

City of Salem, Massachusetts



**"Know Your Rights Under the Open Meeting Law, M.G.L. c. 30A ss. 18-25 and  
City Ordinance Sections 2-2028 through 2-2033."**

The City Council Committee of the Whole

met in the Council Chamber on May 23, 2022 at 6:30 P.M.

for the purpose of discussing the matters(s) listed below. Notice of this meeting was posted on

May 18, 2022 at 3:33 P.M.

(This meeting is being recorded)

**ATTENDANCE**

**ABSENT WERE:** C. Prosniowski, C. Riccardi (C. Dominguez joined late)

Councilor Merkl attended via Zoom. Councilor Dominguez joined via zoom at 7:25. All other Councilors were in Council Chambers.

Also in attendance: Dr. Zrike, Superintendent of Salem Public Schools; Mary Manning, Salem School Committee

**SUBJECT(S)**

#230 Superintendent of Schools to meet with the City Council to give an update on the Salem Public Schools

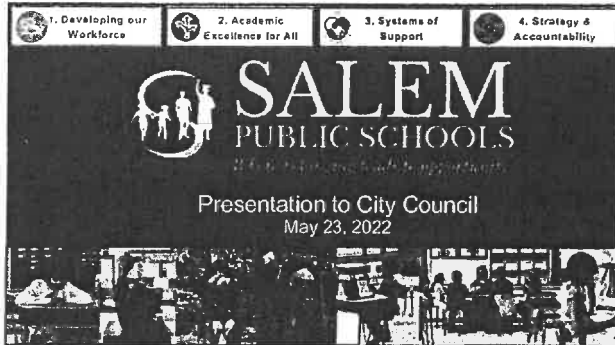
The superintendent gave a presentation on the school district's Strategic Priorities and Initiatives. Councilors then had the opportunity to ask questions about these initiatives. The slides from the presentation are attached.

Councilor McCarthy moved that the matter be returned to the City Council and further moved that it be received and filed, seconded by Councilor Watson-Felt. The motion passed unanimously.

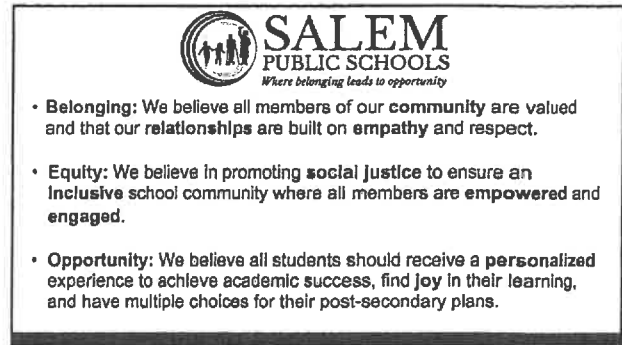
On the motion of C. McCarthy the meeting adjourned at 8:19 P.M.

Handwritten signature of Patricia Masiero in cursive script.

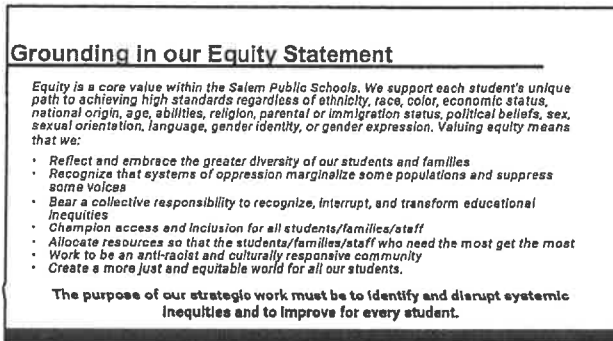
(Chairperson)



