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# North Salem Elementary School

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## School Improvement Plan

2020-2021



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7027 NORTH ST. RD. 75, NORTH SALEM, INDIANA 46165

[HTTP://HENDRICKS.K12.IN.US/NSES](http://hendricks.k12.in.us/nses)

317.994.3000

## North Salem Motto

**N**urturing Students,

**S**triving for Success,

**E**xcelling in All We Do,

**S**upporting Each Other.

## North West Hendricks School Corporation Mission Statement

Preparing today's learners to be tomorrow's leaders.

## NWHSC Shared Commitments

As we develop tomorrow's leaders, we are committed to classrooms that are curious, collaborative, and creative.

## NWHSC Vision

With an emphasis on personal relationships and individualized learning, our PreK-12 learners will develop into the most sought after candidates for colleges/universities, the workforce, the military, or apprenticeships.

## School Information

School Name:	North Salem Elementary School
Address:	PO Box 69 7027 North St. Rd. 75 North Salem, IN 46165
Telephone:	317-994-3000
Fax:	317-994-3030
Principal:	Tiffany D. Cox
Email Address:	<a href="mailto:coxt@hendricks.k12.in.us">coxt@hendricks.k12.in.us</a>
School Website:	<a href="http://hendricks.k12.in.us/nses">http://hendricks.k12.in.us/nses</a>
School District:	North West Hendricks School Corporation
Superintendent:	Dr. M. Scott Syverson
School Improvement Committee:	Tiffany Cox - Principal Lee Adams – Special Education Teacher Kami Hackleman – Second Grade Teacher Megan Sankey – Fifth Grade Teacher

## North Salem Elementary Staff 2020-2021

Tiffany Cox	Principal
Cathy Butterfield	Secretary/Treasurer
Laura Bernhardt	Assistant School Nurse
Lee Adams	Special Education
Maria Burnham	Counselor
Hannah Scheller	Speech and Hearing
Caitlyn Hernandez	Cubs PreK
Elizabeth Honeycutt	Kindergarten
Cara Mendenhall	Kindergarten
Misty Keahey	First Grade
Lori Huff	Second Grade
Kami Hackleman	Second Grade
Tiffany Thomas	Third Grade
Danielle Knoblett	Third Grade
Emily Roach	Fourth Grade
Barb Koenig	Fourth Grade
Jeff Sankey	Fifth Grade
Megan Sankey	Fifth Grade
Sally Richardson	Music
Beth VanSlyke	Physical Education
Kim Houser	Art
Sara Willhelm	Media Specialist
Brittanie Hight	Head Cook
Amy Bramblett	Assistant Cook
Megan Simmons	Assistant Cook
Linda McClara	Computer Assistant
Traci Porch	Instructional Assistant
Amie Brooks	Instructional Assistant
Natalie Hogan	Instructional Assistant
Tammy Meloche	Instructional Assistant
Sarah Elzey	Instructional Assistant
Vicki Benge	Instructional Assistant
Mary Stogsdill	Instructional Assistant
Joyce Judd	Instructional Assistant
Lisa Hardman	Head Custodian
Steve Russell	Custodian
Alysha Basler	Custodian
Michelle Staton	Students After School Director

## Curriculum

North Salem Elementary School is comprised of twelve certified classroom teachers, one certified Special Education teacher, three certified special area teachers and 220 students in a PK-5 building. The classes range in size from 15 to 26 with an average of 18 students per classroom. Instructional assistants provide support in the classroom through both push-in and pull-out methods for small group intervention. North Salem accepts transfer students from surrounding school corporations. These transfers make up about 11% of our student population.

The North Salem Elementary curriculum is reviewed annually in order to ensure alignment with the Indiana College and Career Readiness Standards for each subject area. Teacher representatives from each grade level review and sequence the curriculum for the North West Hendricks School Corporation. All teachers have access to the established curriculum guides through a shared Google drive. Copies of the curriculum are available for inspection during business hours in the North Salem Elementary Office and the North West Hendricks School Administrative Offices.

