

***Ms. Mary A. Manning  
Mr. James M. Fleming  
Dr. Kristin Pangallo***



***Ms. Ana Nuncio  
Mr. Manny Cruz  
Ms. Amanda Campbell***

***Mayor Kimberley Driscoll, Chair***

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

October 29, 2020

**REGULAR SCHOOL COMMITTEE MEETING ON November 2, 2020**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on Monday, November 2, 2020 at 7:00 p.m.** This is an on-line Zoom meeting.

**Zoom Link:** Please click the link below to join the webinar:

<https://zoom.us/j/93619643495?pwd=Q3lLZjI2aXFFSGF4c1dlNmFVSGd6Zz09>

**Passcode: 872333**

**I. Call of Meeting to Order**

**a. Summary of Public Participation Policy (SC Policy #6409).**

Read aloud: *The Salem School Committee would like to hear from the public on issues that affect the school district and are within the scope of the Committee’s responsibilities. Spanish interpretation is available for anyone who needs it.*

**b. Request for Spanish Interpretation.**

Should any member of the public need Spanish interpretation in order to participate in the meeting, please click on the below link (no later than 12:00 pm on the day of the meeting to request Spanish interpretation): <https://forms.gle/jkcBN8DrUHhDs3Ss5>.

**c. Instructions for Participating in Public Comment**

Should any member of the Salem community wish to participate in public comment during this meeting, please click on the below link to sign up and submit your comment electronically: <https://forms.gle/emG5WKv9YShFrQNO6>. A district staff member will be compiling all comments which will be shared with members prior to the end of the public meeting. Comments will also be summarized in the meeting minutes. Please contact Jill Conrad at [jconrad@salemk12.org](mailto:jconrad@salemk12.org) or 978-998-0481 with any questions or to report any technical difficulties you experience.

**II. Consent Agenda**

- a. Minutes of the Regular School Committee meeting on October 19, 2020
- b. Approval of Warrants: 10/22/2020 in the amount of \$444,879.05 and 10/29/2020 in the amount of \$176,902.85.

**III. Public Comment**

Please see above for instructions on participating in public comment.

**IV. Report from the Student Representative – Duncan Mayer**

- V. Superintendent's Report**
  - a. MASS Superintendent's Award of Academic Excellence
  - b. National Merit Letter of Commendation
  - c. CTE Presentation
  - d. Salem Returns November Plan Follow-up Presentation
  
- VI. Action Items: Old Business**
  
- VII. Action Items: New Business**
  
- VIII. Finance Report**
  - a. Budget Transfers
  
- IX. Subcommittee Reports**
  
- X. School Committee Concerns and Resolutions**
  
- XI. Adjournment**

Respectfully submitted by,

*Nancy A. Weiss*

Executive Assistant to the School Committee  
& the Superintendent

*"Persons requiring auxiliary aids and services for effective communication such as sign language interpreter, an assistive listening device, or print material in digital format or a reasonable modification in programs, services, policies, or activities, may contact the City of Salem ADA Coordinator at (978) 619-5630 as soon as possible and not less than 2 business days before the meeting, program, or event."*

*Sra. Mary A. Manning  
Sr. James M. Fleming  
Dra. Kristin Pangallo*



*Sra. Ana Nuncio  
Sr. Manny Cruz  
Sra. Amanda Campbell*

*Alcaldesa Kimberley Driscoll, Preside*

“Conozca sus Derechos Bajo la Ley de Reuniones Abiertas, M.G.L. c.30A § 18-25 y Secciones de Ordenanzas de la Ciudad 2-2028 hasta 2-2033”

Octubre 29, 2020

**REUNIÓN ORDINARIA DEL COMITÉ ESCOLAR EN Noviembre 2, 2020**

Por la presente notificamos que el Comité Escolar de Salem realizará una **Reunión Ordinaria del Comité Escolar el lunes, noviembre 2, 2020 a las 7:00 p.m.** Esta será una reunión en línea vía Zoom.

**Enlace para Zoom:** Por favor presione el siguiente enlace para unirse a esta reunión en línea:  
<https://zoom.us/j/93619643495?pwd=Q3lLZjl2aXFFSGF4c1dINmFVSGd6Zz09>

**Contraseña: 872333**

**I. Llamado de la Reunión al Orden**

**a. Resumen de la Política de Participación Pública (Política SC # 6409).**

*Leer en Voz Alta: El Comité Escolar de Salem quisiera escuchar al público sobre asuntos que afectan al distrito escolar y están dentro del alcance de las responsabilidades del Comité. Tenemos interpretación al Español disponible para quien la necesite.*

**a. Solicitud de Interpretación al Español.**

Si algún miembro del público necesita interpretación en Español para poder participar en la reunión, pulse el enlace a continuación (a más tardar a las 9 am del día de la reunión para solicitar interpretación en Español): <https://forms.gle/jkcBN8DrUHhDs3Ss5>.

**b. Instrucciones para Participar en Comentarios Públicos**

Si algún miembro de la comunidad de Salem desea participar en comentario público durante esta reunión, presione el enlace a continuación para inscribirse y enviar su comentario electrónicamente: <https://forms.gle/emG5WKv9YShFrQNO6>. Un miembro del personal del distrito recopilará todos los comentarios que se compartirán con los miembros antes del final de la reunión pública. Los comentarios también se resumirán en el acta de la reunión. Por favor contacte a Jill Conrad en [jconrad@salemk12.org](mailto:jconrad@salemk12.org) o en el 978-998-0481 si tiene preguntas o para reportar cualquier dificultad técnica que pudiera experimentar.

**II. Consentimiento de la Agenda**

- a. Minutas de la Reunión Ordinaria del Comité Escolar de octubre 19, 2020
- b. Aprobación de Órdenes: 10/22/2020 en la cantidad de \$444,879.05 y 10/29/2020 en la cantidad de \$176,902.85.

**III. Comentario Público**

Por favor vea las instrucciones previamente citadas sobre como participar en los comentarios públicos.

**IV. Reporte del Representante Estudiantil – Duncan Mayer**

*Sra. Mary A. Manning  
Sr. James M. Fleming  
Dra. Kristin Pangallo*



*Sra. Ana Nuncio  
Sr. Manny Cruz  
Sra. Amanda Campbell*

*Alcaldesa Kimberley Driscoll, Preside*

- V. Reporte del Superintendente**
  - a. Premio del Superintendente a la Excelencia Académica MASS
  - b. Carta de Reconocimiento al Mérito Nacional
  - c. Presentación de CTE
  - d. Presentación de Seguimiento al Plan del Regreso de Salem en Noviembre
- VI. Elementos de Acción: Asuntos Antiguos**
- VII. Elementos de Acción: Asuntos Nuevos**
- VIII. Reporte Financiero**
  - Transferencias Presupuestarias
- IX. Reportes de Subcomités**
- X. Inquietudes y Resoluciones del Comité Escolar**
- XI. Aplazamiento**

Respetuosamente sometido por,

*Nancy A. Weiss*

Asistente Ejecutiva para el Comité Escolar & el Superintendente

*“Las personas que requieran ayudas y servicios auxiliares para una comunicación eficaz, tales como un intérprete de lenguaje de señas, dispositivos de ayuda auditiva o material impreso en formato digital o una modificación razonable en programas, servicios, políticas o actividades, pueden comunicarse con el Coordinador de ADA de la ciudad de Salem al (978) 619-5630 lo antes posible y no menos de 2 días hábiles antes de la reunión, programa o evento.”*

# DRAFT

## Salem Public Schools Salem School Committee Meeting Minutes October 19, 2020

On October 19, 2020 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

**Members Present:** Mayor Kimberley Driscoll, Ms. Mary Manning, Ms. Amanda Campbell, Dr. Kristin Pangallo, Mr. Manny Cruz, Ms. Ana Nuncio, and Mr. James Fleming

**Members Absent:** None

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Mary DeLai, Jill Conrad, Liz Polay-Wettengel, Chelsea Banks, Deb Connerty, Duncan Mayer, Emily Ullman, Omar Longus, Beth Beaulieu, and Sonia Lowe

### Call of Meeting to Order

Mayor Driscoll called the meeting to order at 7:05 p.m.

Mayor Driscoll read the new Public Participation Policy 6409 and also explained the request for Spanish interpretation for participation.

