



School Division at a Glance 2020

The Salem School Division opened for business in 1983 with the goal of placing children first and has never wavered. Once again, our six schools are fully accredited and our talented educators are motivating and preparing students to reach incredible new heights. Classroom teachers are equipping a student population, that is becoming more diverse each year, with the knowledge, skills and social and emotional support necessary to ensure that every child feels loved and appreciated for who they are, is engaged in the work they are asked to do, and is inspired to reach their full potential. Thanks in advance for taking the time to review this four-page document that highlights many facets of our Salem City School Division.

Diversity at a Glance

Reporting Category	2006-2007		2019-2020		Change	
	Number	Percent	Number	Percent	Number	Percent
ALL	3941		3853		-88	-2%
White	3387	86%	2811	73%	-576	-17%
Black	457	12%	540	14%	83	18%
Hispanic	65	2%	232	6%	167	257%
Economically Disadvantaged	822	21%	1447	38%	625	76%
English Learners (EL)	48	1%	217	6%	169	352%
Students with Disabilities	424	11%	668	17%	244	58%
Graduation Rate		85%		95%		10%

Student Outcomes at a Glance

Salem students achieve at high levels on traditional measures and are participants in an increasingly personalized educational experience seeking to help each student graduate with “a diploma and a plan” for their next step in life’s journey.

- Salem High School has increased the four-year graduation rate from 85% in 2007 to 95% in 2019.
- All 6 schools and the Division are fully accredited by the Virginia Department of Education
- SCS was selected as one of 25 School Districts of Innovation in the Nation by AASA and the Successful Practices Network.
- The Salem High School forensics team won its fourteenth consecutive VHSL Class 4A State Championship.
- 95% of students at ALMS believe their teachers care about them and want them to do well in school, higher than the state average.
- 89% of middle school students feel safe at school, 10% higher than the state average.

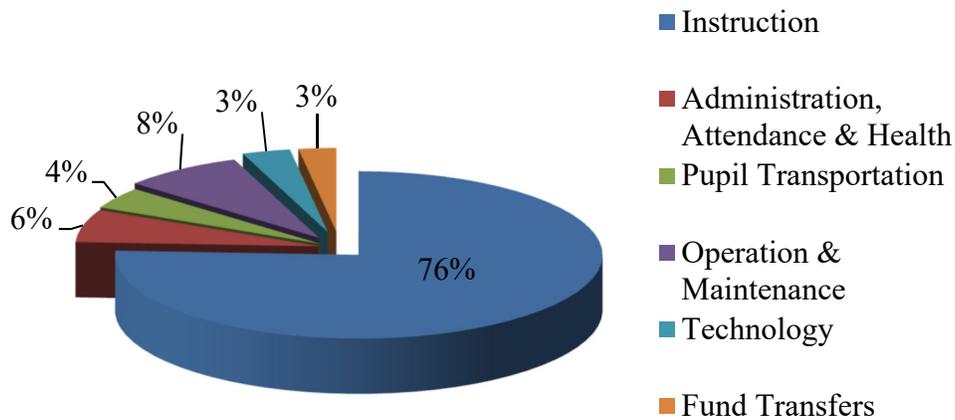


Stewardship at a Glance

In fiscal year 2018 (the most recent year state averages are available), Salem City Schools' per-pupil expenditure of \$11,038 was \$1,510 less than the state average of \$12,548.

Per Pupil			Graduation		
Locality	Expenditure (a)	Rank	Locality	Rate (b)	Rank
Roanoke City	\$ 13,356	1	Salem City	96.7	1
Franklin County	11,656	2	Montgomery County	95.4	2
Botetourt County	11,521	3	Botetourt County	95.3	3
Montgomery County	11,204	4	Roanoke County	95.2	3
Salem City	11,038	5	Roanoke City	90.0	5
Roanoke County	10,878	6	Franklin County	90.0	6

A frequently cited “target” nationally and in the state for instructional spending is 65%, an indicator that Salem City Schools far exceeds with 76% instructional expenditures. This focus of resources on teaching and learning is achieved in large part with efficiencies through shared services with the City Administration and a lean organizational approach. (Centralized administrative costs account for only 3.5% of the division budget within the “Administration, Attendance, and Health” reporting category.)



