

**Salem Public Schools
Salem School Committee
Meeting Minutes
September 7, 2022**

On September 7, 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, Dr. Kristin Pangallo, Ms. Beth Anne Cornell

Members Present Virtually: Mr. Fleming

Members Absent: Ms.Campbell

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

Call of Meeting to Order

Mayor Driscoll calls the meeting to order at 7:07pm and calls the attendance. She welcomed the community to the in-person meeting and explained the Public Participation Policy 6409 including an electronic and in-person option; and also explained the availability of Spanish interpretation.

Attendance

Mayor Driscoll recognizes the attendance with members absent and joining virtually.

Ms. Campbell	Not Present
Ms. Cornell	Present
Mr. Cruz	Present
Mr. Fleming	Present Virtually
Ms. Manning	Present
Dr. Pangallo	Present
Mayor Driscoll	Present

Approval of Agenda

Mayor Driscoll requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Dr.Pangallo seconded. Mayor Driscoll calls the roll for approval of the agenda.

Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes - Present Virtually
Ms. Manning Yes
Dr. Pangallo Yes
Mayor Driscoll Yes
Motion carries 6-0

Approval of Consent Agenda

Mayor Driscoll requested a motion to approve the Consent Agenda. Ms. Manning motioned and Ms. Cornell seconded. Mayor Driscoll calls the roll for approval of the agenda.

Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes - Present Virtually
Ms. Manning Yes
Dr. Pangallo Yes
Mayor Driscoll Yes
Motion carries 6-0

A. Approval of minutes of Regular SC meeting held on August 22, 2022

B. Approval of Warrants: 8/24/22 - \$105,162.76; 8/25/22 - \$284,878.98; 8/31/22 - \$68,914.08; 9/1/22 - \$189,404.26

Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes - Present Virtually
Ms. Manning Yes
Dr. Pangallo Yes
Mayor Driscoll Yes
Motion carries 6-0

Public Comment

The School Committee Secretary announced that there were no public comments

Superintendent's Report

SPS/SPD School Resource Officer MOU

Dr. Zrike opens welcoming everyone back to school. He expressed how grateful he is to our staff who did tremendous work to get us ready for back to school. Much smoother transition for back to school. Thanks to the teachers and chief for the back to school bash. He states we are

well on our way to a very successful year. Dr. Zrike before introducing Chief Lucas Miller confirms that it is now a law that we have a signed agreement regarding SRO's. There will be a new SRO - Officer Dylan Van Loon who will start soon for SRO at the High School.

Dr. Zrike opens introducing Chief Lucas Miller. Dylan Van Loon will be starting in a few weeks as the new SRO. Devin Ryan is back from paternity leave and should be in place already. Sergeant Jim Bedard, who works in our Criminal Investigation Division, will have direct supervision of the SRO's. Sergeant Bedard will be available as a resource and a general oversight for the SRO's.

Ms. Manning asks Chief Miller what is the standard training now for SRO's.

Chief Miller responds stating it is a combination of childhood development training and more specific training regarding laws that effect children and families. As well as de escalation and avoid arrest in schools - these are priorities that we look for in an SRO. This training is done at the Municipal Police Training Committee.

Ms. Manning then asks where they would seek the child development training. Chief Miller responds confirming the training is provided by the Municipal Police Training Committee.

Ms. Manning asks who covers elementary school level issues.

Chief Miller confirms Devin Ryan will continue to concentrate on elementary school and Dylan will concentrate on high school level.

Dr. Zrike notes the SRO's work with the Salem Academy as well.

Mayor Driscoll adds that there will be a homebase for the SRO's as well as being able to float as well.

Chief Miller states he would like the SRO's to participate in any and all roles in the schools. He would like all of his SRO's to be a great resource. SRO's to be used as a teaching assistant.

Dr. Pangallo asks if Chief Miller has a mechanism in place already and if so what is the mechanism.

Dr. Zrike states the mechanism is people do reach out to the Superintendent or to Chief Miller. This is something certainly he would like to further discuss with the chief. Possibly add a resource online.

Ms. Cornell ask about standard operating procedures.

Chief Miller states the majority of the edits he made were simply to reflect the new chain of command of where we inserted the sergeant who is directly responsible for the SRO.

Mr. Cruz asks if the SRO's will be trained additionally for positive behavior intervention and support that PBI's. Mr. Cruz asks if this is something that the SRO's will be using some of their in-service hours for or is this opportunity for the SRO to do some PD training.

Chief Miller responds stating his priority was to place the SRO's. He also states he does welcome extra opportunities for additional training. Chief Miller welcomes the opportunity to train the SRO's additionally. He confirmed that the SRO's will obtain additional training cycles through the MTC.