### Agenda

Mayor Driscoll requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Mr. Cruz seconded. The Mayor called a roll call vote.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

### Consent Agenda

Mayor Driscoll requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Ms. Nuncio seconded. The Mayor called a roll call vote.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes

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Mr. Cruz                      Yes  
Ms. Campbell                Yes  
Mayor Driscoll               Yes  
Motion carries 7-0

### **Report from the Student Representative**

Duncan Mayer reported that they are preparing for the Student Forum for Health & Wellness on October 21st at 5:00 p.m. Notifications have been sent out to inform the students. Mr. Mayer thanked Superintendent Zrike for organizing the panelists for the forum. He added that the key topics would be the mental toll of so much online work and finding a healthy balance.

Ms. Manning commented that since school has been remote, she is concerned that some students are not receiving the services they need and suggested scheduling another health forum with other topics. Mayor Driscoll responded that we could work with the Salem Community Health Center that runs the in-school clinic for suggestions on how we could serve the student's needs without having them in the building.

Mr. Fleming requested a moment of silence for Mr. Edward Zielinski who recently passed away. Mr. Zielinski was the first and also a long serving principal to the Witchcraft Heights Elementary School.

### **Report of the Superintendent**

- a. Update on the work of the Equity Matters Team

Dr. Zrike introduced Assistant Superintendent Kate Carbone, who would, along with her team, discuss the work of the Equity Matters team in the district. Ms. Carbone explained that this is ongoing work within the district and will continue as the year progresses.

Ms. Carbone introduced Emily Ullman, Director of Community Engagement & Partnerships, who introduced the other team members, Beth Beaulieu, Sonia Lowe and Omar Longus. Ms. Beaulieu began the presentation by reiterating what Assistant Superintendent Carbone stated, which is equity is not a new initiative in Salem. Work across the district has been significant. Some examples are, professional development being offered across building district levels, anti-racist book groups, review of library collections to consider representation, affinity groups have been created to provide support for staff of color, creation of gender inclusivity/awareness group, developing our Cultural Curiosity PD focusing on the Dominican Republic, review of social studies curriculum, and for the last 4 years there have been equity reviews at all of the schools. This review team consists of individuals from across the district which include SPS staff, community partners and a high school student. They conduct reviews which include observations, staff focus groups and student focus groups. Participation has grown from 6 to 40. Mr. Longus was next to speak. He read a quote from James Baldwin in 1963 that is still relevant in today's world. Mr. Longus shared stories of 2 brutal murders due to racism and explained that we should be inclusive of all people of color so we can uplift our community. Ms. Lowe explained the ABCD's of Equity and how they can be used in everyday

## DRAFT

teaching; Academics, Belonging, Commitment to dismantling racism/oppression, and diversity. Mr. Ullman finished the presentation with explaining the 2 different but connected ways within Salem Public Schools that they are addressing issues of inequity. The District Leadership Team, which includes principals, directors and central office leaders and the Equity Matters Team, which includes staff from across schools, a School Committee Equity Subcommittee member, high school students and parents.

Ms. Campbell explained that the Equity & Inclusion Subcommittee was formed last year to support the work that the district is doing and establish a way for policymakers in the School Committee to move the work forward. Mr. Cruz thanked the team tonight's presentation and for the challenges the teachers are facing. He would also like to consider Professional Development to educate about the inequities with respect to race. Mr. Cruz also stated that Salem recently started the Race Equity Task Force and there is an Education subcommittee that both Mr. Cruz and Mayor Driscoll sit on. Mr. Cruz could work to have the two connect to share information. Duncan Mayer asked if the middle school students would be included. Ms. Lowe responded that age appropriate conversations can be held with them. Ms. Campbell added if someone elementary students would also be included and Ms. Beaulieu responded that the new K-12 Social Studies framework and Social Studies practices explores different perspectives and where they come from. Ms. Manning asked about the Rapid Response Team. Mr. Ullman responded that this is something they are currently working on and plan for it to be a space where both educators and students can turn to if they have been a victim of or have witnessed a social injustice. This team will be able to provide support and guidance with how to deal with it and respond. Ms. Manning asked for clarification on whether this is an equity group or anti-racism group. Dr. Zrike responded that although he agrees that equity is extremely important, at this time, this group is focusing on dismantling racism.

### **Public Comment**

Mayor Driscoll stated that Public Comment was inadvertently skipped over and invited Dr. Conrad to begin Public Comment. Dr. Jill Conrad announced that there was one public comment to be read and one who would like to speak.

Cheryl Zimmerman, 8 Hazel Street, asked for her comment to be read. *I have great concern bringing several more students and staff into school on Nov. 9th. Salem has had several thousands of extra people in the city over the last few weeks and the number of "out of state" visitors has only grown. This re-opening timeline is what seems to me to be a dangerous date. We will be 9 days out of Halloween and if spread is going to happen (most likely will) it will be prime time to start spreading. Facts have shown that Salem has had rises in it's % over the last 3 weeks. Not only has Salem, but the state, and nationally we are hitting record #'s. In fact, as of yesterday, there were only 2 states that had not had a significant rise. This is a very dangerous time to start exposing my children, all children and all the staff of SPS. For that fact, it's a rise in exposure to all of Salem! I understand the urgency to bring children back, but I feel it's not at a safe time yet, it's NOT a safe time. We can see the facts. Thank You*

## DRAFT

Ann Berman, STU President, asked to be recognized so that she could speak during the public comment period. Ms. Berman began by thanking both members of STU and AFSCME for all of their hard work during these unprecedented times. She went on to say that she agrees that the students should be back in school, but is concerned about the November 9th dates, especially since we don't know what impact the halloween season will have on our city. She has suggested that the district wait until a term break and also a staggered opening of one grade level at a time so that all safety measures can be assured.

### b. Back to School Update

Superintendent Zrike began by thanking Mrs. Berman for her comment and also acknowledging that it is National Principals Month and wanted to thank the school administrators for all their hard work.

Dr. Zrike began the presentation by acknowledging that he has received a lot of feedback for School Committee members, staff, and parent's emails regarding the reopening plan that was presented last week. He added that a few changes have been made due to the feedback and also some staffing concerns. Dr. Zrike introduced Chelsea Banks who spoke of the demographics of the families of grades K-9 and the interest of returning back to school. She explained that the interest of returning to school falls between 70-80% across the different factors.

Dr. Zrike updated the proposal that was shared at the last meeting. He said their plan for November 9th is to return to the original plan from August where most of the younger learners would be brought back. After discussion with school administrators and analyzing the staffing, Dr. Zrike has made the following recommendations. Beginning November 9th, PreK-2 will be in-person (3rd grade in-person will be delayed at this time but there will be an update by Nov.16th), Grade 6 will be a 2 day rotating hybrid, Grade 7-8 will be remote with hub labs and hub connects which will be extended, which will also include CTE and at-risk students at the high school. Beginning November 16th, 9th grade will be a half day rotating in-person hybrid and grades 10-12 will have expanded hub labs and hub connects. Dr. Zrike explained the proposed model for PreK-2. Families have the choice to choose 5 days in-person or 5 days remote (PreK will stay Mon-Thurs). The school day will run from 8 am to 12:55 pm. Families have until Friday, Oct. 23rd to confirm their decision. The proposed grade 6 model is as follows, beginning Nov. 9th, hybrid students will have synchronous components for Math and ELA on remote days. The in-person class hours will be 8:30 am - 2:40 pm. Families are also asked to confirm if they will remain remote by Friday, Oct. 23rd. The proposed model for grade 9 will be a half day two-day hybrid. Their start date will be November 16th and all students will have either synchronous or in-person half day and asynchronous half day. The in-person hours will be 7:24 am - 11 am. For CTE and at risk students, there will be expanded hub labs and hub connects beginning Nov. 9th. High School principal, Dr. Meier explained the proposed schedule for the 9th grade. The proposed plan for Grades 3-5, 7-8 and 10-12 will remain full day remote learning. The hub connects will continue through Thanksgiving, at which time will be re-evaluated. They will work on a plan to re-evaluate for a potential January transition for the remaining remote grades.



## DRAFT

Several members asked questions and there was discussion regarding the November 9th start date. Mr. Fleming asked about the COVID rates in the City and the Mayor responded that at this time our positivity rates are still low, but they are being closely monitored. Ms. Manning asked for clarification on the high school schedule and the hub connects. Mr. Cruz was happy to hear about the CTE Program back in the building and asked for updates. Dr. Pangallo asked if students at the high school would be cohorted. Dr. Meier responded that essentially half the students would be in the high school at a time and traffic patterns for the halls and one way stairwells will be used. Dr. Pangallo also asked for an update on the ventilation system in the school buildings. Dr. Zrike responded that he would follow up with an update and is working on final safety preparations for allowing more students and staff in the buildings. Ms. Nuncio asked if there would be any additional dates for testing other than the October dates. Dr. Zrike said that they are currently examining options for additional testing, but nothing yet definitive due to the costs involved. The Mayor added that the free testing being done in the city has been extended through January. Ms. Nuncio also asked the status of the Chromebooks and Ms. Carbone responded that every student currently has one. They are also considering reassembling the Chromebook carts in the schools, so that the younger students will not have to travel with them everyday. Additional questions were asked regarding transportation notification, ventilation and services being provided to the students that require them.

