

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



Ms. Beth Anne Cornell
Mr. Manny Cruz
Ms. Amanda Campbell

Acting Mayor Robert McCarthy, 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”

DATE POSTED: January 5, 2023

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on January 9, 2023 at 7:00p.m.** This meeting will take place in person at 29 Highland Ave., Rm. 227, Salem, MA. You can also join via Zoom using the link below.

Zoom Link to participate:

<https://us06web.zoom.us/j/84322399333?pwd=bEQwY1NzNWZqcUs2VnNuenNxWG9oZz09>

Passcode: 429498


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. Live Spanish Interpretation.

Spanish language interpretation is now provided for all regular School Committee meetings. To listen to this meeting with Spanish language interpretation, please see instructions below:

1. Click **Interpretation** .
2. Click **Spanish**
3. (Optional) To hear the interpreted language only, click **Mute Original Audio**.

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/xJA1KZCcppBPEodw67>. 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 Krista Perry at kperry@salemk12.org or 617-285-7567 with any questions or to report any technical difficulties you experience.

II. Approval of Agenda

III. Approval of Consent Agenda

- A. Approval of minutes of Regular SC meeting held on December 19, 2022
- B. Approval of Warrants: **12/8/22** - \$771,610.68; **12/15/22** - \$681,103.38; **12/22/22** - \$526,317.79; **12/29/22** - \$667,780.72; **1/5/23** - \$419,324.10
- C. Approval of Salem High School to attend the Harvard Model United Nations Conference at the Boston Sheraton Hotel January 26, 2023 - January 29, 2023

IV. Public Comment

See above instructions for participating in public comment.

V. Superintendent's Report

- a. Project 351 Ambassador
- b. Bentley Academy Innovation School dual language enrollment procedure
- c. Update on upcoming Kindergarten Expo scheduled for January 19, 2023

VI. Student Representative Report

VII. Action Items: Old Business

VIII. Action Items: New Business

- a. Deliberation and vote on approval of Superintendent's appointment for the position of Director of Nursing and Health Services

IX. Finance & Operations Report

X. Subcommittee Reports

XI. School Committee Concerns and Resolutions

XII. Adjournment

Respectfully submitted by,

Krista Perry

Executive Assistant to the School Committee & 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. Beth Anne Cornell
Sr. Manny Cruz
Sra. Amanda Campbell*

Alcalde en funciones Robert McCarthy, Preside

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

FECHA DE PUBLICACIÓN 5 de enero de 2023

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar el 9 de enero de 2023 a las 7:00 p.m.** Esta reunión se llevará a cabo en persona en 29 Highland Ave., Rm. 227, Salem, MA. También puede unirse a través de Zoom utilizando el enlace a continuación.

Haga clic en el enlace a continuación para unirse al seminario web:

<https://us06web.zoom.us/j/84322399333?pwd=bEOwY1NzNWZqcUs2VnNuenNxWG9oZz09>

Contraseña: [429498](#)


I. Convocatoria a la Sesión Abierta

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

Lectura en voz alta: *El Comité Escolar de Salem desea escuchar al público sobre temas que afectan al distrito escolar y que están dentro del alcance de las responsabilidades del Comité. Se ofrecerá interpretación al español para quien lo necesite.*

b. Interpretación al español en vivo

La interpretación al español se provee en todas las reuniones del Consejo Escolar Regular. Para escuchar estas reuniones con la interpretación al español, por favor vea las instrucciones de abajo:

1. Pulse en **Interpretation** .
2. Pulse en **Spanish**
3. (Opcional) Para escuchar la lengua interpretada solamente, pulse **Mute Original Audio**.

c. Instrucciones para Participar en el Comentario Público

Si cualquier miembro de la comunidad de Salem desea participar en el comentario público durante esta reunión, por favor pulsar en el enlace de abajo para registrarse y someter su comentario electrónicamente <https://forms.gle/xJA1KZCcppBPEodw67> Un miembro del personal reunirá todos los comentarios que serán compartidos con los miembros antes de finalizar la reunión pública. Los comentarios también serán resumidos en las minutas de la reunión. Por favor, póngase en contacto con Krista Perry en kperry@salemk12.org o en el 617-285-7567 si tiene alguna pregunta o para informar de cualquier dificultad técnica que experimente.

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



*Sra. Beth Anne Cornell
Sr. Manny Cruz
Sra. Amanda Campbell*

Alcalde en funciones Robert McCarthy, Preside

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

II. Aprobación de la Agenda

III. Aprobación de la Agenda Consensuada

A. Aprobación del acta de la reunión regular del Comité Escolar celebrada el 19 de diciembre de 2022

B. Aprobación de las órdenes de pago: **8-dic-22** - \$771,610.68; **15-dic-22** - \$681,103.38; **22-dic-22** - \$526,317.79; **20-dic-22** - \$667,780.72; **5-ene-23** - \$419,324.10

C. Aprobación para que Salem High School asista a la Conferencia Harvard Model United Nations en el Hotel Sheraton de Boston 26 de enero de 2023 - 29 de enero de 2023

IV. Comentario Público

Favor de ver arriba para instrucciones sobre cómo participar en los comentarios públicos.