The High Ability, or LEAP, program begins in Kindergarten. Students in this program must meet the criteria established by the High Ability committee as well as additional ranking scores from classroom teachers. LEAP students work at one grade level above their current grade in their identified area of English/Language Arts and/or Math. Students meeting the requirements for high ability programming are invited to attend Pittsboro Primary and Pittsboro Elementary schools for the HA multi-age classroom. Currently, this programming is established for a multi-age kindergarten and first grade classroom, a multi-age second and third grade classroom, and a multi-age fourth and fifth grade classroom. Students who are labeled as HA and do not wish to transition schools are still enriched through cluster grouping here at their home school.

North Salem Elementary is a Title I school and supports students in small group intervention. These groups focus on math and/or reading in grades K-5 and are determined by performance data from various assessments. The principal monitors this program.

Students who qualify for our Special Education Program receive instruction in the general education classroom or in the resource room based upon their Individual

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Education Plan (IEP) and the recommended Least Restrictive Environment placement. The resource program serves K-5 students and has one certified special education teacher. Our school employs a 3-tiered approach to Response to Instruction (RtI). We use data from NWEA, Fountas and Pinnell, ISTEP+, district math benchmark assessments, district writing prompts, and classroom assessments to identify students who are at-risk and in need of additional support. We use a multi-disciplinary team process to identify students in need of additional assistance or support. These supports are appropriately provided through 504 plans, IEP's, and the use of OT and PT services.

Dyslexia screening takes place for all students in kindergarten, first, and second grade. Students performing in the bottom 25% of screening assessments are targeted for intensive intervention, through the Orton Gillingham process, before being re-screened. Students still falling below proficiency levels are provided further support and may be moved to a special education assessment.

Types of interventions used at North Salem Elementary include, but are not limited to, re-teaching grade level curriculum, literacy circles, leveled reading groups, resource specialists, remediation specialists, Waterford Lab, LLI, and Title I specialists.

The Speech Pathologist is at the school for two full school days. Students who have qualified for speech, through testing, are served based on the goals and objectives stated in the IEP.

In addition to classroom instruction, students also receive daily instruction in one of the five special area classes of Physical Education, Art, Music, Library, and Computer Lab. We also have a full time counselor who works with students in grades Kindergarten through fifth grade. Our counselor works with both large and small groups, leading school-wide lessons, and working through individual needs as well.

North Salem has opened a full-day, pre-Kindergarten program called Cubs Preschool. Cubs Preschool is a district-wide program that accepts children of pre-Kindergarten age. This program follows the Indiana Early Childhood Foundational Standards and guidelines. Our preschool is completely self-funded and works in tandem with developmental preschool students needing additional enrichment and support.

North Salem offers a Latch Key program called Students After School. This program provides early morning care, including breakfast, for students needing morning care.

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The aftercare program offers homework help, playtime, snack time, and theme-based activities. Students After School hosts summer camp that runs all summer long and provides educationally based weeks filled with fun activities and field trips.

The school day at North Salem Elementary is six and a half hours long with a forty-five minute lunch/recess block. Common instructional techniques include multi-sensory activities, problem solving, cooperative learning in large and small groups, STEM, and cross-curricular instruction. Extra-curricular activities are offered in Math Bowl, Spell Bowl, Renaissance Club, Newspaper Club and Student Council.

## Assessments and Data

### North Salem Elementary Performance Data

Year	Enrollment	Attendance Rate	Percent Passing ISTEP+	Free Lunch	Reduced Lunch	Percent Free/Reduced Lunch
2011-12	247	97.85%	91.50%	34	39	28%
2012-13	241	96.65%	92.10%	61	9	29%
2013-14	241	97.80%	92.60%	49	17	27.4%
2014-15	248	97.40%	77.30%	35	23	23.4%
2015-16	230	98.10%	85.82%	50	16	28%
2016-17	241	98.30%	87.50%	48	17	27%
2017-18	254	97.92%	87.50%	58	18	29.9%
2018-19	237	97.77%	73.30%	46	11	24.1%
2019-20	205	NA	NA	49		23.9%

### North Salem Elementary Enrollment Ethnicity

Year	Enrollment	White	Hispanic	Black	Asian	Native American	Multi-Racial
2011-12	247	98.2%	0.0%	0.9%	0.0%	0.0%	0.9%
2012-13	241	96.7%	0.8%	1.2%	0.0%	0.0%	1.2%
2013-14	241	95.0%	2.5%	0.0%	0.0%	0.4%	2.1%
2014-15	248	97.2%	0.8%	0.4%	0.0%	0.4%	1.2%
2015-16	230	96.1%	0.9%	0.0%	0.0%	0.4%	2.6%
2016-17	241	97.1%	0.8%	0.0%	0.0%	0.4%	1.7%
2017-18	254	96.5%	0.8%	0.0%	0.4%	0.4%	2.0%
2018-19	237	96.6%	0.8%	0.4%	0.4%	0.4%	1.3%
2019-20	205	97.6%	0.5%	0.0%	0.0%	0.5%	1.5%