Ms. Manning stated that she is uncomfortable with the return date of November 9th and suggested the date be moved to November 16th. Mr. Cruz, Ms. Campbell and Mr. Fleming supports the suggestion to push the reopening date to November 16th.

Mr. Fleming made the motion to adopt the plan presented by Dr. Zrike for reopening on November 16th. Dr. Pangallo seconded for discussion. Dr. Pangallo stated that she prefers the reopen date to stay November 9th. The Mayor added that there is a lot of uncertainty with the disease and no perfect timeline, but will support the reopening date of November 16th if the majority of the Committee prefers it.

Mayor Driscoll requested a motion to support the Superintendent's recommendation for reopening with an effective date of November 16th as opposed to November 9th. Mr. Fleming made the motion and was seconded by Dr. Pangallo. A roll call vote was made.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	No
Ms. Nuncio	No
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 5-2

### Old Business

**DRAFT**

None to report.

**New Business**

- a. Acceptance of donation from Cell Signaling Technology (CST) to support Science Programs in 2020 for Salem Public Schools.

Mayor Driscoll requested a motion. Mr. Fleming made a motion to accept the donation of \$30,000. Seconded by Ms. Manning. A roll call vote was made.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

**Finance Report**

None to report.

**Subcommittee Reports**

Note to report.

**School Committee Concerns and Resolutions**

None to report.

**Adjournment**

Mayor Driscoll requested a motion to adjourn. Mr. Fleming motioned and Ms. Manning seconded. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

Meeting adjourned at 10:16 p.m.

Respectfully submitted by,

*Nancy A. Weiss*

Executive Assistant to the School Committee & Superintendent

## **MASS Superintendent's Award of Academic Excellence**

### ***Duncan Mayer***

Duncan's academics speak for themselves. In a scholastically gifted class, Duncan is ranked third, challenging himself throughout his school career. His transcript shows his success in Advanced Placement courses from across the content areas in his sophomore and junior year. As a senior he is challenging himself with SIX Advanced Placement courses, one of which he is undertaking as an independent study, demonstrating not only his academic prowess, but his self-motivation and drive for learning. He was recently awarded with a National Merit Letter of Commendation, placing him in the top three percent of students taking the PSAT his junior year.

Duncan is more than just academically gifted, as he has immersed himself in the life of Salem High School. He has been an active member of the Swim and Volleyball teams (although the Volleyball season was sadly cancelled last year), and participates in the Salem High School Trivia and Science Teams. He represented Salem High School his sophomore and junior years in Connecticut at the Northeast Regional Science Bowl. He has also served as the Treasurer of the National Honor Society for his junior and senior year.

Duncan is as active in the larger community as he is within his school. Since June, he has delivered food biweekly from the Food Pantry to local families in need. He has volunteered with the Salem Education Foundation, Okemo's Ski Patrol, and a local Social Justice Group.

What really sets Duncan apart is his character and leadership. He has been an active participant in the Student Advisory Council since his junior year, and this year stepped into the role of the Student Representative to the School Committee. In this role, he communicates effectively between Salem High School students and administration, and the Superintendent and School Committee, to ensure the best possible outcomes for all of Salem's students. He continues to work for student voice, equity, and social justice through his work with the newly formed Salem High School Equity Group, modeling for his classmates and for others what it looks like to grapple thoughtfully and productively with deeply complex and challenging issues in the school and the community. What has stood out most for me is his calm and steady student leadership during the pandemic, always balancing his advocacy for the well-being of his classmates with the academic challenges he's set for himself.

### ***Aniyah (Akasha) Mimms***

Aniyah (Akasha) Mimms is a senior at New Liberty Innovation School. When she first came to NLIS she struggled with school and would frequently get frustrated, overwhelmed, and give up. She was also extremely shy and rarely spoke up in class. Over time she's completely come out of her shell and is now one of our top students, advocating for what she needs to be successful. In the past Aniyah would be too timid to speak up, but she is now vocal in restorative justice circles and class discussions. Furthermore, she's applying and interviewing for jobs and got her driver's permit recently. She was also excited to vote for the first time on October 27th. Her dream is to start her own business and own her own shop in the future. She is working to plan out the steps she will need to take to realize this goal. We are so proud of Aniyah for the growth she has made and look forward to watching her continue to shine.

## **National Merit Letter of Commendation**

We are pleased to present ***Duncan Mayer, Dwight Mayer, and Christin Napierkowski*** with a National Merit Letter of Commendation. About 34,000 Commended Students throughout the nation are being recognized for their exceptional academic promise. Although they will not continue in the 2021 competition for National Merit Scholarship awards, Commended Students placed among the top 50,000 scorers of more than 1.5 million students who entered the 2021 competition by taking the 2019 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT). Those being named Commended Students have demonstrated potential for academic success. These students represent a valuable national resource; recognizing their accomplishments, as well as the key role their schools play in their academic development, is vital to the advancement of educational excellence in our nation. We hope that this recognition will help broaden their educational opportunities and encourage them as they continue their pursuit of academic success.



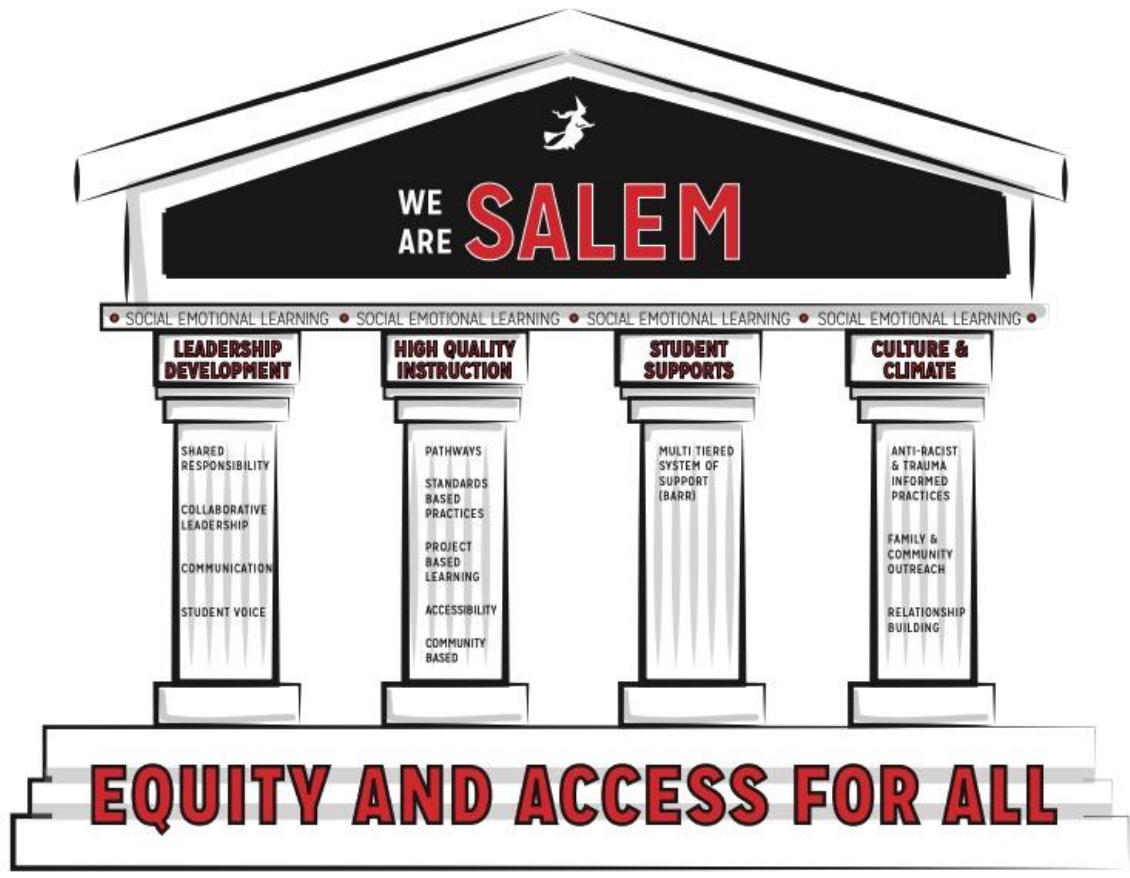
# Salem High School and Career Technical Education

