

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
October 3, 2022**

On October 3, 2022 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

**Members Present In-Person:** Mayor Driscoll, Ms. Mary Manning, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Pangallo, Ms. Beth Anne Cornell

**Members Present Virtually:** Mr. Fleming

**Others in Attendance:** Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Rubén Carmona, Marc LeBlanc, Linda Farinelli

**Call of Meeting to Order**

Mr. Manny Cruz calls the meeting to order at 7:05pm and requests a call of attendance. Mr. Cruz notes that Mayor Driscoll has not arrived yet but will be arriving shortly. He has asked the School Committee Secretary to notify him of when Mr. Fleming has signed into the zoom meeting virtually as well. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

**Attendance**

Mr. Manny Cruz recognizes the attendance with members absent and joining virtually.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Mr. Fleming	Present Virtually
Ms. Manning	Present
Dr. Pangallo	Present
Mayor Driscoll	Present (arrived at 7:15pm)

**Approval of Agenda**

Mr. Cruz requested a motion to approve the Regular Agenda. Ms. Manning motioned and Ms. Cornell seconded. A roll call vote was taken.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Present Virtually
Ms. Manning	Yes
Dr. Pangallo	Yes
Mayor Driscoll	Yes

Motion carries 7-0

### **Approval of Consent Agenda**

Mr. Cruz requested a motion to approve the Consent Agenda. A motion was made by Ms. Manning. Seconded by Ms.Cornell.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Present Virtually (joined meeting at 7:11pm)
Ms. Manning	Yes
Dr. Pangallo	Yes
Mayor Driscoll	Yes

Motion carries 7-0

### **Public Comments**

The School Committee Secretary announced that there were no public comments.

### **Superintendent's Report**

Dr. Zrike notices Ms. Jellison attended the School Committee meeting and asked if we could discuss the Carlton School field trip request before discussing the MCAS report. Dr.Pangallo notes that the school committee has approved this field trip as it was included in the Consent Agenda. Dr. Zrike thanks Ms. Jellison for attending the meeting.

Dr. Zrike, before he begins the MCAS discussion, would like to announce October is Principal's month and we are lucky to have eleven outstanding principals. Dr. Zrike also notes the Language Access Rights and who to contact for support and coordinates support. Dr. Zrike also acknowledges that Salem High School was awarded a \$1 million grant for modernization and expansion of culinary and medical assisting at the Salem High School.

Mr. Cruz notes that Mr. Fleming joined the meeting at 7:11pm.

Mr. Cruz also notes that Mayor Driscoll has entered the meeting in person at 7:14pm.

Ms. Manning notes she would like to acknowledge all the Assistant Principals and the work that they do is vital.

### **Superintendent's Report**

#### **A. Salem Public Schools 2022: MCAS, ACCESS & Accountability Results**

Dr. Zrike begins his report noting school through the tail end of a global pandemic. Public education experienced unprecedented staffing challenges, and these trends were evident in Salem Public Schools staffing patterns during the 2021-22 school year as well. Teachers, staff and leaders reported higher rates than usual of student behavioral and mental health concerns. In spite of these challenges, students and staff held steady throughout and showed a tremendous amount of resilience and perseverance.

#### **2022 MCAS Summary Notes**

SPS achievement results follow trends at the state level. Performance is down in ELA. Performance is up in every grade level in math except for Gr. 10. Results in science remain steady. Urban districts and the populations we serve struggled more than non-urban districts. In terms of growth, Math and ELA. Math had the strongest growth and was evident at the middle and high school levels. Overall growth at elementary level is mediocre. ELA - strongest growth was at the high school level. Overall growth at the middle and elementary level is mediocre.

#### **MCAS Participation Rates**

District MCAS Summary Notes - SPS achievement results follow trends at the state level. In terms of growth - Math and ELA.

MCAS Measures - Achievement - exceeding expectations, meeting expectations, partially meeting expectations, and not meeting expectations. Student Growth Percentiles (SGP) - A measure of progress that compares a student's performance to other students' performance from previous years.

Deputy Superintendent Kate Carbone takes over the presentation to speak on ELA by Grade Level. Ms. Kate Carbone notes that students had difficulty with essays. We also determined that students had difficulty with questions that were paired texts. Performance across Gr 3-8, Gr 10 sub group. We did see an improvement with students with disabilities.

