



Salem Public Schools

School Improvement Plan 2022-2023




Horace Mann Lab 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)	14.1% (SY18-19)	12%
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)	36% (SY21-22)	55%
Student academic growth	Increase the annual growth of students on Math, ELA, and Science as measured by MCAS & STAR (Referencing 2019 baseline data)	SGP: ELA – 60.2 Math – 57.8	SGP: ELA – 64 Math – 62

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 develop independent learners by ensuring educators act as “warm demanders” every day.	A calmer learning environment, as we focus on adhering to routines and protocols in the halls, playground, etc. Consistently receive grade-level work in every class, every day.	Increases in our STAR reading and math scores, MCAS score, and fewer behavior issues in the building.
	We will better meet the needs of our students with disabilities and multilingual learners.	Use of just right supports in all classes from general education teachers. Supports that help students access grade-level work. Small group instruction from support staff and teachers each day as part of the workshop model of instruction.	Increases in our STAR reading and math scores, as well as increased MCAS scores particularly among our students with disabilities and multilingual learners. More positive school ratings from students on our Panorama survey in the spring.
	We will apply our anti-racism and culturally responsive teaching professional development into the classroom in tangible ways, celebrate diversity, and promote a sense of belonging among our families.	More frequent discussions in classes on topics of race and diversity. More fun, community-building activities for students at school (like Houses). More afterschool activities and more family engagement.	More positive school ratings from students on our Panorama survey in the spring. More families attending events at the school and connecting with the school through ParentSquare.