**November 2, 2020**

# SHS CTE

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**SHS Redesign and CTE**



## High Quality Instruction: Discovery Pathways and Work-Based Learning

# Discovery Pathways and Work-Based Learning

Redesign Practice 2:  
Intentional Practices  
for Improving  
Instruction

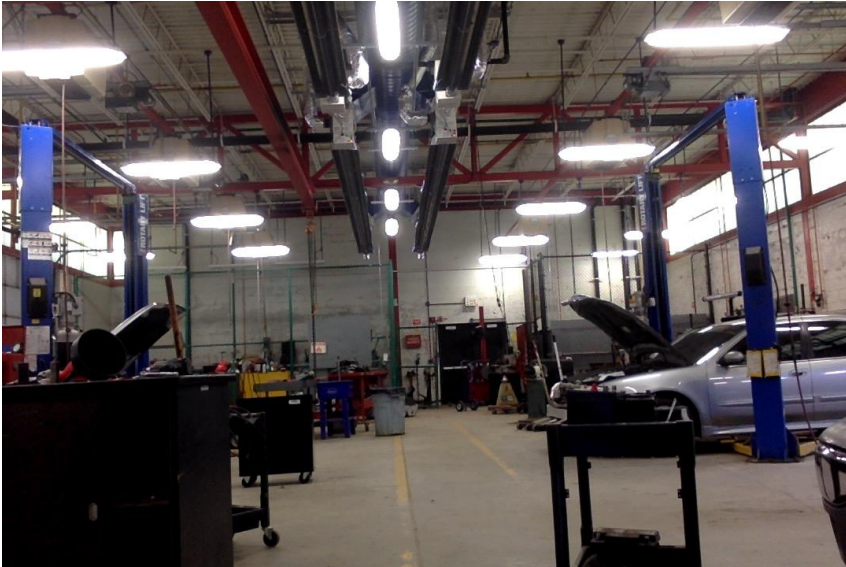
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# CTE Programs at SHS

- Automotive Technology
  - Building Property & Maintenance
  - Carpentry
  - Culinary Arts
  - Early Education & Care
  - Electricity
  - Medical Assisting
- 
- *(Coming Soon)* Programming & Web Development

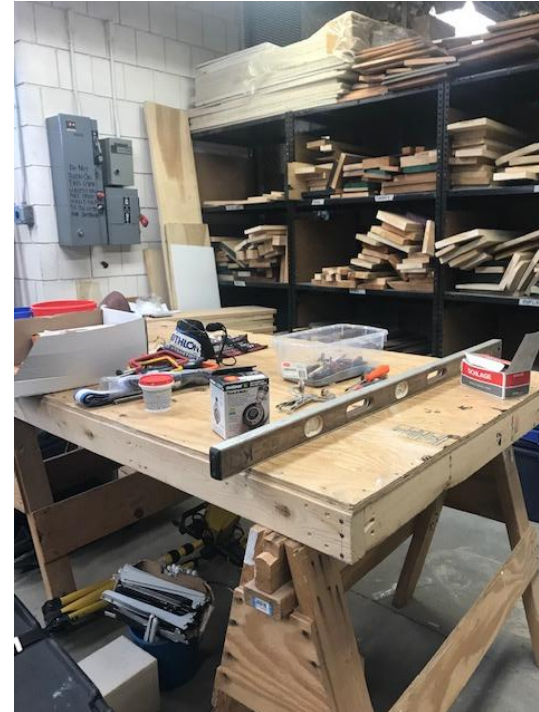
# Automotive Technology



- **Competencies**
- **Jobs**
- **Electude**
- **OSHA 10-Hour  
General Industry**

# Building Property & Maintenance

- Competencies
- Jobs
- Core Learning Exchange for CTE
- OSHA 10-Hour Construction



# Carpentry



- **Competencies**
- **Jobs**
- **Core Learning Exchange for CTE**
- **OSHA 10-Hour Construction**

# Culinary Arts

- Competencies/Jobs
- KP Solutions multimedia training
- OSHA 10-Hour General Industry/ServSafe Food Handler
- Articulation agreement with NSCC(3 credits)
- Buildout



# Early Education and Care

- Competencies/Jobs
- Mass.gov childcare resources
- EEC preschool or infant-toddler certification/First Aid & CPR training
- Articulation agreement with NSCC(3 credits)
- State guidelines for field placement





# Electricity

- **Competencies/Jobs**
- **Interplay Learning Skills**
- **OSHA 10-Hour Construction**
- **Hours towards Journeyman License**
  - **Code & Theory(300)**
  - **Work Time(900+)**



# Medical Assisting



- **Competencies/Jobs**
- **Health Center 21**
- **Certified Clinical Medical Assistant (CCMA)**
- **American Heart Association CPR training**
- **OSHA 10-hour General Industry**
- **Buildout**



# SHS CTE

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CTE “After Dark”

# Chapter 74 Partnership with *ENSATS*

- **Altered schedule for participating students**
  - **Core academics at local high school**
  - **900+ total hours of C74 instruction at technical school**
- **Alignment with regional economic and workforce development priorities or other evidenced labor market demand.**
- **“After Dark” students are still enrolled as SHS students.**

# Chapter 74 Partnership SHS with *ENSATS*

- **Advanced Manufacturing  
(3 SHS students)**
- **Construction Craft Laborers  
(10 SHS students)**
- **Auto Collision and Repair \***  
**(3 SHS students)**

*\*SHS offers Auto Technology*

# Chapter 74 Partnership

## New Liberty and Salem Prep

### New Liberty

- **Construction Craft Laborers(1 student)**
- **Design & Visual Communication(1 student)**

### Salem Prep

- **Construction Craft Laborers(1 student)**

# SHS CTE

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GRANTS

# MA Capital Grant FY19

**\$218,000**

**This money was used to purchase equipment and to pay for installation costs for Medical Assisting and Culinary Arts.**

- **Medical Assisting \$56,000**
- **Culinary Arts \$152,000**

# MA Capital Grant FY20

**\$100,000**

This money will be used to open *Programming & Web Development* at Salem High School. Plans are in place to open the program as non-chapter 74 in the fall of 2021 and then to file an intent to open as chapter 74 in the fall of 2022.

# Support from our partners



**MASSHIRE**



**SALEM**  
CHAMBER of  
COMMERCE  
of MASSACHUSETTS





# SHS CTE

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A Quick Look at some Data

# Longitudinal Chapter 74 Enrollment Data

SY	SHS	Auto	BPM	CUL	EEC	ELEC	Med Assist	Exploratory	%
2021	866	33	44	56	29	20	41	144	42%
2020	831	33	30	49	48	17	29	130	40%
2019	940	51	34	61	110	23	39	190	54%
2018	920	43	22	67	83	21	8	124	40%
2017	933	43	9	70	114	25	*	114	40%

# Graduation Rates - CTE Students

Perkins Performance Year	Graduates	Potential Graduates	Graduation %
2018-2019	154	161	95.65%
2017-2018	127	135	94.07%
2016-2017	139	150	92.67%
2015-2016	151	164	92.07%
2014-2015	159	176	90.34%

# 2018-2019

## CTE Coop or Internship Placement (CTE students)

	Co-op	Internship
Automotive	1	0
Building and Grounds Management	0	1
Culinary	0	0
Early Education and Care	0	18
Electrical	0	0
Medical Assisting <sup>^</sup>	0	0
<i><sup>^</sup> Recently established Chapter 74 program</i>		

Total=19

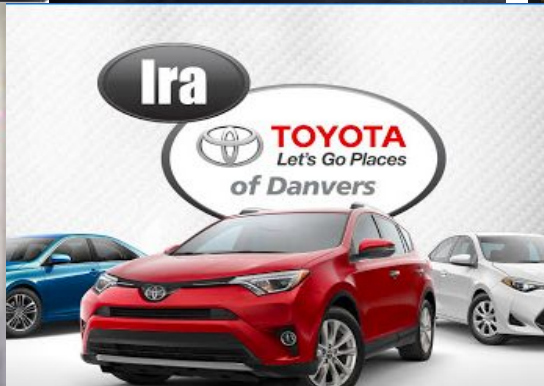
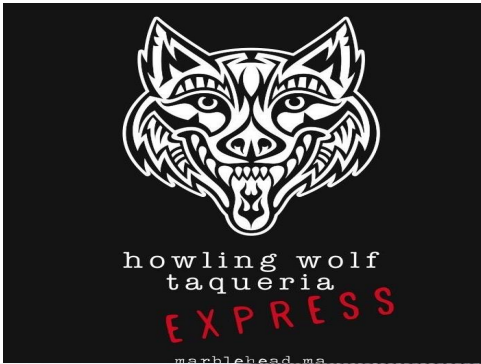
# 2019- March 2020