V. Reporte del Superintendente

- a. Proyecto 351 Ambassador
- b. Procedimiento de inscripción de lenguaje dual de Bentley Academy Innovation School
- c. Actualización sobre la próxima Exposición de Kindergarten programada para el 19 de enero de 2023

VI. Reporte de la Represente estudiantil

VII. Elementos de Acción: Asuntos Antiguos

VIII. Elementos de Acción: Asuntos Nuevos

- a. Deliberación y votación sobre la aprobación del nombramiento del Superintendente para el cargo de Director de Enfermería y Servicios de Salud.

IX. Reporte de Finanzas y Operaciones

X. Reportes de los Subcomités

XI. Inquietudes y Resoluciones del Comité Escolar

XII. Clausura

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



***Sra. Beth Anne Cornell
Sr. Manny Cruz
Sra. Amanda Campbell***

Alcalde en funciones Robert McCarthy, Preside

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

Sometido respetuosamente por,

Krista Perry

Asistente Ejecutiva del Comité Escolar y del Superintendente

“Las personas que requieran ayuda auxiliar y servicios para una comunicación eficiente tal como un intérprete de lenguaje de señas, un dispositivo asistente para escuchar, o material impreso en formato digital o una modificación razonable de programas, servicios, políticas, o actividades, puede ponerse en contacto con el Coordinador ADA de la Ciudad de Salem al (978) 619-5630 a la brevedad y no más de 2 días laborales antes de la reunión, programa o evento.”

DRAFT
Salem Public Schools
Salem School Committee
Meeting Minutes
December 19, 2022

On December 19, 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. James Fleming
Dr. Kristin Pangallo, Ms. Beth Anne Cornell, Mr. Manny Cruz

Members Absent: Ms. Amanda Campbell

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Student Representative Natalia Feliz, Marc LeBlanc, Linda Farinelli, Liz Polay-Wettengel, Mr. Ruben Carmona

Call of Meeting to Order

Mayor Driscoll calls the meeting to order at 7:03pm. and requests a call of attendance. He explained the Public Participation Policy 6409 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
Ms. Manning	Present
Dr. Pangallo	Present
Mayor Driscoll	Present

Approval of Agenda

Mayor Driscoll requested a motion to approve the Regular Agenda. Motion made by Mr. Fleming. Seconded by Mr. Cruz. Motion carries.

Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
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. Motion made by Ms. Manning. Seconded by Mr. Fleming. Motion carries.

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

Motion carries 6-0

Mayor Driscoll notes before we move forward with tonight’s agenda, Superintendent Dr. Zrike has a student recognition award to present.

Superintendent Dr. Zrike notes there was a recent medical emergency. There was a 6th grader who alerted his teacher of the situation. Dr. Zrike would like to recognize Ray Jean Jones, RJ, at this time to present him an award and thank him for his quick response in assisting a classmate in need.

Public Comments

Public comment submitted by Philip Jean Giglio of 54 Lawrence. Public comment read by the School Committee secretary:

Good Evening Everyone Member’s of The School Committee .
I would Like to take A small moment to Thank You Mayor Kim Driscoll
We moved here to Salem Massachusetts In January 1st, 2012 with our two children one entering high School the other entering 1st grade . Having you serving has our city Mayor has been Such A Great Place to Live
A Mayor’s Job Is Not Easy and It’s A commitment to our city. Like many others know that no one worked harder than you.
I wish you well Mayor Kim Driscoll in whichever you’re on to your next chapter and I can’t say I’m surprised that’s just who you are!! When you decide want to pursue something you go for it and you never give up!!!
I hope you and wish you all the best, I will praying for Haley/Driscoll Health and Safety daily as well and for the active in our leadership community . We all need strong leadership like yourself .!! Next stop White House lol .
Mayor Driscoll has spent his lifetime giving back to the city and community of the many capacities. Her Four last two year’s as our mayor were not easy but it truly showed just how much she can do in the dire time’s. As world Salem Massachusetts and as well our city in went through A shutdown pandemic lasting for over.

That didn't stop her she didn't mind her hands dirty working late hours , tired both her and our school superintendent were in constant communication about everything needed for all the teacher's ,staff and families as well as our whole community needed to get through this difficult pandemic together along people of City Council member's as well as the School Committee . Always and at all time diplomatic efforts and self effacing personality kept the We, as a city, and as Salem residents and community we all should be proud of our all the work that has been done and accomplished.

We take a moment to reflect thank you for your forever gratitude for the wonderful service that you put forth day in and day out think of the days and hours any mayor puts in on behalf of the office.

Driscoll and her team .

For me, I am so proud to call her my mayor and I was so honored to volunteer , vote for her Mayor Kim Driscoll and like so many other's who I'm sure there are main Salem Massachusetts who feel the same.