Mayor Driscoll notes that action is not required to approve this. She states if anyone has any comments or questions, they can certainly continue that dialogue with the superintendent.

Dr. Zrike notes there will be a presentation soon in regards to school safety like they had done in June. He would like this done sometime this fall to update the families. Upon exiting, Dr. Zrike thanks the Chief for his time.

Dr. Zrike transitions into the review of the performance outcome update. He starts by stating the community values which are belonging, equity, and opportunity. The Strategic Priorities and Initiatives. We made a commitment around academic excellence and developing independent learners. Dr. Zrike also shares a quote from Bell Hooks from "Teaching Critical Thinking: Practical Wisdom"

"Thinking is an action. For all aspiring intellectuals, thoughts are the laboratory where one goes to pose questions and find answers, and the place where visions of theory and praxis come together. The heartbeat of critical thinking is the longing to know - to understand how life works. Children are organically predisposed to be critical thinkers. Across the boundaries of race, class, gender, and circumstance, children come into the world of wonder and language consumed with a desire for knowledge. Sometimes they are so eager for knowledge that they become relentless interrogators - demanding."

Dr. Zrike also states we need to shift inputs and outcomes. Inputs - we have a foundation of incredibly important work in Salem Public Schools. The outcomes - we just need to shift to focus not just on what we are doing as adults, but also measuring student performance.

Dr. Zrike continues to speak in regards to the District Metrics: Our North Star. He states some data is forthcoming but he does have some data he would like to share. The first is diversifying the Workforce.

Goal 1 is to increase the percent of education 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. From 21-22 9% of teachers are educators of color and 21-22 14% of our staff are educators of color.

Goal #2 - Pre - K Seats - Increase the number of 3-4 year old high quality Pre-K seats across the Salem Public Schools from 87 students to 185 students.

21-22 - 167 pre - k student on October 1,2021

21-22 - 177 pre - k students on May 17,2022

21-22 170 pre- k students on September 6,2022

Dr.Zrike states the cap is 180 pre - k students.

Goal #3 - Decrease Chronic Absenteeism - Decrease student chronic absenteeism from 25.1% (pre-pandemic) of student (2018-19) to 20%

21-22 - 29.5% (excludes Pre-K)

Mayor Driscoll notes that we are going to have students missing school but what is our intervention? Is there absence due to covid or transportation issues?

Ms. Cornell asks if any other schools in the district have better strategies. Dr. Zrike states other districts have provided vouchers for transportation as well as good use for home visits.

Ms. Carbone states that we have lots of resources we just need to target to improve the absenteeism. She also states there has been a lot of work put into a better social environment for students so they feel a bit more welcomed, connected, and longines.

Dr.Pangallo asked if there was a way to remove health issues from the absenteeism.

Dr. Zrike speaks about having conversations with the family and ask the “why”. We need to support them with getting to school with the best resources.

Ms. Manning asks if the child’s parents know if their child was absent? What is being done to alert parents of when their child is out.

Dr.Zrike confirms that there are letters that go home to parents to inform them of their child’s absences.

Goal #4 - Dr.Zrike moves onto Discipline Disproportionality.- Reduce the disproportionality of suspensions and days of suspension by subgroup as compared to the district average by 50% Ratio of non-white suspension rate to all student suspension rate.

2018-2019 2.4% to 2.2% = 9% higher

2021-2022 3.9% to 3.4% = 13% higher

Goal #5 - Cultural Awareness and Action - Increase the percent of students who report that they learn about, discuss and confront issues of race, ethnicity and culture in school

21-22 Grades 3-5 43%, 21-22 Grades 6-12 58%

Goal #6 - Increase the percent of Salem residents who attend the Salem Public Schools from 76% to 80%

21-22 was 76%

Goal #7 - Improved High School Outcomes - Accelerate high school outcomes. Increase the percent of students who graduate in 4 years from 80.5% to 85%. Decrease the percent of students who dropout on an annual basis from 4.5 % to 3.7%. Increase the present of students accessing advanced coursework from 44.4% to 60%

Dr. Zrike turns it over to Ms. Carbone to discuss academic improvement.

Goal #8 Academic Improvement - improve overall performances as measured by MCAS.

STAR - SGP. Goals (Median Student Growth Percentile by Grade (Spring 2022) - Increase grade 3-8 math & ELA to 52 from 49.3 and 49.1 respectively. Increase grade 10 ELA from 41.5 to 48. Increase grade 10 math from 33.4 to 40.