## CTE Coop or Internship Placement (CTE students)

	Co-op	Internship
Automotive	2	0
Building and Grounds Management	0	0
Culinary	4	0
Early Education and Care	1	18
Electrical	2	0
Medical Assisting	0	6

Total=33

# Our partners



# CTE Coop/Internship Placement: Coming soon for CTE



NORTH SHORE  
Physicians Group



**NATHAN M. GRAY**  
B U I L D E R

EVERY SUMMER

**Outbreak!**

# 2019- March 2020 Internships

North Shore Medical Center	20
Salem Sound Coastwatch	4
Salem Public Schools	7
Allied Health & Human Services	4
Animal Science	2
Business	2
Other: Art & Design, TV/Media, Community Development, STEM)	8

Total=47



# Fall Semester 2020 Internships

Current Placements	
North Shore Medical Center	10
Salem Sound Coastwatch	8
Salem Public Schools - Equity Leaders	8

Pending Placements	
House Factory - Eco Bricks Project	6
City of Salem	3
MassBioEd/Salem Access TV	2

Total= 37

you're  
Invited



# Salem Returns

## Superintendent's Update

*November 2, 2020*

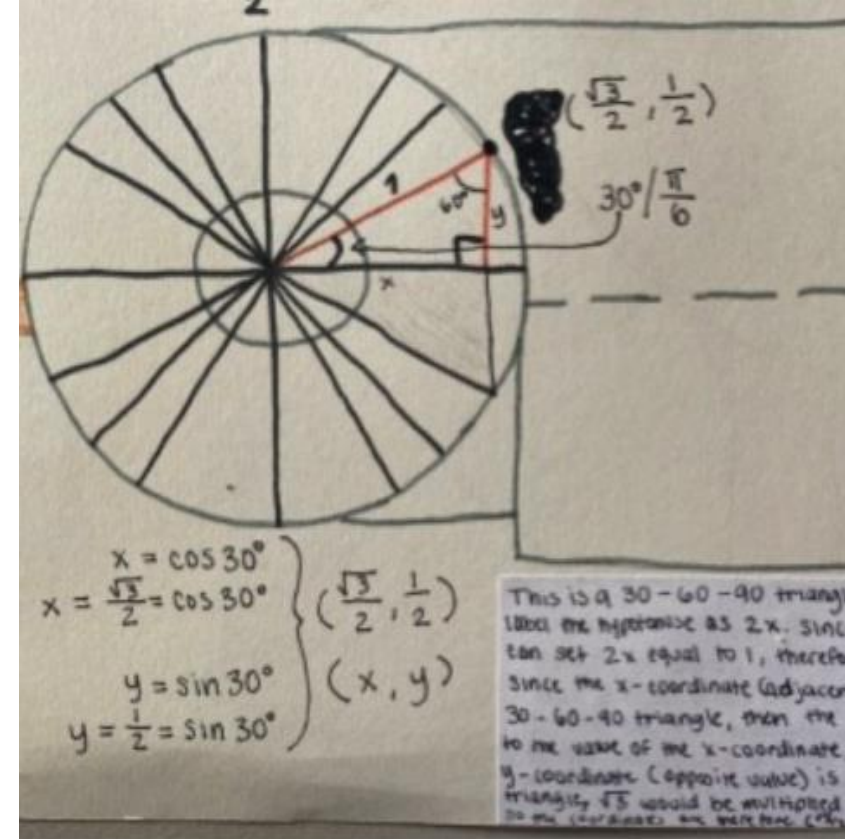
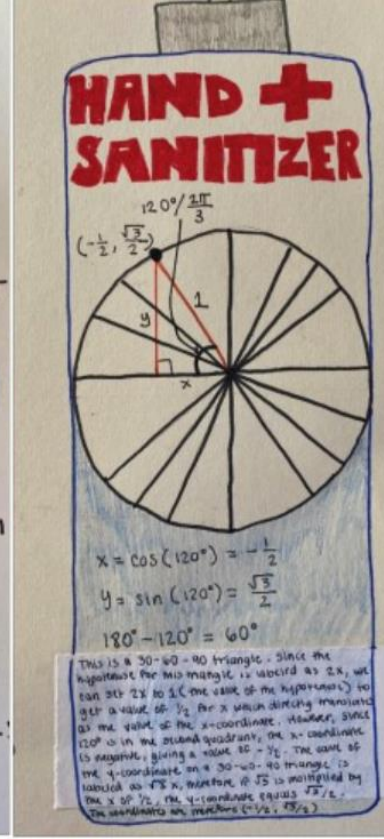
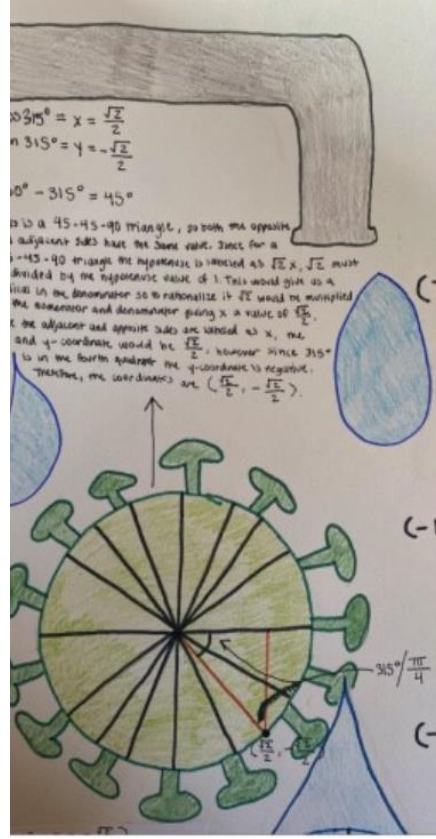
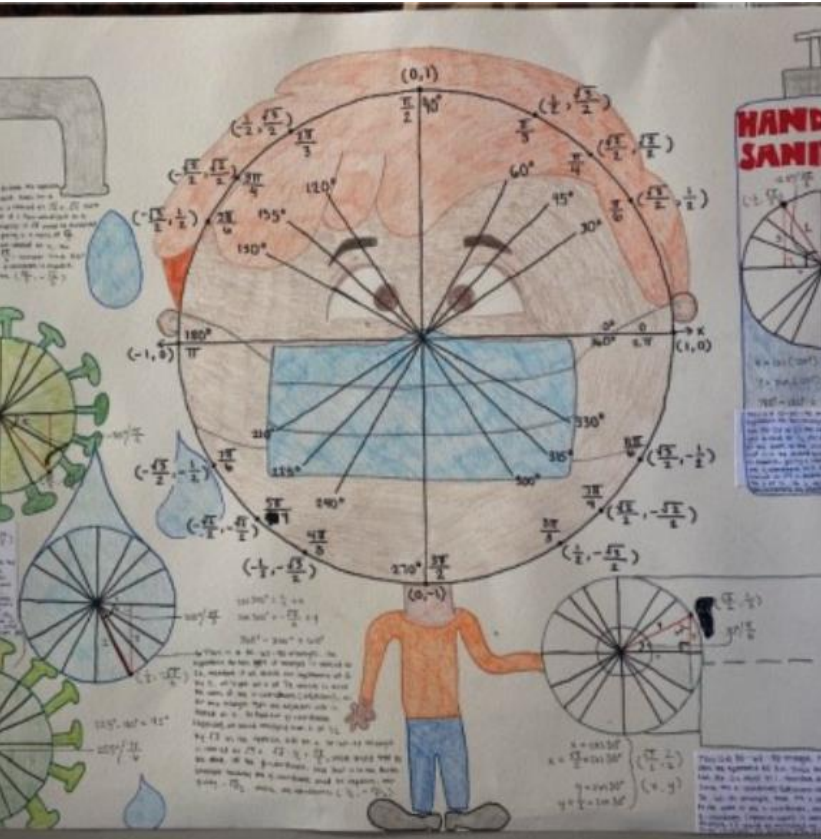


# Agenda

- **Highlights**
- New reported cases data & interpreting community data
- Updated Data and Plan Details
- Discussion







## Highlights: SHS students celebrate STEM week

Students have found ways to demonstrate proficiency in the STEM (Science, Technology, Engineering and Mathematics) in our remote learning environment, while also connecting with our overarching Essential Question, "How can we make the Salem Community better in a Post-COVID world?" The goal of this project was for students to remember and understand the unit circle, and is brought to us by freshman Leena Sarhan, whose theme was good health and well-being.