Salem City Schools is recognized by the Association of School Business Officials International with both the “Meritorious Budget Award” for exceptional quality in budget presentation and the “Certificate of Excellence” for its Comprehensive Annual Financial Report.



Career and College Readiness at a Glance

Thanks to outstanding business partners, Salem City Schools monitors and communicates changing opportunities in the local, state, and national workforce to parents and students.

- The Salem City School Division has increased access to Computer Science to all students in grades K-12. Computer Science standards are included in all grade levels. Salem High School offers classes in computer science, coding, cybersecurity, and game design.
- In SY 18-19 Salem High School Students earned 391 industry certifications or credentials. Since 2014 SHS students have earned more than 1500 industry certifications/credentials.
- In October 2019 approximately 1200 Salem High School Students participated in the third annual “It’s Your Future Day.” Freshman participated in the Freshman Conference, sophomores and juniors took the PSAT or ASVAB, and seniors participated in job shadowing, college visits, or college field trips to further inform their college and career aspirations.

Distinguished Employees at a Glance

In the current year, Salem City Schools has 575 full and part-time employees compared to 579 in 2006-2007.

- SHS’s Andrea Johnson is the 2020 Virginia Teacher of the year! (In the past ten years, SCS has had four Regional Teachers of the Year and two State Teachers of the Year.)
- Twenty-seven Salem City Teachers (8.7%) are certified by the National Board for Professional Teaching Standards (NBPTS), more than twice the Virginia Average. NBPTS is the most respected professional certification available in K-12 education.
- Results from the VDOE Working Conditions Survey indicate that a higher percentage of Salem teachers feel encouraged to lead and are empowered to make independent decisions about their classroom and provide the necessary supports to help students learn than their peers throughout the region and state.
- 92% of teachers agree that their school is a good place to work, higher than regional and state averages.
- Employee turnover remains low with teacher attrition rates below 6% over the past 19 years and retirement was the primary reason people left Salem City Schools for 12 of those 19 years.
- Teacher compensation at the Bachelor’s and Master’s levels continues to lead the region at experience benchmarks, but the region as a whole is losing ground in the state. Region averages are anywhere between \$2,300 and \$3,000 below the state averages at those benchmarks, indicating a need to continue to prioritize teacher compensation.

Meeting Needs at a Glance

Salem is a community with a long history of placing great value on children and families. As the demographics and needs of residents have changed, school division partnerships with other community agencies have evolved to meet identified needs.

- The Salem City School Division received \$40,000 from a VDOE School Safety grant and invested over \$90,000 in school security enhancements in 2019.
- Salem City Food Services provided almost 7,000 breakfast and lunch meals through the USDA Summer Meals program at G. W. Carver Elementary, Andrew Lewis Middle, and other designated meal sites throughout the City in 2019.
- Andrew Lewis Middle, East Salem Elementary, G.W. Carver Elementary, and Salem High received 2019 grants from the Virginia Department of Education totaling \$15,000 to ensure that all students have access to breakfast at school.
- In spring 2019, in partnership with Salem Area Ecumenical Ministries (SAEM), Andrew Lewis Middle opened the “Giving Light” Food Pantry which consistently served 33 families over the course of the year. The middle school also operates “Caleb’s Closet” to help meet individual student needs for clothing and/or school supplies and toiletries. Through additional collaboration with SAEM, the ‘Salem Bread” Food Pantry at Salem High School opened in the Fall of 2019.
- The Salem City School Division received a \$50,000 Extended School Year Planning Grant to develop a plan for an extended Summer Enrichment Program to ensure that all students have access to an extended summer “camp-like” experience that provides a host of enrichment and remediation programs.

Salem High School Additions and Renovations at a Glance



The Salem School Board and City Council made modernizing Salem High School a priority and City Administration developed a \$36 million funding plan to make it a reality. The design process team included a variety of school and city staff members, who collaborated to improve safety and security, update mechanical systems for comfort and efficiency, better serve students with special needs and create 21st century personalized learning spaces.

- ***A carefully refined design made bids documents available in December 2019***
- ***Bids were opened January 22, 2020 and all were below the cost estimate.***
- ***On February 11, 2020, the Salem City School Board awarded the contract to the lowest responsive bidder, G & H Contracting of Salem.***
- ***The project will commence this spring and should be finished in 30 months.***