## Additional Data

### I LEARN DATA FOR NORTH SALEM ELEMENTARY 2018-2019

3 <sup>rd</sup> GRADE	LANGUAGE ARTS		MATH	
Above Proficiency	13	40.63%	15	46.88%
At Proficiency	11	34.38%	13	40.63%
Near Proficiency	7	21.88%	3	9.38%
Below Proficiency	1	3.13%	1	3.13%
<b>TOTAL PROFICIENT</b>	<b>24/32</b>	<b>75.00%</b>	<b>28/32</b>	<b>88.00%</b>
<b>STATE AVERAGE</b>		<b>46.00%</b>		<b>58.00%</b>

4 <sup>th</sup> GRADE	LANGUAGE ARTS		MATH		SCIENCE	
Above Proficiency	15	36.59%	19	46.34%	19	46.34%
At Proficiency	15	36.59%	13	31.71%	10	24.39%
Near Proficiency	6	14.63%	3	7.32%	4	9.76%
Below Proficiency	5	12.19%	6	14.63%	8	19.51%
<b>TOTAL PROFICIENT</b>	<b>30/41</b>	<b>73.00%</b>	<b>32/41</b>	<b>78.00%</b>	<b>29/41</b>	<b>71.00%</b>
<b>STATE AVERAGE</b>		<b>45.00%</b>		<b>53.00%</b>		<b>46.00%</b>

5 <sup>th</sup> GRADE	LANGUAGE ARTS		MATH		SOCIAL STUDIES	
Above Proficiency	21	46.67%	27	60.00%	24	53.33%
At Proficiency	14	31.11%	15	33.33%	11	24.44%
Near Proficiency	10	22.22%	3	6.60%	4	8.89%
Below Proficiency	0	0%	0	0%	6	13.33%
<b>TOTAL PROFICIENT</b>	<b>35/45</b>	<b>78.00%</b>	<b>42/45</b>	<b>93.00%</b>	<b>35/45</b>	<b>78.00%</b>
<b>STATE AVERAGE</b>		<b>47.00%</b>		<b>47.00%</b>		<b>46.00%</b>

### TOTAL SCHOOL % PASSING FOR 2019

LANGUAGE ARTS	MATH	SCIENCE	SOCIAL STUDIES
75.00%	86.00%	71.00%	78.00%

2017-2018

3 <sup>rd</sup> GRADE	LANGUAGE ARTS		MATH	
PASS+	16	36.36%	20	45.45%
PASS	21	47.73%	12	27.27%
DNP	7	15.91%	12	27.27%
<b>TOTAL PASS</b>	<b>37/44</b>	<b>84.09%</b>	<b>32/44</b>	<b>72.72%</b>

4 <sup>th</sup> GRADE	LANGUAGE ARTS		MATH		SCIENCE	
PASS+	11	26.19%	14	33.33%	14	33.33%
PASS	26	61.90%	26	61.90%	23	54.76%
DNP	5	11.90%	2	4.76%	5	11.90%
<b>TOTAL PASS</b>	<b>37/42</b>	<b>88.09%</b>	<b>40/42</b>	<b>95.23%</b>	<b>37/42</b>	<b>88.09%</b>

5 <sup>th</sup> GRADE	LANGUAGE ARTS		MATH		SOCIAL STUDIES	
PASS+	15	30.00%	26	52.00%	15	30.00%
PASS	29	58.00%	22	44.00%	27	54.00%
DNP	6	12.00%	2	4.00%	8	16.00%
<b>TOTAL PASS</b>	<b>44/50</b>	<b>88.00%</b>	<b>48/50</b>	<b>96.00%</b>	<b>42/50</b>	<b>84.00%</b>