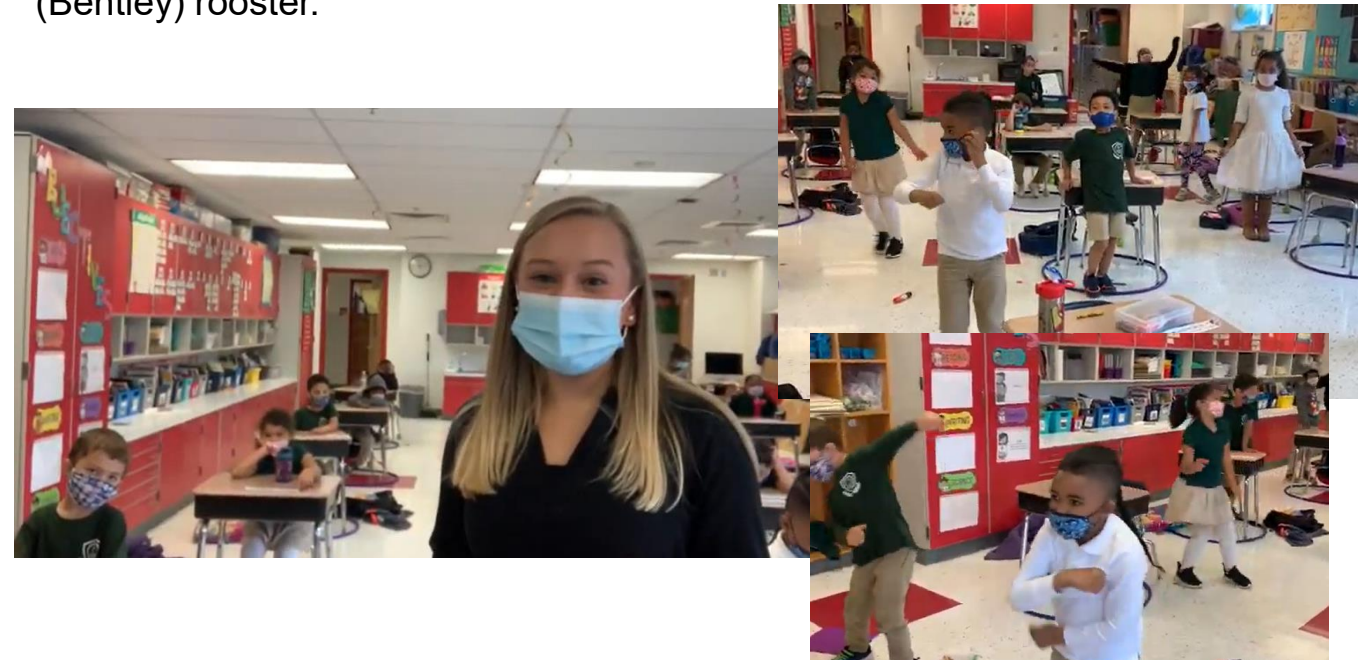


# Highlights: Schools are finding ways to engage students in key conversations and celebrate their identities

**CMS Speaker Series:** 8th grade scholar leaders interview famous Salem Public Schools alumni on the topic of growing up in Salem, growing up with a diverse background in Salem, steps the speaker took to make it in their profession, and race and equity. Interviews are being edited to show to the whole student body. First two interviews were Alexandra Bozarjian, WSAV news anchor in Savannah, Georgia, and Scoonie Penn, Assistant Coach for the Memphis Grizzlies of the NBA.

**Bentley Core Values:** All students are learning about Bentley Academy's Core Values. Last week, we asked students to share what they've been learning about **Respect, Equity, Growth, Authenticity, and Responsibility**. These words in acronym form spell out REGAR, which a Spanish word for "water a plant to help it grow."

Images from Bentley's morning announcement practicing being respectful listeners and celebrating Hispanic Heritage Month with famous Cuban artist Celia Cruz, and then saying Bentley's catchphrase: "REGAR and rocket like a (Bentley) rooster."



# Highlights: Hub Connects continues to be a positive, engaging experience across schools

WHES students enjoyed an extra-large Twister board painted by the PTO during Hub Connects; teachers handed out supplies during a WHES beep and greet.



Collins students picked up books for their book exchange and safely distanced during Hub Connects



# Agenda

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- **New reported cases data & interpreting community data**
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# Salem Public Schools Case Reporting:

## We have seen cases in schools over the past 10 days

### Summary of Cases

- Total active cases:
  - Students: 1
  - Staff: 2
- Total in quarantine:
  - Students: 50
  - Staff: 10
- Examples of causes of quarantine:
  - Player on opposing team
  - Siblings or household members test positive

### Proactive Steps by SPS & City of Salem

- No students in school this week, enables pause after Halloween holiday to mitigate spread, and new plan not starting until 11/16
- **Free, voluntary, on-site testing for all staff this week** (11/4 and 11/5)
- Extended Stop the Spread testing in Salem through 12/31 with two locations (SHS & Old Town Hall)
- Opportunity for training with all staff this week and additional protocols for new circumstances
- Clear quarantine measures and new CDC guidance
- **New SPS-specific dashboard** to track cases starting this week

# Salem Public Schools COVID-19 Dashboard

Week of 11/2

## Impact of COVID 19 at SPS

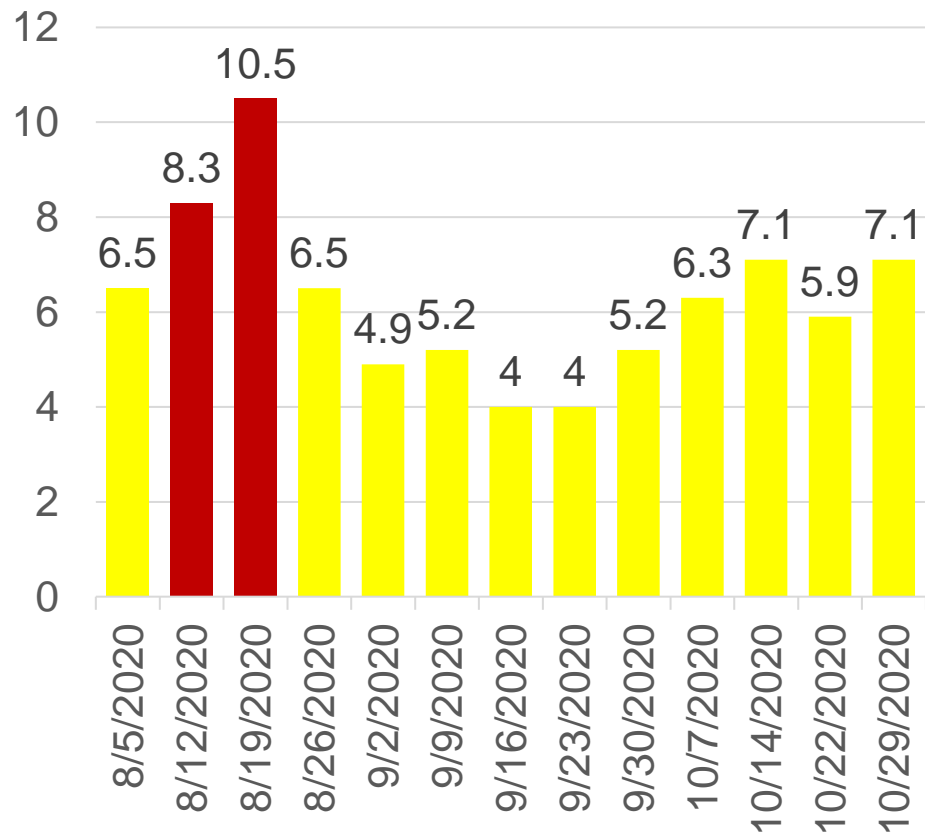
<b>Active Cases: In-Person Students</b>  <b>1</b>	<b>Active Cases: In-Person Staff</b>  <b>2</b>	<b>Remote Students: Active / Total Cases</b>  <b>0 / 5</b>
<b>Total Cases: In-Person Students</b>  <b>3</b>	<b>Total Cases: In-Person Staff</b>  <b>2</b>	<b>Remote Staff: Active / Total Cases</b>  <b>0 / 0</b>
<b>Students in Quarantine</b>  <b>50</b>	<b>Staff in Quarantine</b>  <b>10</b>	<b>Total Cases Since 9-14-2020</b>  <b>10</b>

### Definitions:

- **Active Cases:** Individuals who have tested positive for COVID-19 and are currently in isolation or still experiencing symptoms.
- **Quarantine:** Person identified as a close contact of a person infected with COVID-19. Adheres to a 14-day quarantine from the date of last exposure.
- **In-person:** In our current model, some students attend school in person while others learn remotely. These students and staff were attending in-person prior to diagnosis.
- **Remote:** These students are part of our community but were not attending school in-person prior to diagnosis.
- **Total Cases:** In future weeks, we will provide a table over time. This simply shows total cases of staff and students since the start of in-person instruction this year.