Mayor Kim Driscoll has put in for the betterment of each and every resident, visitor and others who come to Salem Massachusetts .

Her mark on the city is never ending and his and we all know The next mayor has very big shoes to fill legacy should be acknowledged and celebrated. We will miss you!! Next is The White House

Thank You Mayor Kim Driscoll

Member's of the School Committee

Happy Holiday's

Have A Wonderful and Enjoyable Holiday With Your Family's See You In 2023

Massachusetts Association of School Committees - Award Presentation

Mr. Glenn Kutcher, 11 Harrington Road, Cambridge, MA, from the Massachusetts Association of School Committees, notes Salem School Committee had nominated this year's outstanding School Committee member from the Northeast Division of Massachusetts. He notes he is delighted to present this award to someone who has distinguished himself in the community and at the School Board working for children's and families. Nominated and approved by our boards - award is presented to Mr. Manny Cruz.

Mr. Kutcher also notes the School Committee members appreciate Mayor Driscoll's support through the years.

Superintendent's Report

Superintendent Dr. Zrike notes the first agenda item, Project 351, will have to be postponed. Unfortunately the student to be recognized was unable to attend so we will reschedule to come back with Mr. Malloon.

Advocacy for Period Products in Schools

Ms. Cat Marcoux and Ms. Jade Bachmann began the presentation. Presented by students Alexa Baez and Alice Camilo Linares. Dariely Moronta Espinal unable to attend. During the 2021/2022 school year these students had asked Ms. Macoux for her support for their topic regarding their fifth grade opinion projects. The students speak upon presenting this project to their school nurse Ms. Jade. Ms. Bachmann was so impressed and asked the students if they would feel comfortable presenting their project to the fourth and fifth graders during the puberty talk. In the meantime, they brainstormed ideas of how to solve this problem ourselves. Dispensers were installed in all Salem schools this past September. Students have also been invited to take their advocacy to the State level as well.

Ms. Bachmann also notes that if this bill passes and is signed into law, the students will be invited to the State House to witness the signing and they are also being considered to speak at conferences within the state about the issue. This goes to show how Salem Public Schools fosters students' voices.

Student Representative Report

Student Representative Natalia Feliz notes last Thursday there was an advisory board meeting at Salem High School along with Principal Burns and Superintendent Dr. Zrike. Ms. Feliz notes they discussed how to take this program to the next level and how to showcase what Salem High School has to offer. They all agreed to reach out to our audience and to get to know them better and see what they actually would want to do. The plan as of now is to meet with Mr. Morocco plans to present a slideshow at Collins Middle School as well as Saltonstall School on January 23, 2023. Shadowing a high school student and attending their CTE classes is also an idea they will be coordinated with each student.

Middle School Learning Pilot

Presented by Ms. Chelsea Banks along with eighth grade students. Ms. Banks begins the presentation noting we could be reimagining what the middle school experience can be like for our students. The pilot was launched to identify solutions for students who are struggling to find meaning, relevance and success at school. This pilot seeks to create new opportunities for student connection, empowerment, and growth; to identify high-impact interventions; and to demonstrate that significant leaps in practice are possible and sustainable.

The Student Impact Framework consists of connected learning, empowered learning, and unbounded learning. Students speak on their favorite part of the pilot. They feel their voices are being heard. The studio is a time outside of the classroom to express themselves through learning and use teamwork to complete challenges. Partnerships where students have excelled when working across age groups, presenting to college students at SSU and their third-grade buddies at Carlton.

Student takeaways advantages are learning and growth as well as meeting student needs. The disadvantages are the adjustment period and location and space. Growth likely reflects both new learning from personalization and data-informed instructions and improvement in students' focus and care on the assessment itself. Every week, whether it's trying out a design studio or some cross-generational learning, we're asking students what they thought of the learning. They take this data and see if they need to try something new to improve on a student's learning experiences. Students are showing growth in the areas of connection and relevance. In other areas the overall baseline is low, but we are seeing informal progress based on new interventions. The work we're engaged in is critical and long-term.

Old Business

none

New Business

none

Finance & Operations Report

- a. Update on Draft Budget Calendar for the FY24 Budget Development
- b. Update on quarterly budget transfers

Ms. Elizabeth Pauley notes we are currently continuing to track the spending and keeping an eye on the lines that we need to attend to. There have been 17 budget transfers since August 2022 and the School Committee has approved 4 of them if greater than \$15,000.

Subcommittee Reports

- a. No substantial changes
 - Policy 1501 - School Committee Meetings
 - Policy 1503 - Community Involvement in Decision Making
- b. Policies for first reading:
 - Policy 5101 - School Age and Attendance
 - Policy 1502 - Advisory Committee to the School Committee

Motion made by Ms. Cornell. Seconded by Mr. Cruz.

Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes

Mayor Driscoll Yes
Motion carries 6-0

Sub Committee Updates

Ms. Cornell gives an update on the most recent meeting to discuss the proposed JROTC Marksmanship range. There will be a calendar invite sent to tour the space sent to all School Committee members.