TOTAL SCHOOL % PASSING FOR 2018

LANGUAGE ARTS	MATH	SCIENCE	SOCIAL STUDIES
86.76%	88.24%	88.09%	84.00%

ISTEP+ DATA FOR NORTH SALEM ELEMENTARY  
2016-2017

3 <sup>rd</sup> GRADE	LANGUAGE ARTS		MATH	
PASS+	18	43.90%	16	39.02%
PASS	18	43.90%	22	53.66%
DNP	5	12.20%	3	7.32%
<b>TOTAL PASS</b>	<b>36/41</b>	<b>87.80%</b>	<b>38/41</b>	<b>92.68%</b>

4 <sup>th</sup> GRADE	LANGUAGE ARTS		MATH		SCIENCE	
PASS+	16	36.36%	16	36.36%	15	34.10%
PASS	21	47.73%	18	40.91%	25	56.82%
DNP	7	15.91%	10	22.73%	4	9.10%
<b>TOTAL PASS</b>	<b>37/44</b>	<b>84.10%</b>	<b>34/44</b>	<b>77.27%</b>	<b>40/44</b>	<b>90.91%</b>

5 <sup>th</sup> GRADE	LANGUAGE ARTS		MATH		SOCIAL STUDIES	
PASS+	22	46.81%	28	59.57%	23	48.94%
PASS	19	40.43%	17	36.17%	19	40.43%
DNP	6	12.77%	2	4.26%	5	10.64%
<b>TOTAL PASS</b>	<b>41/47</b>	<b>87.23%</b>	<b>45/47</b>	<b>95.74%</b>	<b>42/47</b>	<b>89.36%</b>

TOTAL SCHOOL % PASSING FOR 2017

LANGUAGE ARTS	MATH	SCIENCE	SOCIAL STUDIES
86.36%	88.64%	90.10%	89.36%

## ISTEP+ DATA FOR NORTH SALEM ELEMENTARY

# Language Arts

Due to COVID-19 Closures, spring data is not available and goals will remain the same as 2019-2020 school year.

## Goal #1 - WRITING APPLICATIONS

**STUDENTS AT NORTH SALEM ELEMENTARY SCHOOL WILL IMPROVE THEIR WRITING APPLICATIONS SKILLS BY USING SUPPORTING DETAILS FROM VARIOUS SOURCES.**

### SUPPORTING DATA

The Language Arts Committee analyzed the ILEARN and NWEA data from the spring of 2019. All grades 3-5 scored above the state average on ILEARN. Each grade level showed a weakness in a different area. We then took a closer look at the different ELA standards on NWEA for all grade levels. Most grades showed weakness in the NWEA goal area of writing, developing, and revising for purpose and audience. After reviewing this data, the Language Arts Committee felt that scores still reflected the need to continue with our Writing Applications Goal. Since the largest weakness focused on informative writing, the committee decided to maintain the focus on having students use supporting detail from literary and informative sources.

### STRATEGIES

**Strategies for the student assessment goal include, but are not limited to:**

**Comparing Texts:** In the Journey's reading series, each story has paired selections. The Journeys curriculum include text questions that help students compare both selections read weekly. Students will be expected to use supporting detail from the story selections to make TEXT to TEXT, TEXT to SELF, and TEXT to WORLD comparisons.

**Close Reading/Writing:** Students will use close reading skills to pull appropriate information from text selections to use as detail that supports their main idea or topic in writing assignments.

**Response to Literature:** Students will respond to literature providing them with more exposure to the skills involved in writing applications. Responses to literature such as book reports, informative reports, and other response to literature worksheets may be assessed using the ISTEP+ Writing Applications Rubric used in grades 3-5 and/or the classroom rubric created in grades K-5.

**Being a Writer Content Program:** Students will use the Being a Writer program to improve Writing Applications and Conventions.

**Music Education/Physical Education/Fine Arts Education:** Music education will involve grades K-5 in response to musical literature through writing. Physical education will involve all grades in personal goal setting, and using journal entries throughout the year to record information. Fine Arts Education will work on writing applications through famous artists and pieces.

## ASSESSMENTS

**Assessments for the student performance goal include:**

**Spring ILEARN Test Scores:** Student progress, specifically in those sections dealing with writing applications, will be assessed and analyzed annually.

**NWEA Test Scores:** Student progress will be assessed and analyzed using a comparison of scores from Reading and Language Usage testing sessions.