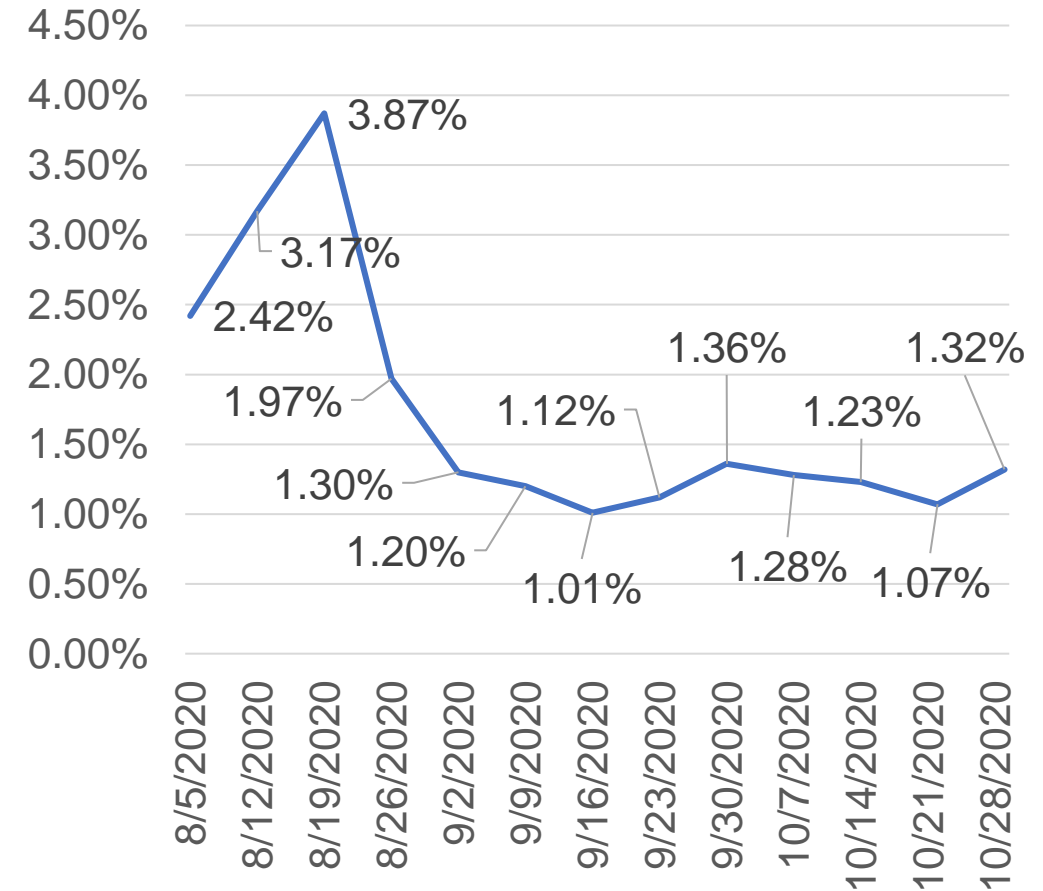
# Salem has seen an increase in cases, but remains yellow as of this meeting

Average Daily Incidence Rate per 100,000 (Last 14 days)



- Case rates have increased but held in yellow since mid-August
- We do anticipate we may “go red,” but cannot predict how long that will last
- Percent positivity shows more steady rates

Percent Positivity (Last 14 days)



# SPS continues to learn from experts, interpret guidance, and plan for changing circumstances

## DESE & DPH have released updated guidance on understanding “red” for schools

- Cities and towns *should* examine where the spread is happening, including clusters in a long-term care facility, institution of higher education and/or correction facility
- Schools *should* focus on **spread in schools**, not just community spread

## Overall considerations:

- Close partnership with Board of Health
- To date, we have not seen spread in the schools – this is consistent with state, national, and international results
- Salem’s positivity rate is low; case increases are mainly coming from clusters within families and indoor, private gatherings
- Still dependent on implementing all risk mitigation measures
- Integrating additional guidance, including Harvard’s school-focused “Path to Zero”

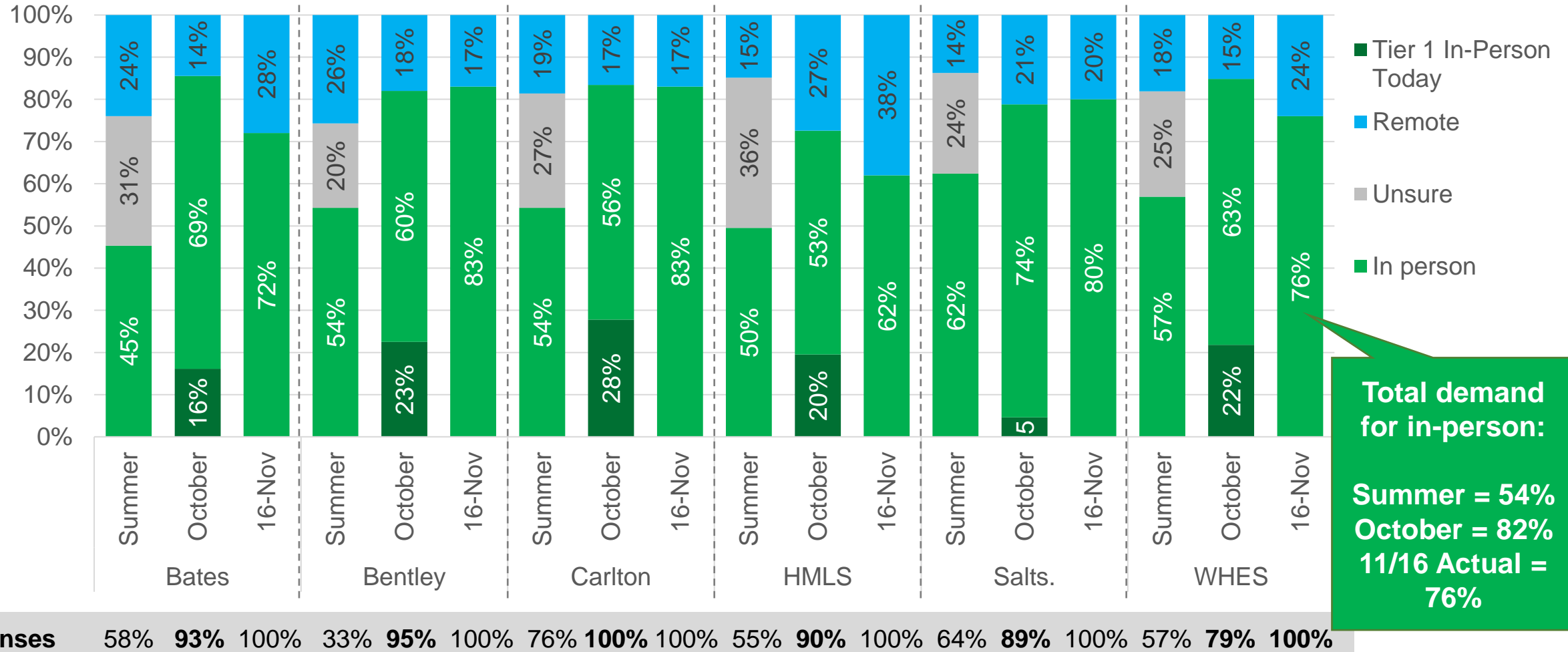
# Agenda

- Highlights
- New reported cases data & interpreting community data
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# While some schools' data held steady, a few schools did see slight increases in demand for remote learning (K-2)

