased Services: \$5000.00 NSLA (State-281) - Materials & Supplies: \$30938.21 <hr/> ACTION BUDGET: \$37438.21
<b>Total Budget:</b>				<b>\$143913.01</b>

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

Supporting Data:

1. According to the 2004 APNA, 14.3% of the 6th grade students had used cigarettes. 70% of the students had tried cigarettes in grades 7-12. According to 2005 data, 23% of the 6th grade students had used cigarettes; 32% of the 8th grade, 62% of the 10th grade, and 50% of the 12th grade. According to 2006-2007 data, 16% of the 6th grade students had used cigarettes; 24% of the 8th grade, 38% of the 10th grade, and 78% of the 12th grade.
2. According to the 2004 Arkansas Prevention Needs Assessment Student Survey, 10.2% of 6th grade students had used chewing tobacco. 17% of the students had used chewing tobacco in grades 7-12. According to 2005 data, 21% of the 6th grade students had used chewing tobacco; 22% of the 8th grade, 19% of the 10th grade, and 31% of the 12th grade. According to 2006 data, 29% of the 6th grade students had used chewing tobacco; 9% of the 8th grade, 21% of the 10th grade, and 44% of the 12th grade.
3. According to the 2004 APNA, 16.3% of 6th grade students had tried alcohol. 74% of the 7-12 students had tried at least one drink of alcohol during their lifetimes. According to 2005 data, 28% of the 6th grade students had tried alcohol; 50% of the 8th grade, 78% of the 10th grade, and 78% of the 12th grade. According to 2006 data, 24% of the 6th grade students had tried alcohol; 35% of the 8th grade, 49% of the 10th, and 89% of the 12th grade.
4. According to the 2004 APNA, 24% of the 7-12 students had used marijuana one or more times during their lives. According to 2005 data, 6% of the 8th graders had tried marijuana; 21 % of the 10th grade and 39% of the 12th grade had tried marijuana. According to 2006 data, 3% of the 6th grade students had tried marijuana; 6% of the 8th graders, 13% of the 10th graders, and 33% of the 12th graders.

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: 08/21/2007 End: 05/21/2008	• Teachers	ACTION BUDGET: \$
Project Alert will be implemented in the 6th grade to inform students about drug use.	Vickie Rossitto	Start: 08/21/2007 End: 05/21/2008	• 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: 08/21/2007 End: 05/21/2008	• District Staff • Teachers	Title IV-A - Materials & Supplies: \$2338.00  ACTION BUDGET: \$2338
Each year, the Salem Drug Plan will be evaluated to determine the success of the current plan and future plan changes. Action Type: Plan Evaluation	L.A. Lindsey	Start: 05/01/2008 End: 05/21/2008	• 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: 08/15/2007 End: 08/15/2007	• Administrative Staff • Outside Consultants • Teachers	ACTION BUDGET: \$
<b>Total Budget:</b>				<b>\$2338</b>

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

Supporting Data:

- In 2003-2004, 640 students had their BMI's assessed. Of the students assessed, the following represents the percent of students at risk of being overweight or overweight: District: Males-45.25% Females-42.1%; Elementary: Males-40.5% Females-41.4%; High School: Males-50% Females-42.8%; In 2004-2005, 676 students had their BMI's assessed. Of the students assessed, the following represents the percent of students at risk of being overweight or overweight: District: Males-47.5% Females-41.65% Elementary: Males-46% Females-35.5% High School: Males-49% Females-47.8% In 2005-2006, 621 students had their BMI's assessed. Of the students assessed, the following represents the percent of students at risk of being overweight or overweight: District: Males-49.2% Females-40.95% Elementary: Males-45.1% Females-34.2% High School: Males-53.3% Females-47.7% In 2006-2007, 632 students had their BMI's assessed. Of the students assessed, the following represents the percent of students at risk of being overweight or overweight: District: Males-42.6% Females-36.5% Elementary: Males-37.5% Females-28.9% High School: Males-50% Females-48.3%
- 2005-2006 School Health Index Elementary: High School: Module 1- 93% Module 1-93% Module 2- 86% Module 2-97% Module 3- 97% Module 3-87% Module 4- 98% Module 4-92% Module 8- 72% Module 8-55% 2006-2007 School Health Index Elementary: High School: Module 1- 97% Module 1- 92% Module 2- 88% Module 2- 96% Module 3- 100% Module 3- 87% Module 4- 95% Module 4- 92% Module 8- 67% Module 8- 55%
- Free and Reduced Price Meal Eligibility SY 07-08: District- 44% paid, 9% reduced, 47% free. Elementary- 37% paid, 9% reduced, 54% free; High School- 51% paid, 9% reduced, 40% free. Migrant 07-08: 11 Homeless 07-08: 3 Free and Reduced Price Meal Eligibility SY 06-07: District- 43% paid, 11.5% reduced, 45.5% free; Elementary- 37% paid, 11% reduced, 52% free; High