**Grade Level Writing Assessments:** Student progress will be assessed using locally developed writing assessments that differ in each grade level. Each writing assessment will focus on a different genre (persuasive, informative, and narrative). These writing assessments will be given every nine weeks throughout the school year for grades K-5. Students will be asked to read a text selection that goes along with the writing prompt. They will be expected to use information from the text selection to support the main idea or topic of their writing.

SPRING 2019 ELA

ILEARN Percent Mastery

3 <sup>RD</sup> GRADE	NSES Mastery
Key Ideas & Textual Support/Vocabulary	75%
Structural Elements & Organization/Connection of Ideas/Media Literacy	88%
WRITING	88%

4 <sup>th</sup> GRADE	NSES Mastery
Key Ideas & Textual Support/Vocabulary	82%
Structural Elements & Organization/Connection of Ideas/Media Literacy	78%
WRITING	70%

Average 3 <sup>d</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> grade	NSES Mastery
Key Ideas & Textual Support/Vocabulary	77%
Structural Elements & Organization/Connection of Ideas/Media Literacy	74%
WRITING	79%

5 <sup>th</sup> GRADE	NSES Mastery
Key Ideas & Textual Support/Vocabulary	80%
Structural Elements & Organization/Connection of Ideas/Media Literacy	69%
WRITING	87%

Spring 2019 NWEA

# OF STUDENTS IN LOW TO LOW AVERAGE RANGE

	K	1	2	3	4	5	TOTAL
Literature and Nonfiction	9	6	11	5	11	10	52
Vocabulary	11	5	6	3	6	7	38
WRITING	15	4	11	9	13	9	55

**Narrative:** The committee met to discuss the current goal, assessments, and interventions in place at North Salem Elementary School. ILEARN and NWEA scores showed a need to continue the Writing Applications goal, with an additional focus on embedding grade-level literature and nonfiction skills.

The Language Arts Committee analyzed the ILEARN and NWEA data from Spring of 2019. Grades 3-5 scored above the state average on ILEARN. Third grade showed a need in the area of key ideas and textural support/vocabulary; fourth grade in the area of writing; and fifth grade in the area of structural elements and organization/connection of ideas/media literacy. We then took a closer look at those standards on NWEA. All grade levels scored above the national average on NWEA. Kindergarten, second, third, and fourth grades showed a need to focus on Writing Applications while first and fifth grades need to focus on literature and nonfiction. When we took a closer look at Writing and Reading skills for each grade level, we feel that the data supports the need to maintain the goal of Writing. The main change made to this goal from previous years is the need for students to embed grade-level literature and nonfiction skills into their writing.

The committee discussed the strategies we already have in place for writing. In order to support students in the ability to use supporting detail from sources in their writing, we felt that it was important to add strategies. Comparing texts, Close Reading/Writing, and Response to Literature strategies were added.

# Math

Due to COVID-19 Closures, spring data is not available and goals will remain the same as 2019-2020 school year.

## Goal #2 – Computation

**STUDENTS AT NORTH SALEM ELEMENTARY SCHOOL WILL IMPROVE THEIR COMPUTATION SKILLS.**

**Supporting Data:** The North Salem Elementary School staff analyzed the data from the following assessments: ILEARN, NWEA, and local assessments specifically looking at the areas of number sense, computation, geometry, measurement, and problem solving. In each area, the data indicated North Salem Elementary students perform above the national norms and state averages in all areas. Based on the data, number sense and computation were chosen to have the most effect on overall mathematical scores and mathematical development. The math computation goal is broad enough to apply to all grade levels in all curricular areas. Teachers in the general education classrooms, art, music, and physical education will all emphasize computation skills. Student improvement in computation should be reflected in improved math scores on the standardized tests and the local assessments.

### STRATEGIES

**Daily Math Review (DMR):** A 36-week program consisting of a short format of math problems involving previously learned math skills will be reviewed each day in grades 2-5. All students will participate in the exercises.

**Problem of the Day:** A full year of problems reinforcing state benchmarks and spiral review of mathematical concepts in which all students will participate.

**Number of the Day:** This program will be implemented once a week to review number sense standards in every grade level.