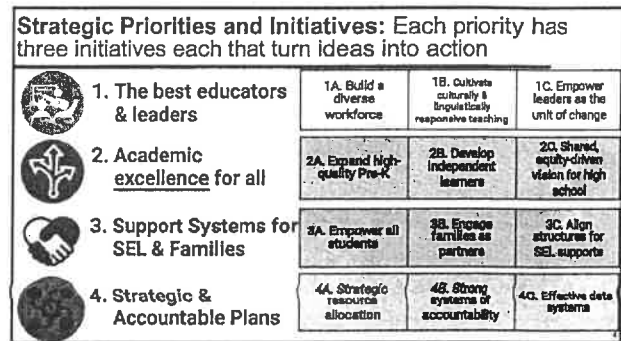
1



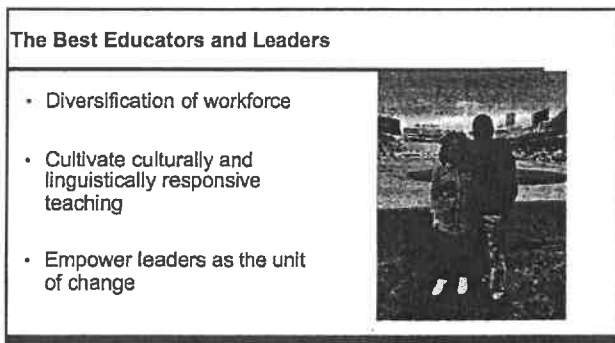
2



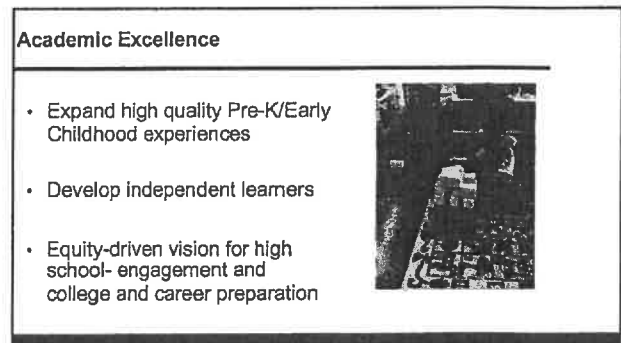
3



4



5



6

### Engage Students and Families

- Empower students
- Provide stronger social, emotional and mental health for students
- Engage families as partners



7

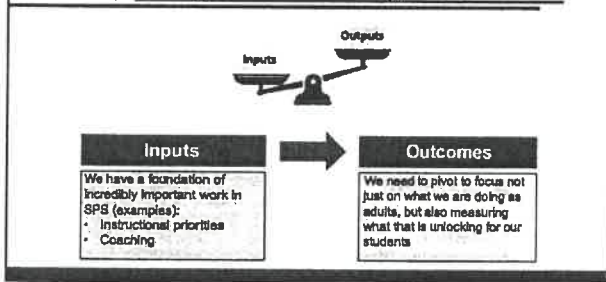
### Strategic and Accountable Planning

- Strategic resource allocation
- Systems of monitoring and accountability
- Effective data systems



8

Equity means being accountable for outcomes for all students by shifting our focus from inputs to outcomes



9

### District Metrics: Our North Star

- Increase the percent of educators and staff who represent the racial, ethnic and linguistic diversity of students from 6% to 9% for teachers and from 11% to 15% for all staff
- Increase the number of 3-4 year-olds in high quality PreK seats across the Salem Public Schools from 87 students (2019-20) to 185 students
- Decrease student chronic absenteeism from 25.1% of students (2018-19) to 20%
- Reduce the disproportionality of suspensions and days of suspension by subgroup as compared to the district average by 50%
- Increase the percent of students who report that they learn about, discuss and confront issues of race, ethnicity and culture in school (as measured by the annual Panorama survey) from 43% favorability to 55% favorability (grades 3-5) and from 38% favorability to 50% favorability (grades 6-12)

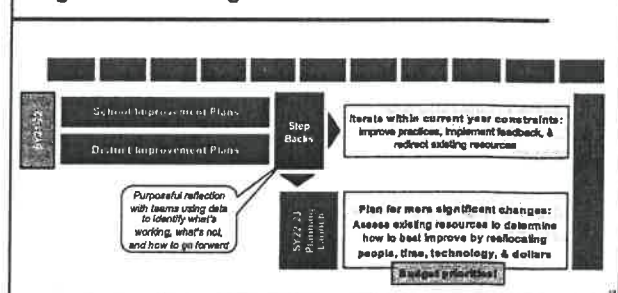
10

### District Metrics: Our North Star (continued)

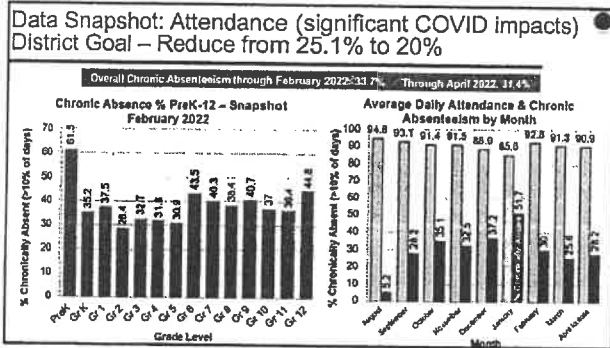
- Increase the percent of Salem residents who attend the Salem Public Schools from 76% to 80%
- Accelerate high school outcomes:
  - Increase the percent of students who graduate in 4 years from 80.5% (2018-19) to 85%
  - Decrease the percent of students who dropout on an annual basis from 4.5% (2018-19) to 3.7%
  - Increase the percent of students accessing advanced coursework from 44.4% (2018-19) to 60%
- Improve overall performance as measured by MCAS:
  - Increase Grade 3-8 ELA growth from 49.3 (2018-19) to 52
  - Increase Grade 10 ELA growth from 41.5 (2018-19) to 48
  - Increase Grade 3-8 math growth from 49.1 (2018-19) to 52
  - Increase Grade 10 math growth from 33.4 (2018-19) to 40
  - Increase the % of schools who meet 75% of their accountability targets or more from 14% (2018-19) to 42% of SPS schools