Ms. Pangallo notes the Curriculum Sub Committee meeting met and discussed the libraries as well as the accelerated math program at middle school level. The need for modernization is budgetary issues. With the math program, this is a program to meet district and school goals.

School Committee Concerns and Resolutions

Mr. Cruz takes this opportunity to acknowledge Ms. Dunn from Peabody who had nominated Mr. Cruz. This has been a tremendous honor and he does plan on finishing his term as a member on the committee. Mr. Cruz notes Mayor Driscoll taps into the gifts and strengths that each School Committee member brings forth. Mr. Cruz notes there is a tradition where the Vice Chair organizes gifts for the retiring member which he presents to Mayor Driscoll.

Adjournment

Mayor Driscoll entertains a motion to adjourn. Mr. Fleming motions. Ms. Manning seconded. Motion carries 6-0. Meeting adjourned at 8:38pm.

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

Respectfully submitted by,
Krista Perry

Executive Administrative Assistant to School Committee and Superintendent

Field Trip Request Form - Salem Public Schools

Last Updated June 7, 2017

Directions: All teachers and others seeking to take students on a field trip must obtain permission from the school principal. The school nurse must also review and sign off on each field trip. For local trips, please complete this form at least two weeks prior to the date of the proposed field trip. All overnight and/or out-of-state field trips require School Committee approval and must be submitted at least one month prior to the field trip.

I. General Information

Name of School	Salem High School	Date of Request	Date of Field Trip	
Coordinator	Amy Selvaggio & Jeffrey Snyder	12/8/22	1/26 - 1/29 2023	
Coordinator Contact Info	Phone: 978-771-3586 Email: aselvaggio@salem.k12.or	Total Number of Students	Departure Time	Return Time
Grade Level(s)	9-12	24	10:30 am 1/26	2:30 pm 1/29
Destination <small>Please identify that place AND the specific location and address for the trip.</small>	Harvard Model UN Conference Sheraton Boston Hotel 39 Dalton St Boston, MA 02199	Location and Duration		
		<input type="checkbox"/> Local trip within Salem/North Shore <input checked="" type="checkbox"/> In-state - within MA <input type="checkbox"/> Out of state - travel to another state <input type="checkbox"/> Within the normal school day <input type="checkbox"/> Beyond normal school hours <input checked="" type="checkbox"/> Overnight trip		

II. Learning and Accessibility

Instructional Alignment	Accessibility and Inclusion for All Students
<input checked="" type="checkbox"/> Alignment: The trip is aligned to standards <input checked="" type="checkbox"/> Preparation Plan: Students will be prepared for trip <input checked="" type="checkbox"/> Post-Trip Plan: Students will synthesize learning Comments:	<input checked="" type="checkbox"/> I understand district policy that all students have access to field trips <input checked="" type="checkbox"/> I will ensure that all students (e.g., students with disabilities, English language learners, etc.) have the appropriate supports they need for trip Comments:

III. School Nurse Review and Approval (School Nurse Signature Required)

Has the school nurse been notified of this field trip?	Has the roster of students been shared and any medical concerns reviewed?	Will an on-site nurse be needed for this field trip?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
School Nurse Signature: <i>Riekins RN</i>		Date: 12/15/22

IV. Food Services

Has the school's cafeteria manager been notified of this field trip?	Will the students be eating lunch at the school on the date(s) of the trip?	Are you requesting any bag lunches or other food for this trip?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No How many? _____
Comments:		

V. Transportation (Please fax all SPS bus transportation requests to 978-825-5542)

What is the means of transportation you will need for this trip?	<input type="checkbox"/> SPS Bus (local destinations only) <input checked="" type="checkbox"/> Private vendor (you arrange on own) <input type="checkbox"/> Specialized transportation needed	<input type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input type="checkbox"/> Other: _____
If SPS Bus needed, please specify the following information:	Pick Up Time: 10:30 am 1/26/23 Pick Up Location: SHS	Return Time: 2:30 pm 1/29/23 Return Location: SHS

VI. Parent Involvement & Background Checks (Call 978-740-1115 with questions)

Will any parents or volunteers be participating in this trip?	Will any have "direct and unmonitored contact" with students?	CORI required for ALL parents & volunteers (please submit forms 1-2 weeks ahead). Fingerprints required for those who will have direct & unmonitored contact with students
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

VII. Principal Review and Approval (Required for ALL Field Trips)

School Principal Signature:	Date: 12-22 12-17-22
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MEMORANDUM

To: Dr. Stephen Zrike, Superintendent of Schools

From: Mr. Glenn Burns, Salem High School Principal

Date: December 8, 2022

Re: Harvard Model United Nations, 2023 Conference

This is to recommend the Salem High School Harvard Model United Nations Delegation be given permission to participate in the four-day conference in Boston, MA. This trip will take place from Thursday January 26 to Sunday January 29, 2023. Advisors/Chaperones, Amy Selvaggio and Jeffrey Snyder are both Salem High School teachers.