**Weekly Timed Tests:** These will be implemented weekly in grades 1-5.

### **Technology:**

- HMH Go Math series computer programs
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- Freckle math program
- Pivot (grades 3-5)

**Music Education/Physical Education/Fine Arts Education**—Music education will involve grades K-5 in note values, rest values, fractions, writing music, melodic patterns and rhythmic patterns. Physical education will involve all grades in charting their progress toward physical fitness goals. Charts will be kept in the fall and compared to the results in the spring. Fine Arts Education will work with measurements, graphing and fractions involving computation.

**\*All above resources/but not limited to, will be used for support of our goal.**

### ASSESSMENTS

**ILEARN Test Scores**—Students’ progress, specifically in those sections dealing with computation subtest of the ILEARN, will be assessed and analyzed annually.

**NWEA Test Scores**—Students’ progress, in the computation section of the NWEA test, will be assessed and analyzed after each testing session.

**Benchmark Assessments**—Grade level teachers will use local math benchmark assessments pertaining to computation to monitor students’ progress in computation.

## 2019-20 Math Curriculum Committee Report

### SPRING 2019 MATH

#### ILEARN Percent Mastery

3 <sup>rd</sup> GRADE	NSES Mastery
Number Sense	100%
Computation	94%
Algebraic Thinking and Data Analysis	94%
Geometry and Measurement	100%

4 <sup>th</sup> GRADE	NSES Mastery
Number Sense	86%
Computation	88%
Algebraic Thinking and Data Analysis	88%
Geometry and Measurement	95%

Average 3 <sup>rd</sup> , 4 <sup>th</sup> , and 5 <sup>th</sup> scores	NSES Mastery
Number Sense	95.3%
Computation	92.7%
Algebraic Thinking and Data Analysis	93.3%
Geometry and Measurement	98.3%

5 <sup>th</sup> GRADE	NSES Mastery
Number Sense	100%
Computation	96%
Algebraic Thinking and Data Analysis	98%
Geometry and Measurement	100%

### Spring 2019 NWEA

#### # OF STUDENTS IN LOW TO LOW AVERAGE RANGE

	K	1	2	3	4	5	TOTAL
Number Sense	14	6	17	3	9	13	62
Computation	11	9	16	4	10	5	55
Algebraic Thinking	10	9	10	5	13	4	51
Geometry	10	12	9	6	8	1	46
Measurement and Data	13	5	X	X	X	X	18
Measurement	X	X	14	7	14	7	42
Data Analysis and Statistics	X	X	10	4	16	8	38

**Narrative:** The committee looked at the following areas of number sense, computation, geometry, measurement, data analysis, and problem solving. Of the areas examined, the scores indicated NSES was above the state averages in all areas. Number sense and computation were the only areas that indicated possible concern across all grade levels.

Since all areas examined showed strength in comparison to the state averages on ILEARN the committee then discussed which area might have the most effect on overall mathematical scores and mathematical development. The committee decided to focus on improving computation this year.

## Cultural Competency

North Salem Elementary School has two distinct subgroups that can be examined to determine avenues to improvement. These groups are gender and special education. In past years we have been able to disaggregate data for socioeconomic groups as well, but this information is no longer available.

At North Salem Elementary School, when comparing the performance of boys to girls, it seems to be more centered on cohort groups rather than subject area testing. Third grade boys out performed third grade girls on both Math and Language Arts by more than 20%. The gap between boys and girls in fourth and fifth grade is smaller and shows girls to perform higher than boys.

When comparing the performance between special education populations and that of general education students, it is not completely surprising that these results show a smaller percentage of special education students passing all subject matter tests in all grades. However, it is notable that the largest discrepancies in percent passing are seen in the Language Arts tests.

This disaggregation of data provides solid information to help drive future improvement efforts in providing our students with stronger support in language and vocabulary. It would also stand to reason that additional supports be put in place for struggling females in the third grade cohort in order to build up their skills.

## Community Information

North Salem Elementary School serves approximately 220 students from Pre-Kindergarten to Fifth grade in North Salem, Indiana. The elementary school serves the towns of Lizton and North Salem. These towns are included in the Hendricks County townships of Eel River and Union.

The area is predominantly a rural community with subdivisions being developed. Many residents commute to Indianapolis for employment, but live here to enjoy the small community lifestyle.

The local Town Marshall and the Hendricks County Sheriff's Department are active with the students throughout the school year. A joint agreement between the Sheriff's Department and the school district allows for a full time School Resource Officer in the district.