Math by Grade Level. Greatest gains at grade 3. In keeping with district and state patterns in performance, all subgroups improved in math. Grade 10 SWD, EL/Former EL, Asian, African American, and Multi-Racial populations were too small in 2021 to include in the percentages.

Grade 10 Asian, African American and Multi-Racial populations were too small to include.  
ELA Proficiency - 3 Year Comparisons by School

Math Results - performance improved across grade levels in math with the exception being Grade 10.

Math Grade 3-8 by Demographics - In keeping with district and state patterns.  
Math Proficiency - 3 Year Comparisons by School

Science Results - Grade 10 science scores were graded on a Legacy scale prior to 2022 and cannot be compared to results in 2022. Results were taken from Grade 5, Grade 8, and Grade 10.

Dr. Zrike jumps in to note Performance and Attendance - Chronic Absenteeism Data. 15 Days Grades 3-8, 21.5 Grade 10, and All Students, Grades 3-8 & 10 16.2 average absent days.

Ms. Campbell asks the students who are absent more than 18 days - are they included in the 31%. To sum up, it is 18 days if they added 180 days of school. Confirmed with Marc Leblanc.

Dr. Zrike notes students who were note chronically absent were twice as likely to meet expectations for the MCAS. Student Growth Percentiles. SGPs above 60 are considered high growth, between 40-60 is considered moderate growth and below 40 signals low growth. Dr. Zrike would like to see our growth as a district above 50%.

Deputy Superintendent Kate Carbone discusses District Access Growth slide. We had 14% students progressing with language acquisitions. Every school improved with the exception of Bates and Collins.

Dr. Zrike reviews the Comparison slides all across the districts. He would like us to be on the high end in our performance and proficiency.

Dr. Zrike notes the 2022- 23 Key Actions:

- I. Access to grade-level or beyond content**
- II. Maintain low student:adult ratios**
- III. Provide high dosage tutoring & personalized instruction**
- IV. More consistent use of student data to inform action**
- V. Strengthen district-wide social emotional supports**

Dr. Zrike notes they are committed to using tutors and interventionists. Students do much better if they are targeted in smaller groups.

“ One sign that schools are on the right track to helping students recover academically is a significant increase in the time students spend on grade-level work”

Deputy Superintendent Kate Carbone - Access to Grade-Level Content. Complex texts and challenging tasks and high quality instructional materials. Ms. Kate Carbone notes implementing with integrity. There will be a consultant there to work with the coach and the principals. This will be our second year using. Use the high quality curriculum tools we have.

Ms.Cornell asks what is the barrier to utilizing grade level material?

Ms. Kate Carbone notes sometimes it is mindset. Some of the curricula are new and some are not. The challenging part is a turnover in staff. In the classroom, you cannot implement the curriculum as is. We need the teachers to build the scaffolds for the kids.

Dr. Pangallo asked more about the scaffolds especially for students who are missing from the past two years.

Ms. Kate Carbone notes how helpful it is for teachers to help with small groups. We also have tutors and paraprofessionals to do small group instructions.

Ms. Manning asks about the consultants and who they are and where they are from.

Ms. Kate Carbone notes they are from the Hill Literacy from the State and they do one day a month from the k-8 schools. We have to be relentless at getting students to the tutoring related to their attendance and what skills they are working on.

Maintain Lower Student: Adult Ratios & Provide High Dosage Tutoring

More Consistent Use of Student Data to Inform Next Steps - Data Dashboard/ Curriculum Embedded Assessments. Ms. Kate Carbone notes we have an in house data dashboard so principals have access to this. Timely and quick information to monitor interventions and how kids did on assessments. There are also curriculum embedded assessments as well. Using these assessments more regularly.

Mayor Driscoll asked are the principals going to be taking individual student data?

Deputy Superintendent Kate Carbone notes this depends on which content area. Now we have databases where teachers can access their classroom data. We are not dependent on waiting on reports for outside organizations.

Ms. Cornell asks how do we give our teachers more time for data analysis? Who is training the teachers on the data analyst

Ms. Kate Carbone notes time is always the variable. In Salem, we have release days and common planning time built in the day. We have to be strategic in planning times to do collaborations and working with the principals. There has been standard training with renaissance. The main support for teachers using the data would be the coaches.

Dr.Zrike notes the middle school has a lot of extended learning times and funding from the state is available if teachers were to stay late in the afternoon to be given additional time.