The delegation will stay at the Sheraton Boston Hotel. Cost of the trip is \$422.30 per student. They will travel by LBK transportation and the driver will have a CORI. A list of students attending and most recent itinerary are enclosed. The students have planned and carried out fundraisers to defray the cost, they were awarded an SEF grant, and six students received scholarships to attend from Harvard.

This needs to be brought before the School Committee for approval so that additional planning can be completed. Thank you for your attention to this matter.

Please call me if you have any questions or concerns.

A handwritten signature in black ink, appearing to be 'G. Burns', with a long horizontal line extending to the right.

**Salem High School
Harvard Model United Nations
Memo**

To: Mr. Glenn Burns, Principal, Salem High School; Dr. Stephen Zrike, Superintendent, Salem Public Schools; Members of the Salem School Committee

From: Amy Selvaggio and Jeffrey Snyder, co-advisors of Harvard Model Government at Salem High School

Date: December 8, 2022

Topic: Attending the Harvard Model United Nations Conference at the Boston Sheraton Hotel, January 26- January 29, 2023

Participating in Harvard Model Government simulations has been a time-honored tradition at Salem High School for over three decades. We are looking forward to continuing this legacy at the 2023 Harvard Model United Nations Conference where our team of 24 exceptional scholars will have a front row seat to Harvard's world class program.

Harvard Model United Nations is an exciting opportunity for young leaders to debate the most pressing issues of the day and to draft innovative, creative solutions. At HMUN, delegates gain insight into the workings of the United Nations and the dynamics of international relations by assuming the roles of world leaders and international decision makers. Delegates dialogue on a range of complex issues, including international peace and security, and economic and social progress.

In 1927, Harvard held its first annual model League of Nations, followed by the first model United Nations conference in 1953. Run by a staff of Harvard undergraduates and overseen by prestigious faculty members, HMUN is one of the premiere UN simulations, attracting high school students from across the U.S. This year, Harvard is expecting roughly 4,000 students and advisors from across the world, making it a true living lesson in diplomacy both in and out of committee.

Students are expected to maximize their experience at HMUN by thoroughly researching their assigned country, committee, and topic. Leading up to the conference, students will be expected to meet with faculty advisors, Selvaggio and Snyder, to research roles on various committees including the Futuristic Security Council, World Health Organization (WHO), Anti-Saloon League, 1910; Community of Caribbean and Latin American States; Commission on the Status of Women; and UN High Commissioner for Human Rights, and the African Union, just to name a few. Additionally, within their committees, students will be expected to become experts on a range of specialized topics such as the refugee crisis and immigration policies in various member nations, the loss of minority language, the causes and consequences of imposing martial law during the pandemic, etc.

After an initial research period, students are expected to write position papers as a final preparation for the conference where they put their research and debate skills to the test in a four day simulation of the United Nations. Additionally, they must confront the unique challenges of representing Egypt at the 2023 conference, adding a layer of complexity to the research, and debate processes.

This year, Harvard is marking the 70th Anniversary of the HMUN Conference which will take place Thursday January 26 through Sunday January 29, 2023. Students have been busy fundraising to help cover the cost of the trip (\$99.00 Harvard Delegate Fee, \$323.30 for the hotel, plus spending money for food). We have sold 175 boxes of fudge, organized our annual Ugly Sweater Competition, have

been awarded a full grant by the Salem Education Foundation, and more. Additionally, six of our students were awarded partial scholarships by Harvard.

As the co-advisors of Harvard Model United Nations, we ask that the students be allowed to attend the HMUN conference. Participation in HMUN will help instill an appreciation for and understanding of international diplomacy and the need for democratic processes throughout the world. In the current political climate, it is more important than ever to foster new generations to break the cycle of party politics and single nation interests. Research and debate on current world crises allows students to engage with a more global perspective and encourages leadership skills in their immediate communities.

Thank you for your time and consideration,

Amy K. Selvaggio & Jeffrey P. Snyder
Advisors, Harvard Model UN
Salem High School, Salem MA

HMUN Roster 2022-2023

Last Name	First Name	ID	Grade
Baldwin	David	202923	10
Catbagan	Clarice	98056	9
Coleman	Alexia	98195	9
Cunha	Isabella	95540	12
Diaz	Mariangela	96314	10
Duell	Lucely	97398	10
Fritz	Jake	95551	12
Fritz	Sophie	97282	10
Granniss	Allie	95687	12
Harrington	Neely	94908	12
Heppner	Kate	97434	10
Mercier	Molly	94069	12
Michaud	Kylie	95744	12
Navins	Lily	98154	9
New	Whitney	202133	10
Rebello	Julia	203704	12
Rieder	Tilda	96526	11
Rowley	BB	97443	10
Ryan	Gavin	98129	9
Salas	Fiona	95758	12
Saldivar	Thais	99428	10
Silva	Mia	98249	9
Stewart	Christa	99410	12
Timolien	Kathleen	200204	12

