Core Priorities of the Salem Public Schools 2023-2026 Strategic Plan

Priority 1: Elevate Learning

Build and maintain a district-wide culture of universally high academic expectations for every learner.

1.1 Accelerate academic achievement for all students.
1.2 Integrate social and emotional learning supports across the curriculum and school day.
1.3 Dramatically increase access to high-quality education opportunities by expanding and strengthening the district and community’s early childhood and elementary education programming (PreK-5).
1.4 Enhance, modernize and strengthen the secondary school experience (grades 6-12) to ensure every student has access to rigorous learning aligned to Salem’s Portraits of a Middle and High School Graduate.

Priority 2: Empower Educators

Make the Salem Public Schools an inclusive district where student-centered, innovative and highly-effective educators want to work, grow and stay.

2.1 Attract, grow and develop excellent, committed educators who reflect the values and diversity of the community.
2.2 Engage educators in high-quality professional learning designed to strengthen instruction and prepare them to meet the needs of all students.
2.3 Provide constructive, actionable, formal and informal feedback.
2.4 Offer equitable incentives to entice talented educators to choose to stay and grow in the Salem Public Schools.

Priority 3: Center Belonging

Build joyful, welcoming and supportive school communities.

3.1 Prioritize and attend to the mental health and wellness of every student.
3.2 Cultivate supportive, culturally-sustaining and anti-racist learning environments.
3.3 Provide opportunities to celebrate our cultural wealth and inspire all students to explore, learn and grow.
3.4 Elevate the voices of students, parents and families to tap into their funds of knowledge.

Priority 4: Strengthen our Foundation

Develop consistent, reliable, sustainable systems and structures to disrupt inequities and support the work of the district.

4.1 Review and strengthen all of the district’s policies and systems with a focus on promoting social justice and equity.
4.2 Fully integrate practices and guidelines district-wide to build efficiencies and optimize impact.
4.3 Maintain, update and modernize all of the SPS buildings and facilities.