STAR Reading by School - percent of Students Scoring at or Above Proficiency Benchmark (40th PR)

STAR Math by School - percent of Students Scoring at or Above Proficiency Benchmark (40th PR)

Mayor Driscoll notes that these grants help us take a much better look at Outputs and she recommends work for another meeting.

Ms. Manning asks if all students are being tested or students who need instructions to be taught on how to read.

Ms. Carbone responds by saying there is teaching reading at grade level standards.

Mr. Cruz notes the fact they the students have raised up that standard and what we can be doing as a committee and as a community to really be supporting our schools to really hit those benchmarks.

Mayor Driscoll does suggest setting up a committee of the hole or a work session where we can engage and have more full conversation around the benchmarks.

Ms. Carbone also notes that indicators around belonging are when kids feel welcomed and they feel a sense of they seem themselves in school and feel connected with teachers and other students.

Back to School Updates

Dr. Zrike notes we have made some progress to resolve staffing issues. We do have a couple of open special education positions at the High School as well as an open ML. We have hired para professionals as well. He does express concern with substituents. There are still improvements to be made with transportation routes.

Dr. Zrike has received early reports from staff in regards to cell phone pouches. It has been an adjustment. There have been some broken pouches in the first couple of days which as to be expected. It is a breaking habit and we all have to stay at it. Some students at this point have decided to keep their phones at home.

Mayor Driscall recommends a new policy for the Salem High School in regards to starting the cell phone pouches this January.

Dr. Zrike also confirmed at next SC meeting there will be a plan that can be shared with families around how we are gonna support kids out for an extended period of time. We are working on options for each school.

Old Business

none

New Business

Deliberation and vote to authorize Deputy Supt. Kate Carbone to act in place of the Superintendent in his absence and Elizabeth Pauley to act in Deputy Supt. Carbone's absence

Motion made by Ms.Manning, seconded by Mr.Cruz. Mayor Driscoll asks all those in favor and makes roll call.

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

5 affirmative. Motion carries

Deliberation and vote to appoint Superintendent Zrike as the District's representative to the North Shore Education Consortium

Motion carried by Mr.Cruz, second by Dr.Pangallo.

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

Motion carries 6-0

Deliberation and vote to approve the 2022 SPS/SPD School Resource Officer MOU

Mayor Driscoll confirms no action required for this agenda item. If you have any further questions please contact Superintendent Dr.Zrike.

Finance Report & Operations Report

Policy for Procurement

Ms. Elizabeth Pauley says that we shared this evening an update on the Internal Control Manual that we will be using for Federal Grants. It really is operations and makes sure we are in compliance. We shared with DESI the city's procurement manual and the 2019 procurement policies, both of which have informed this document has been updated based on DESI's review. DESI reviewed how we would purchase things, award contracts, maintain records, ensure that we are maintaining strong internal controls and record keeping. Our new grants person Nicole Hagstrom, has returned to the business office as a senior grants manager and budget manager. She has supplied the updated grants policies.

Mayor Driscoll ask if we want to refer this to a subcommittee so we can reflect our new policy. This can also be referred to a sub committee Finance meeting scheduled as well.

Motion made by Mr. Cruz to the Finance subcommittee for further review. Seconded by Ms.Cornell.

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

Motion carries 6-0

Subcommittee Reports

Policies first read:

1203 Community Use of Kitchens

1401 Police Department Relations

Ms. Cornell asks to make a motion to remove 1401 Police Department Relations. She states she would like to move forward with policy 1203 - Community Use of Kitchens - to a first read.

Ms. Cornell notes that we had the Director of Food Administration services give guidance on what was outdated. It was mostly just scaling back.

Motion made by Ms.Cornell, seconded by Mr. Cruz.

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

Motion carries 6-0

Policy for second read: 6502 - Student Advisory

Motioned by Mayor Driscoll. Seconded by Ms.Cornell. Seconded by Mr.Cruz.

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

5 in the affirmative, 1 in the negative

Policy for third read: 1102 - Advertising in schools

Motion withdrawn and we will leave on the agenda for the next School Committee meeting.

School Committee Concerns

Mr. Cruz provides members of the committee with an update with respect to the Student Advisory Council. We do have a new chair, Natalia Feliz, and she will be likely joining us at the October School Committee meeting. Mr.Cruz also confirms Julia Rebello, serving as vice chair, Kate Hepner, Treasurer, Neely Harrington, serving as the corresponding secretary, and BB serving as the press secretary.

Adjournment

Mayor Driscoll requested a motion to adjourn. Motion made by Mr.Fleming. Ms. Manning seconded.

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

Motion carries 6-0

Meeting adjourned at 8:32pm.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to School Committee and Superintendent