HMUN 2023

Tentative Schedule

Thursday January 26, 2023

- 10:00-10:30 am Depart SHS for Sheraton Boston
- 2:00-3:30 pm HMUN Academy (Delegate Training)
- 3:45-4:15 pm Mandatory Faculty Advisor and Head Delegate Welcome
- 5:30-6:30 pm Opening Ceremonies and Keynote Address
- Dinner Break
- 7:30- 11:15 pm Committee Session I
- 8:30-9:00 pm Faculty Advisor Meet-and-Greet with Secretariat
- 12:30 am Curfew

Friday January 27, 2023

- 9:30-10:30 am College Admissions Panel
- 11:00 am- 12:30 pm College @ Summer Opportunities Fair
- 1:00-2:00 pm Head Delegate Feedback Session
- 2:00-2:30 pm Delegate Writing Session I
- 2:30-6:00 pm Committee Session II
- Dinner Break
- 7:00-7:30 pm Delegate Writing Session II
- 7:30-11:15 pm Committee Session III
- 8:30-9:30 pm Faculty Advisor Feedback Session
- 12:30 am Curfew

Saturday January 28, 2023

- 9:00 am-12:30 pm Committee Session IV
- Lunch Break
- 1:30-2:00 pm Delegate Writing Session III
- 2:00-6:15 pm Committee Session V
- 4:00-5:00 pm Faculty Advisor Feedback Session
- Dinner Break
- 7:45-9:15 pm Cultural Extravaganza
- 9:15pm-12:00 am Movie Night
- 9:45pm-12:30 am Delegate Dance
- 1:00 am Curfew

Sunday January 29, 2023

- 9:00-11:30 am Committee Session VI
- 12:15 - 1:30 pm Closing Ceremonies
- 2:00-2:30 pm Departure from Sheraton Boston to SHS



WHAT IS PROJECT 351?

At Project 351, we believe that every young person is remarkable and that within them, lies the tools, vision, and desire to build a more just, inclusive and united global community.

Project 351 is a nonprofit organization that develops a new generation of community-first service leaders through the yearlong engagement of an eighth grade Ambassador from each of the 351 cities and towns in Massachusetts. Youth are selected by hometown educators for an exemplary ethic of service and the values of kindness, compassion, humility, and gratitude. Project 351 encourages the recognition of an unsung hero and quiet leader, and seeks to build a community rich in diversity and lived experiences.

Since our founding in 2011, Project 351 has engaged 4,492 eighth grade Ambassadors as change agents in their communities. United as 350NE, they've impacted more than 1.1 million neighbors through transformational service.

With essential support of hometown educators and guided by Project 351, this rising generation builds the skills required to lead positive change, deepen awareness of critical issues, and foster community values. With new-found confidence, Ambassadors mobilize schools and hometowns in service to partners including Cradles to Crayons, Wonderfund, and Massachusetts Military Heroes Fund. Through these service platforms, Ambassadors cultivate kindness and empathy, foster civic engagement, unite schools in common values and a shared mission, and progress positive social change.

Over a year's term, Ambassadors -- and the thousands of classmates they engage -- demonstrate the power and potential of young people in service. During a time of increased division and polarization, their activism and devotion to a cause greater than self builds a more united, engaged, and compassionate world.



A YEAR OF LEADERSHIP & SERVICE

We warmly welcome you to a life-changing year as Ambassador! Over 12-months of inspirational and enriching service and leadership development, Ambassadors gain the courage, compassion, and capabilities to lead positive change. United as the Class of 2023, Ambassadors will support thousands of friends and neighbors affected by the causes and consequences of poverty. Through their example, Ambassadors build hope, elevate gratitude, and scale kindness as a force for positive change.

November & December 2022 **Orientation for the Class of 2023**

Our weekly communication begins via email, as we extend an inspirational warm welcome! You're invited to two information calls for Ambassadors and family members, to learn more about Project 351, Launch Day, and the year of leadership ahead!

2023

Saturday, January 14

13th Annual Launch & Service Day, Boston

in honor of Dr. Martin Luther King Jr. & Coretta Scott King and in Celebration of the Class of 2023

A celebratory day of inspiration and impact as Ambassadors unite to honor the legacy of the Kings and kick-off their year of service!

January - February

Service Leadership Academy

Ambassadors unite virtually for our online learning forum featuring weekly leadership development, community building, and inspirational special guests!

April

Spring Service in Support of Cradles to Crayons

Ambassador-led service at their school and/or in their hometown. Spring Service supports children who are homeless or facing extreme economic challenges. The first of four statewide campaigns guided by Project 351's leadership development and mentorship model.

May

Hope & Gratitude Walk

Walk/run/bike for 351 miles in your hometown with friends and family. United, we raise funds in support of nonprofits selected by the Ambassador Class of 2022.

June

Leadership Reunion

Celebratory gathering of Ambassadors and Alumni for leadership workshops, inspirational speakers, and service impact at Gillette Stadium!