The community has many different organizations that support the school and the larger community. Such groups are the North West Hendricks Education Foundation, United Way's Youth As Resources, North Salem Alumni Association, Habit of the Heart, and Lizton Lions Club. North Salem also participates in the Junior Achievement program which is instructed by local business leaders and community members.

The North Salem Parent Teacher Organization is a key support to school culture and success. The PTO supports the teachers by providing classroom materials support and yearly teacher grants. The PTO sponsors the yearly fundraiser that yields enough profit to cover nearly twenty field trips per year. The PTO has also contributed funds for much needed playground improvements.

Parent and extended family support is evident by the high number of event participants, program volunteers, and visitors throughout the course of the year.

## Safety

North Salem Elementary strives to provide a safe school environment through the three avenues of training and drills, working with a School Resource Officer, and maintaining a Certified School Safety Specialist.

NSES staff members review emergency procedures twice a year in a general format. We also provide additional, in-depth training for intruder and active shooter events in order to provide as much experience as possible. Staff members have experienced training with an officer, webinars, scenario discussions, and drills both with and without students. Drills take place one to two times per month for fire, severe weather, intruder, bomb threat, and others. Records are kept to document each drill.

Our School Resource Officer provides guidance, the latest research and recommendations, as well as additional training and troubleshooting so that we are trained with best-practice techniques. Our officer is familiar with our building, our staff and our students and is regularly a part of our daily operations.

The building principal maintains certification as a School Safety Specialist and attends yearly training. The building principal is also certified in Crisis Management. Staff members are regularly trained in CPI, a nonviolent crisis intervention protocol, and the majority of our staff has up-to-date CPR training.

## Technology

North Salem Elementary School strives to provide students and staff with technology that will enhance student learning. The school features two fully functioning computer labs for classes to utilize throughout the year. Every week, classes go to the computer lab to learn technology skills from the computer lab teacher. Additionally, another mobile laptop cart is setup for teachers to check out and use during classroom instruction time. Beginning in August 2011, all classrooms were equipped with Promethean boards. These boards have been used in a variety of ways to supplement classroom instruction and enhance student learning. Grades K-3 each have a small set of iPads to utilize with individual and small group instruction. Grades K through 5 have carts of Chromebooks that can be shared. The Chromebook to student ratio is approximately 2:1.

## Professional Development

North Salem Elementary staff has worked on improving several different areas of instruction over the past two years. These areas include, but are not limited to, writing curriculum, UbD curriculum writing and mapping, improvement of instructional techniques, and other intervention strategies. Our biggest focus for professional development has been to help support teachers as we progress into more digital formats for virtual learning.

Google Classroom, Google Meets, and Seesaw

Teachers have started the year with support from FiveStar with virtual PD to start our year of online learning. In house experts have shared their knowledge through “flipped” classroom style sessions and in person training sessions with teachers. Ongoing training will continue through the school year in order to support teachers as they continue to implement more digital and virtual strategies with students.

## Career Awareness and Employability Skills

Career awareness activities are provided to students in grades K-5 at North Salem Elementary School. There are various activities for students at different levels. Such activities include, but are not limited to, guest speakers, career simulations like JA Biztown and classroom economies, career focused clubs such as Robotics, career focused classroom lessons taught by the teacher and/or the school counselor, and field trips with career focused presentations or experiences like working with Lilly scientists at The Children’s Museum of Indianapolis.

Employability Skills Standards are taught and embedded in grades K-5 at North Salem Elementary School. Regular lessons are provided by the school counselor in the areas of Mindset, Work Ethic, Learning Strategies, and Social and Emotional Skills as whole group instruction and in small group work sessions for children needing additional support. Most importantly, our counselor works closely with our classroom teachers to establish ways to support and encourage these skills on a daily basis within the classroom.

## COVID-19 Pandemic Adjustments

Due to the COVID-19 Pandemic, North West Hendricks Schools have created an At Home Learning (AHL) plan in order to give families the option to choose between learning virtually or learning in person. At the conclusion of the first semester, families will have the option to continue with AHL or return to in-person learning. Families that have chosen AHL as their learning path for the semester will be utilizing Seesaw in grades PK-2 and Google Classroom in grades 3-12. Students will continue to be held accountable for attendance and grades during this school year. Students will be scheduled to come to the school to take high-stakes tests in person when applicable.