

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.