617-387-7100



www.project351.org



info@project351.org



A YEAR OF LEADERSHIP & SERVICE

September

9.11 Tribute Service in support of the Massachusetts Military Heroes Fund

To honor and remember the lives lost in 2001 and Fallen Heroes since 2001, we promote peace and unity through youth-led service.

October

Fall Service Leadership Academy

We reunite virtually to learn and lead in preparation for Fall Service.

December

Fall Service : The Ambassadors' Campaign to End Hunger

The Class of 2023 mobilizes schools and communities in service to support hometown food pantries and the families they nourish. At the close of the year, Ambassadors are invited to continue to serve and develop their leadership skills as Members of the Project 351 Alumni Organization.

December

Join the Project 351 Alumni Organization!

At the close of the year, Ambassadors are invited to continue to serve and develop their leadership skills as Alumni!

PLEASE NOTE:

Due to capacity limitations, **Launch Day (January)** and **Leadership Reunion (June)** are for Ambassadors only. Highlights and inspiration will be featured on social media and summarized for families and educators.

There is no cost for either event. Transportation, meals, and Project 351 tees will be provided for both.



617-387-7100



www.project351.org



info@project351.org

EDUCATOR FREQUENTLY ASKED QUESTIONS

1. What is Project 351?

Project 351 is a youth-led movement for positive change that unites an eighth grade Ambassador from each of Massachusetts' 351 cities and towns for a transformative year of leadership development, enrichment, and impact. Through unique service opportunities, Ambassadors gain valuable skills, create positive change in communities, build a statewide network of values-aligned peers, and unite the Commonwealth in common purpose.

The Ambassador year is a gateway to a lifetime of purpose and passion through service. At year's end, Ambassadors are invited to continue their leadership development and community impact as members of the Alumni Organization or by application to the Alumni Leadership Council. Throughout high school and beyond, Alumni inspire with their courage, passion, skill, and commitment to the values and vision of Project 351 and a lifetime of transformative leadership.

We are an independent 501(c)3 registered nonprofit and the only model of our kind in the nation. Project 351 does not receive state or federal funds, and relies on the financial investment of individuals, philanthropic organizations, and corporate leaders to sustain our mission and movement.

2. What is an Ambassador?

An Ambassador is an eighth grade student selected by hometown educators for a year of transformative leadership opportunities. Youth are selected for an exemplary ethic of service and the values of kindness, compassion, humility, and gratitude. Ambassadors are eager to serve, lead, and learn; and reflect this remarkable generation's passion to make a difference.

Ambassadors are chosen by educator selection rather than student application to ensure the recognition of unsung heroes and quiet leaders. Each Fall, hometown educators engage a locally-designed process based on Project 351's values, criteria, and program expectations. We're grateful for the wisdom of educators in selecting the eighth grader who best reflects the hopes and aspirations of their school and community.

Project 351 values and celebrates the rich diversity of our Commonwealth. We welcome Ambassadors from all races, ethnicities, religions, genders, gender expressions, national origins (ancestry), abilities, and sexual orientations.

3. What is the duration of the Ambassador term?

Ambassadors are invited to serve for 12-months. Their term kicks-off in January and concludes in December -- spanning the second half of eighth grade and the first half of ninth grade. Their year of inspiration and impact includes leadership development and service learning, statewide service campaigns, Launch (January), and Leadership Reunion (June). Each opportunity strengthened by friendships made with Ambassadors from across the state. Please see #5 for greater detail.



EDUCATOR FREQUENTLY ASKED QUESTIONS

4. Is there a cost to participate in Project 351?

There is **no cost** associated with Project 351 for the Ambassador, family, or school district.

Project 351 is devoted to ensuring full access to participation for every Ambassador and provides the resources, enrichment, and mentorship to guide success.

Two special highlights of the Ambassador year unite our statewide community -- Launch & Service Day on Saturday, January 14, 2023 and June Leadership Reunion at Gillette Stadium. Transportation, meals, and an official Ambassador-tee are provided for both.

The Project 351 team would be grateful to learn of any barriers to participation (e.g. internet access, transportation), so we can provide guidance and assistance.

5. What are the benefits of the Ambassador year?

Leadership, confidence, friendships, and increased awareness and motivation as role model, change agent, kind neighbor, and engaged classmate. And, the pride gained through successful service campaigns that build skills, amplify their ideas and aspirations, and positively impact children and families in need of our care.

The Class of 2023 joins a powerful movement for positive change. Since 2011, 4,492 eighth graders have positively impacted more than 1.1 million neighbors through service! Like the Ambassadors before them, Ambassadors will develop the courage, compassion, and capabilities to lead. Enrichment is gained through Alumni mentorship, the (virtual) Service Leadership Academy, and unique learning experiences with inspirational Service Heroes, non-profit and civic leaders, and near-peer role models.

The Ambassador Journey begins with an inspirational Launch Day in Boston, which unites eighth graders from every corner of the state for a day of service and celebration. Over twelve months, Ambassadors learn from their peer's diverse perspectives and ideas; deepen their knowledge of critical issues; and lead service that creates transformative impact for tens of thousands of neighbors across the Commonwealth.