- School- 49% paid, 12% reduced, 39% free. Migrant 06-07: 2 Homeless 06-07: 1 Free and Reduced Price Meal Eligibility SY 05-06: District- 45.5% paid, 7% reduced, 47.5% free; Elementary- 54% paid, 8% reduced, 38% free; High- 53% paid, 6% reduced, 41% free. Migrant 05-06: 8 Homeless 05-06: 7 Free and Reduced Price Meal Eligibility SY 04-05: District- 45% paid, 11.5% reduced, 43.5% free; Elementary- 39% paid, 10% reduced, 51% free; High- 51% paid, 13% reduced, 36% free. Migrant 04-05: 0 Homeless 04-05: 0
4. 2005-2006 Youth Risk Behavior Survey: The average percentages of alcohol, cigarette, and chewing tobacco usage among Salem 6th, 8th, 10th, and 12th grade students meets or exceeds the state averages. 2006-2007 Youth Risk Behavior Survey: The average percentages of alcohol, cigarette, and chewing tobacco usage among Salem 6th, 8th, 10th, and 12th grade students meets or exceeds the state averages.

**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 2007-2008 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 2006-2007 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 Coffman	Start: 08/15/2007 End: 08/16/2007	<ul style="list-style-type: none"> <li>Community Leaders</li> <li>District Staff</li> <li>Teachers</li> </ul>	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: 01/01/2007 End: 05/15/2008		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: Plan Evaluation Action Type: Wellness	Wayne Guiltner	Start: 08/21/2007 End: 05/23/2008		ACTION BUDGET: \$
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. Action Type: Professional Development Action Type: Wellness	Ken Rich	Start: 08/15/2007 End: 05/21/2008	<ul style="list-style-type: none"> <li>Administrative Staff</li> <li>Teachers</li> </ul>	ACTION BUDGET: \$
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. Action Type: Collaboration Action Type: Plan Evaluation	Ken Rich	Start: 05/01/2008 End: 05/21/2008	<ul style="list-style-type: none"> <li>Administrative Staff</li> <li>Community Leaders</li> <li>Teachers</li> </ul>	ACTION BUDGET: \$

Action Type: Wellness				
Total Budget:				\$0
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 Coffman	Start: 08/21/2007 End: 05/21/2008	<ul style="list-style-type: none"> <li>• Outside Consultants</li> <li>• Teachers</li> </ul>	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 Coffman	Start: 04/01/2007 End: 04/01/2009	<ul style="list-style-type: none"> <li>• Community Leaders</li> <li>• District Staff</li> <li>• Teachers</li> </ul>	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: 08/15/2007 End: 05/21/2008	<ul style="list-style-type: none"> <li>• Administrative Staff</li> </ul>	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: 08/21/2007 End: 05/21/2008	<ul style="list-style-type: none"> <li>• District Staff</li> </ul>	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: 08/21/2007 End: 05/21/2008	<ul style="list-style-type: none"> <li>• Administrative Staff</li> <li>• Central Office</li> <li>• Teachers</li> </ul>	ACTION BUDGET: \$
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: 08/21/2007 End: 05/21/2008	<ul style="list-style-type: none"> <li>• District Staff</li> <li>• Teachers</li> </ul>	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: Plan Evaluation Action Type: Wellness	Ken Rich	Start: 05/01/2008 End: 05/21/2008	<ul style="list-style-type: none"> <li>• Community Leaders</li> <li>• District Staff</li> </ul>	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	Martha Wood	Start: 08/21/2007 End: 05/21/2008	<ul style="list-style-type: none"> <li>• Administrative Staff</li> <li>• District Staff</li> </ul>	ACTION BUDGET: \$

ensure student privacy. Action Type: Equity Action Type: Parental Engagement Action Type: Technology Inclusion Action Type: Wellness				
Total Budget:				\$0

- Planning Team

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	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	Mary Smith	Title I and Title V	Title I and Title V
Non-Classroom Professional Staff	Tena Smith	School Nurse	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	Wanda Koelling	Parent	Title I and Title V
Principal	David Turnbough	Elementary Principal	Title I and Title V
Principal	Wayne Guiltner	High School Principal	Title I and Title V