



Salem High School Innovation:

A Tradition AND a Future of Excellence

# Report to the Virginia Board of Education:

## Update on Salem High School's Innovation Grant



April 27, 2016

### Climbing to the Mountaintop of Personalized Education

We recognize that the traditional education model does not allow for enough personalization of content and experiences to prepare students for the world beyond high school.

Base Camp - 2014-15

- Coordinate with ALMS to restructure academic/career planning and communication to stakeholders around Interest Pathways
- Collaborate with ALMS to provide additional credit-bearing opportunities
- Research alternative means for earning credits/gaining skills beyond our current traditional offerings
- Explore using the Activity Schedule to increase personalization
- Request waivers from the VA DOE that would allow SHS to provide more personalized experiences

Exploration - 2015-16

- Counseling and guidance at SHS and ALMS is centered around Pathways
  - New credit bearing opportunities for ALMS students to begin Pathway exploration sooner and to provide additional room in future high school schedules for Pathway experiences
  - SHS Activity Schedule used to provide students with additional experiences
  - Increase in workplace-based offerings
  - Online learning opportunities for courses not currently offered
- ?

The Climb - 2016-?

- Students will engage in:
- Highly personalized courses of study based on Interest Pathways, where competency and mastery are measured through authentic assessments and a personalized pace rather than seat time accumulated on a standardized pace
  - Learning opportunities that take place both in and out of school and as part of a school calendar that is flexible in terms of the length of the day and start/end times for the year
  - Online learning opportunities
  - Deep, rich experiences with content aligned with Interest Pathways and fewer broad, general survey courses
  - Workplace internships or experiences connected to their Interest Pathway.
  - Completion of a capstone project or independent study connected to their Interest Pathway.

The Summit - ?



Salem High  
School  
Innovation:

Status  
Report

## Base Camp, 2014-15

- We recognize that the traditional education model does not allow for enough personalization of content and experiences to prepare students for the world beyond high school.
- Formation of Innovation Group/*Inevitable* Book Study
- Innovation site visits
- High School Innovation Grant application



Salem High  
School  
Innovation:

Progress  
to Date

## Exploration, 2015-16

### ● Site Visits

- 2014-15 (Prior to grant):
  - Mooresville High, Mooresville, NC
  - Lindsay Unified, Lindsay, CA
  - GlenOak High, Canton, OH
  - Reynoldsburg High, Reynoldsburg, OH
  - Metro Early College High, Columbus, OH
- 2015-16:
  - Taylor County Schools, Campbellsville, KY
  - East Pennsboro Middle, Enola, PA
- Upcoming:
  - Henry County Schools, McDonough, GA
  - Horry County Schools, Conway, SC



Salem High  
School  
Innovation:

Progress  
to Date

## Exploration, 2015-16

- Teachers identified, researched, and developed 16 Career Interest Pathway frameworks
- Middle School/High School faculties collaborated on additional credit-bearing middle school opportunities
- Teachers planned and piloted an enhanced during-the-day remediation schedule using current Activity Schedule
- 50+ teacher-created Pathway Projects - additional future course offerings and industry research
- Expanded industry relationships



Salem High  
School  
Innovation:

Plan for  
2016

## The Climb, 2016-?

### ● Fall 2016

- Counseling based on Pathways
- More credits earned in middle school
- Enhanced Activity Schedule offerings
- Increased workplace-based offerings
- Online courses available for additional offerings



Salem High  
School  
Innovation:

Lessons  
Learned

## Key Enabling Conditions

### ● History of Shared Leadership

- Annual Summer Leadership Academy
- Teacher-led initiatives (Growth Project)

### ● History of Innovation

- 8 year Assessment Journey has led to questioning the norm
- Strategic Compensation Grant experience
- Pre-grant existence of Innovation Committee - site visits, *Inevitable* book study



Salem High  
School  
Innovation:

Lessons  
Learned

## Barriers to Innovation

- Institutional Inertia

## Would have done differently...

- Original J-Term concept was a bigger bite than we were ready to chew

## Ready to Implement?

- Yes - because we are controlling the pace of the journey to maximize success



Salem High School  
Innovation:

Waivers/  
Assistance

## Requirement for Success:

Salem High School's highly innovative faculty requests the following types of assistance from the Board and the Department of Education



Salem High School  
Innovation:

Waivers/  
Assistance

## The Climb, 2016-?

- **Assistance from the Board/DOE**
  - Fully Funding the Standards of Quality
  - Highly Flexible SOL Testing Windows:
    - Students take SOL tests when students are ready for them at any point throughout the year
    - Simplified procedures for setting up SOL testing opportunities



Salem High  
School  
Innovation:

Waivers/  
Assistance

## The Climb, 2016-?

### ● Assistance from the Board/DOE

- Teacher Certification & Licensure:
  - Divisions need method to appeal for a teacher/instructor to be considered certified or qualified based on proficiency or experience
  - Divisions need ability to “credentialize” members of the business community to offer credit for meaningful workplace-based experiences. (ex. Precision Machining and Graham-White)



Salem High  
School  
Innovation:

Waivers/  
Assistance

## The Climb, 2016-?

### ● Assistance from the Board/DOE

- Increased Ability to Provide Locally-created Courses for Credit
- Alternative assessments for SOL verification:
  - VPT for Math and/or English SOL: count as pass
  - College-readiness PSAT score for Math and/or English SOL: count as pass



Salem High  
School  
Innovation:

Waivers/  
Assistance

## The Climb, 2016-?

### ● Assistance from the Board/DOE

- Increased availability of and access to quality online curriculum
- Complete Local Control of School Calendars (pre or post-Labor Day start, number of days)
- If seat time is no longer the primary verification for credit earned, should the Commonwealth reconsider policies related to making up snow days?



Salem High  
School  
Innovation:

Waivers/  
Assistance

## The Climb, 2016-?

### ● Assistance from the Board/DOE

- Provide divisions with flexibility in regard to regulations covering maximum teaching periods, percentage of time required for planning, and limits on the maximum number of students allowed for teachers involved in instruction through alternative means such as blended learning, proficiency assessment, online course work, or overseeing workplace-based learning.



Salem High School Innovation:

Waivers/ Assistance

## The Climb, 2016-?

### ● Assistance from the Board/DOE

- Extend insurance coverage to students involved in workplace-based learning experiences to encourage meaningful industry partnerships
- Virginia schools will need the Commonwealth to provide an organized lobbying effort of the NCAA to ensure that innovative means of earning credit (proficiency exam, online format, etc) are properly recognized



Salem High School Innovation:

Waivers/ Assistance

## The Climb, 2016-?

### ● Assistance from the Board/DOE

Virginia Diploma		
Discipline Area	Standard Credits*	Verified Competencies
English (Note 1)	4	1
Mathematics (Note 2)	4	1
Laboratory Science (Note 3)	4	1
History & Social Science (Note 4)	4	1
Foreign Languages, Fine Arts, or Career & Technical Education	4	
Health & Physical Education	2	
Electives	3	
Applied Knowledge & Skills		1
<b>Total</b>	<b>25</b>	<b>5</b>

**Avoid advancing the philosophy and practice of the Carnegie Unit**

- Increasing the number of required credits reduces career path elective opportunities.
- Let's not ask teachers to personalize and innovate, while burdening them with additional content standards that increase direct instruction and reduce creativity.