



SALEM CITY SCHOOLS 2026–2032 Comprehensive Plan

The mission of Salem City Schools is to provide a loving and engaging environment that inspires all children to reach their full potential.

Teaching & Learning

Instruction

Desired Outcomes

- Ensure all schools progress to or maintain a “Distinguished” rating in Virginia’s School Performance Framework.
- Graduate all students with a board-approved diploma or its equivalent, including opportunities for credentials for post-secondary success.
- Utilize vertical alignment and transitional support to ensure a seamless educational journey.
- Implement High Quality Instructional Materials with fidelity in all content areas.

Assessment

Desired Outcomes

- Empower students to know and understand data to support their achievement of personal goals.
- Ensure grading transparency and alignment with state standards.
- Achieve in the top 10% on state and national assessments.
- Implement common assessments with fidelity and use results to inform instruction.

Climate & Culture

Communication & Community Relations

Desired Outcomes

- Streamline stakeholder engagement through unified technology.
- Enhance transparency of communication about data and student progress.
- Increase community business communication to support community partnerships.
- Communicate grades and student progress in a timely and accurate manner.

Safety & Organization Management

Desired Outcomes

- Support the physical and mental well-being of students and staff.
- Prioritize safe, clean, and modernized learning environments.
- Exceed regional school divisions in each salary range and in employment satisfaction categories.
- Support and promote environments that are equitable, culturally competent, and responsive to student and family needs.

Career Education & Technology

Career Education

Desired Outcomes

- Provide all students with a variety of opportunities designed to develop an understanding of careers and career pathways.
- Ensure that every student graduates with a diploma and a Career Pathway Plan.
- Expand, promote, and support enrollment in a variety of career-centered learning opportunities with a focus on work-based learning.
- Provide families and students with information related to a variety of post-secondary education and training opportunities related to their areas of interest and aptitude.

Technology

Desired Outcomes

- Maintain the necessary infrastructure, hardware, and software to support the school division.
- Provide formal and informal learning opportunities related to online safety and digital citizenship.
- Maintain an environment where instructional priorities drive the use of technology to support learning.
- Support the implementation of technology and Computer Science standards in grades K-12.