## Comparison of Family Demand Data – Summer to October 2020 to 11/16 Actuals

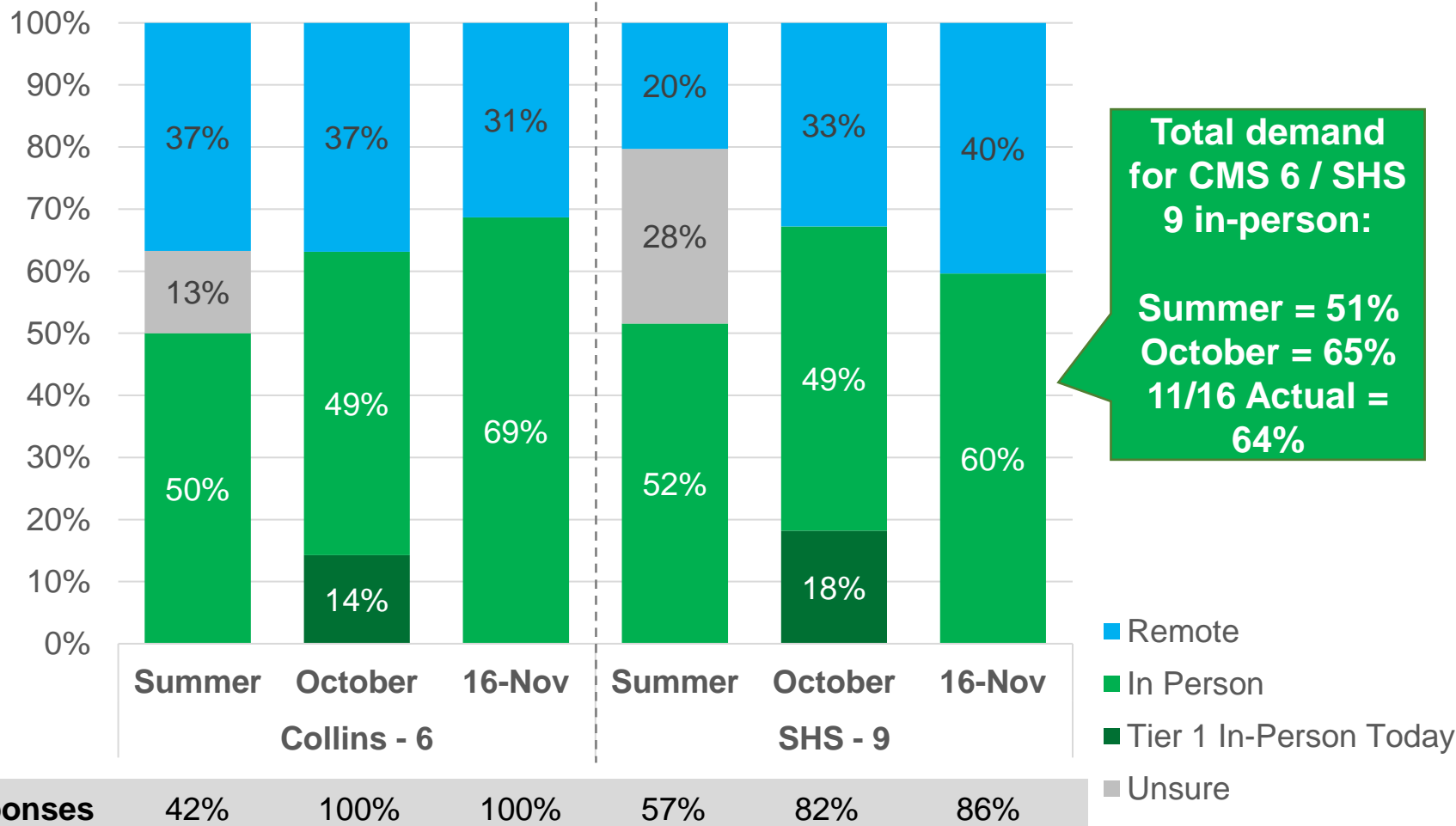


Sources: Summer Data is from Parent Survey conducted August 2020 (n=1403); October Data from district Aspen data (n=441) and individual school collection through phone calls and some surveys (n=2,155)



# While Collins saw slightly more students ultimately select in-person, SHS saw slightly higher remote (6 & 9)

Comparison of Family Demand Data – Summer to October 2020 to 11/16 Actuals



## Reasons for Changes

- A need to have all students in a family on the same plan, or desire to keep consistency within the family
- Some desire to wait until January decision point with rising rates state-wide
- Increasing comfort with the plan over time

# Updated plan information: Additional Information on Changing Models

## Additional Windows for Changing Models

- Changes remote to in-person happen at set windows:
  1. **K-8:**
    1. After Winter Holidays – Monday, January 4<sup>th</sup>
    2. **Mid-point – Monday, February 8<sup>th</sup>**
    3. Start of 3<sup>rd</sup> Trimester – Monday, March 15<sup>th</sup>
    4. **Mid-point – Monday, April 12<sup>th</sup>**
  2. **SHS:**
    1. **After Winter Holidays – Monday, January 4<sup>th</sup>**
    2. Start of 3<sup>rd</sup> Quarter – Monday, February 8<sup>th</sup>
    3. **Mid-point 3/14 – Monday, March 15<sup>th</sup>**
    4. Start of 4<sup>th</sup> Quarter – Monday, April 12<sup>th</sup>
- Changes in-person to remote will be granted in most cases within one week of request

- Driven by effort to align to grading periods and natural school schedule changes
- New DESE guidance sets “reasonable transition period” as no more than four to six weeks
- Moving forward, requests for changes will result in a change of teacher or possible cross-school remote options



# Updated plan information: What to expect at next SC presentation

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## Updates for 11/16 School Committee

- Updated plan for third grade (previously delayed decision) and any updates for other remote grades
- Updates to dashboard
- Any updates to understanding of metrics and application of them
- Decision on hub connects after Thanksgiving

# Agenda

- Highlights
- New reported cases data & interpreting community data
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- **Discussion**



# Discussion:

## Factors to Consider

1. The national and state-wide increase in cases—**new wave—has hit earlier than anticipated** (end of October vs. December)
2. We have seen an increase in cases in our schools, but we **have not yet seen spread in schools**
3. **Salem has had better results** than surrounding communities to date due to strong measures (percent positivity is lower than state, etc.)
4. Our plan is **consistent with school opening guidance** (DESE, Harvard Global Health Institute)
5. This virus will be with us for a long time, so we need a plan that can sustain
6. We have the physical space to maintain safety protocols and we have enhanced ventilation within our schools
7. This change on 11/16 could be disruptive if we have to quickly revert
8. The **demand for in-person from our families remains high**
9. We remain concerned about upcoming holidays (indoor, casual meals)

## Questions for Committee

- When do we decide to change plans?
- When and how should we take further steps towards closure?
- When and how should we take further steps to bring more students back?
- Should we prioritize schools over other parts of life?

**Memo:**

To: Salem School Committee

From: Mary C. DeLai

Date: October 29, 2020

Re: FY21 Budget Transfer Request 6

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The Bentley Elementary School requests the following transfers from contracted services to stipends and instructional supplies. The funds needed for instructional supplies results from the purchase of additional assessment materials this year, while the additional funds for stipends will cover anticipated additional personnel support during the current school year.

Account Description/Use	Account Number	Amount From	Amount To
Contract Services	13571521-5320	\$15,000	
Instructional Supplies	13571521-5514		\$10,000
Stipends	13571520-5150		\$ 5,000

I recommend approval of the transfer.





massachusetts association of school committees

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## MASC 2020 Annual Meeting: Keynote Event

**Saturday, November 7, 2020**

**9:45am - 11:30am**

In place of the Annual Joint Conference, MASC will be conducting a special free program for members on November 7. The MASC Delegate Assembly will follow at 1:00pm.

The program will include:

- **Welcome**  
Deborah Davis  
President, MASC
- **Internet Essentials Impact on Education**  
Charlie Lyons  
*Sponsored by Comcast*  
The logo for Internet Essentials, featuring the words "internet" and "essentials" in a bold, sans-serif font, with "FROM COMCAST" in smaller text below. The "i" in "internet" has a double arrow pointing to the right.
- **Opening Remarks**  
Charles Wilson  
President, National School Boards Association
- **Keynote Session: Understanding the Connection between Cultural Proficiency and Equity**  
Kalise Wornum, Ed.D  
Senior Director-Educational Equity, Brookline Public Schools; Cultural Proficiency Coach

This event will take place on Zoom. There is no charge to attend this program, however we do ask that members register in advance. The Zoom link will be available on the confirmation page and sent to your email after registering.