### Supporting Mental Health & Social Emotional Learning

Ms. Kate Carbone notes the adoption and implemented K-8 evidence bases SEL curriculums and supporting school leaders in access to tools and structures that promote data-driven SEL and mental health interventions. This year we are starting to implement a universal screener and identify students with anxiety or depression.

Dr. Zrike - Addressing Chronic Absenteeism.

Launch a city-wide task force with stakeholders.

Weekly school attendance meetings focused on developing tiers of intervention and support.

Careful tracking and monitoring of interventions. Leverage support staff City Connects

Coordinators and Family Engagement Facilitators to engage with families, conduct home visits, etc. Have more direct contact to examine the root cause of student absence-anxiety, transportation, disengagement, homelessness, bullying, etc.

### Additional Supports Provided to Schools with Greatest Needs

Allocate additional high dosage tutoring resources. Provide strong coaching for admin teams on data-driven instructions specifically around the structures and processes for closely monitoring student outcomes.

Strengthen principal and assistant principal knowledge of core curricula and embedded assessments and performance tasks.

Ensure that intensive coaching for early career professionals is accessible

Utilize our academic team to ensure high quality and meaningful observation and feedback processes

More frequent supt/deputy spt. visits (weekly) to schools to walk through classrooms, review performance.

Mr. Manny Cruz notes our community based organizations can show much support with chronic absenteeism. They are also offering tutoring and math programming. We are partner rich in this district and further discuss where our partners can help us meet our goals.

Ms. Campbell asked Dr.Zrike if it would be possible to gain access to pre-pandemic access test scores. It would be great to show the progress our multilingual students are making.

Dr. Pangallo notes what is causing families to disengage as well. Being seen as partners by families is the mind set. Dr. Pangallo also notes to keep in mind some students included in data were impacted by one vs two years due to the pandemic. Dr.Pangallo notes we have to balance our need to not overburden ourselves and our students. We want to make sure what we do is sustainable.

Mr.Fleming notes the concentration on grade level learning and beyond is a subject we have not discussed in the past. He notes the new method will benefit across the district.

Dr. Zrike notes one more update to the school committee. On Tuesday October 4 the Massachusetts School Building Authority will be at Salem High School and this is an important step.

Mayor Driscoll does step out of the chambers at 8:15pm

**Old Business**  
none

**New Business**  
none

**Finance Report**  
none

Mr. Cruz notes the Student Advisory Council we do have a student rep appointed and she will be joining us later on this month. More on this subject to come.

## Subcommittee Reports

a. Policies for first reading:

**1401 - Relations with the Police Department.** Ms. Campbell makes a motion for first reading. Ms. Manning seconds. Ms. Cornell notes the added provision to this policy. A roll call was taken.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes - Present Virtually
Ms. Manning	Yes
Dr. Pangallo	Yes

Motion carries 6-0

b. Policies for second reading:

**6502 - Student Advisory Committee** - Motion made by Ms. Cornell. Seconded by Dr. Pangallo. Ms. Cornell notes the changes made to policy language. Dr. Pangallo suggested an amendment to the language. One recipient from each high school which had a student apply.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	No - Present Virtually
Ms. Manning	Yes
Dr. Pangallo	Yes

5 in the affirmative, 1 in the negative. Motion carries

**1102 - Advertising in Schools** - Motion made by Ms. Cornell. Seconded by Ms. Manning

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes - Present Virtually
Ms. Manning	Yes
Dr. Pangallo	Yes

Motion carries 6-0

c. Policy for third reading:

**1203 - Community Use of Kitchens** - Motion made by Ms. Cornell. Seconded by Ms. Manning

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes Present Virtually
Ms. Manning	Yes
Dr. Pangallo	Yes

Motion carries 6-0

d. Policy with no changes:

**1402 - Fire Department- no changes**

#### Sub Committee Updates

Dr. Pangallo notes the Curriculum 10/4 meeting will have to be rescheduled due to the conflict with Yom Kippur.

#### School Committee Concerns and Resolutions

Dr. Pangallo notes she would like to refer to not scheduling School on election days to the Policy Sub Committee.

#### Adjournment

Mr. Cruz entertains a motion to adjourn. Ms. Manning motioned and Dr.Pangallo seconded. A roll call vote was taken.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes Present Virtually
Ms. Manning	Yes
Dr. Pangallo	Yes

Motion carries 6-0. Meeting adjourned at 8:53pm.

Respectfully submitted by,

*Krista Perry*

Executive Administrative Assistant to School Committee and Superintendent