11

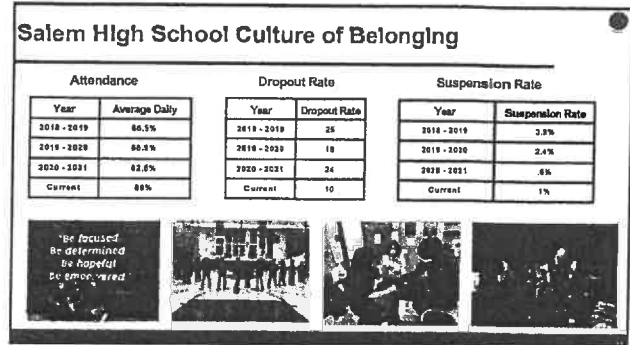
### Progress Monitoring



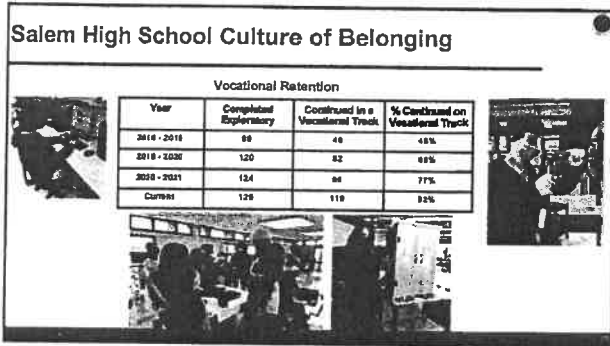
12



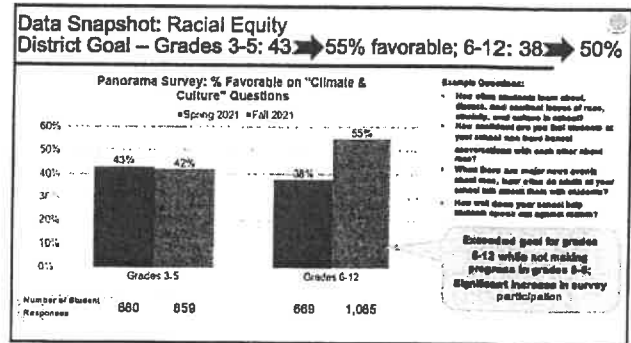
13



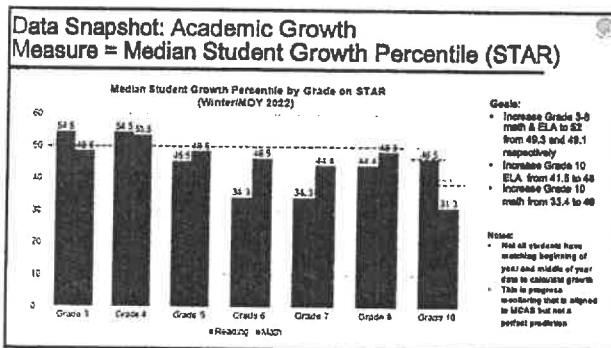
14



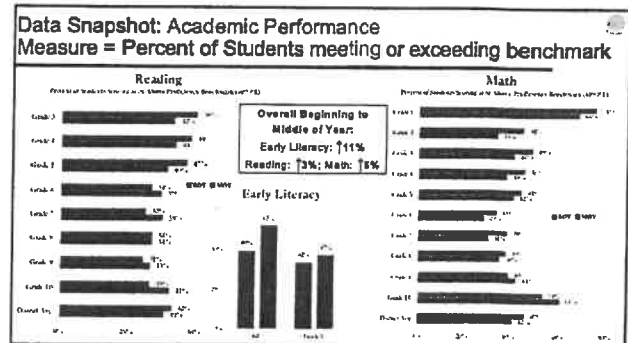
15



16



17



18

## Culture of Academic and Career Excellence

Advanced Coursework* Enrollment			Early College	
Year	Number of Students in A.C.	% of 11th and 12th Graders in A.C.	Year	Number of Students in E.C.
2018 - 2019	199	43.4%	2018 - 2019	45
2019 - 2020	212	47%	2019 - 2020	57
2020 - 2021	172	42.5%	2020 - 2021	58
Current	181	55%	Current	112

\*Advanced Coursework - Percentage of all students enrolled in 11<sup>th</sup> and 12<sup>th</sup> grade that complete at least one advanced course, including but not limited to Advanced Placement (AP), International Baccalaureate (IB), Project Lead the Way (PLTW), dual enrollment for credit, Chapter 74-approved vocational/technical secondary cooperative education programs and articulation agreement courses, and other DESE-selected rigorous courses.

19

## Reflections

- Working to make progress more transparent
- We need to rethink how we define success
- There is an urgency to innovate - school needs to look differently moving forward (particularly at the middle school level)
- We must surface the voices of traditionally marginalized students, staff and families
- Social/emotional supports cannot be divorced from the instructional experience

20