Ambassadors build skills critical to classroom and community success including communication, project management, leadership of diverse teams, collaboration, impact evaluation, and the values of gratitude, inclusion, and generosity. Youth embrace service to cause greater than self as a defining characteristic of their college and career choices.

In our 13th year, we take great pride in the mission-driven professions pursued by Project 351 Alumni. They're founders of nonprofit organizations and social entrepreneurs; educators and environmentalists; First Responders and enlisted military; social justice activists and members of Americorps; and civic leaders and elected officials. Alumni continue to steward our mission as members of the Alumni Organization, Alumni Leadership Council, and as two members of Project 351's Advisory Board.



EDUCATOR FREQUENTLY ASKED QUESTIONS

6. What are the expectations of an Ambassador?

Ambassadors are selected by their educators because of their demonstrated kindness and potential to lead. Ambassadors reflect the pride of their family, school, and community and bring their best self to Project 351.

As a member of the Class of 2023, Ambassadors serve, learn, and lead with a diverse community of peers in service projects and leadership development opportunities. Our most successful Ambassadors have an open heart and mind, respect for others, passion to make a difference, and actively demonstrate Project 351's core values of kindness, compassion, humility, and gratitude.

Project 351's mission and service impact is powered by the active engagement of our Ambassadors. Our hope is that each Ambassador will participate in the 12-month "Leadership Journey" (January–December 2023). **Please note that participation in Launch & Service Day on Saturday, January 14, 2023 is required for the Ambassador.**

Highlights of the 12-month leadership program includes:

- **Launch and Service Day** in honor of Dr. Martin Luther King Jr. and Coretta Scott King and in celebration of the Class of 2023; January 14, 2023; Boston.
- **Service Leadership Academy (SLA)**, a virtual learning and leadership development forum in support of four statewide service campaigns.
- **Leadership Reunion** (June 2023), a celebratory gathering at Gillette Stadium with Ambassadors and Alumni for leadership training, service, and community building.
- Four **statewide service campaigns**, featuring our proven model of youth-led impact:
 1. Spring Service (April 2023)
 2. Hope & Gratitude Walk (May 2023)
 3. 9.11 Tribute Service (September 2023)
 4. Fall Service (November/December 2023)

Ambassadors have the option to participate in smaller-scale service and leadership opportunities throughout the year.

Each statewide service campaign features comprehensive training and mentorship to support the Ambassadors' leadership of high impact service projects in their hometowns. The Class of 2023 will unite in support of children facing economic challenge and homelessness (Spring, to benefit Cradles to Crayons); innovative nonprofit organizations selected by Ambassadors (Hope & Gratitude Walk); honor our military and veterans (9.11 Tribute Service, in support of the Mass Military Heroes Fund); and our state's sustained hunger crisis (Fall, to benefit hometown food pantries).

At the conclusion of their Ambassador year, youth are invited to continue their leadership development as a member of Project 351's Alumni community.

EDUCATOR FREQUENTLY ASKED QUESTIONS

7. How can participation in Project 351 support the Ambassador's school community?

Project 351 recognizes that schools are hubs of community – inclusive, engaged, and responsive to the needs of friends and neighbors. We are greatly appreciative of the opportunity to partner with these vibrant communities, and aspire to contribute meaningfully and in alignment with educators' goals.

Like educators, we believe in the unlimited potential of every child. We are eager to support school districts' priorities of Social and Emotional Learning, civic engagement, and united and inclusive communities. As such, a central strategy is the Ambassador's efforts to engage their school community and classmates in values-based service and acts of kindness, empathy, and inclusion. Former Governor Deval Patrick refers to Ambassadors as a **"spark for service"**, who will ignite their generation's embrace of the opportunity to lead and obligation to serve.

During the year, educators can leverage Project 351's service campaigns as platforms to engage the broader school and community, promote character education, build awareness of critical issues and societal need, scale inspirational impact, and foster schoolwide unity and pride.

8. How can educators best support their Ambassador's leadership development and service success?

Educators' stewardship of their Ambassadors' service year is critical to the success and scale of our mission. In fact, an engaged educator mentor is the leading indicator for Ambassador success.

Project 351 is deeply grateful to a statewide community of educators for their selection of their community's Ambassador and their leadership of Project 351's three service campaigns and Hope & Gratitude Walk. We're honored that schools have embraced Project 351 as a platform for strengthening Social and Emotional Learning, school-based service, character education, and diverse and inclusive communities. And, we are indebted to educators for their investment of time, expertise, and resources to support Ambassador success.

We encourage – and greatly value – the engagement of a dedicated educator to serve as mentor and guide throughout the year. Project 351 provides resources and a peer network (Project 351's Educators Advisory Group) for best practices, advice, and encouragement – and to ensure coordinated support of the Ambassador's leadership development.

The Project 351 team is comprised of active listeners, respectful collaborators, and devoted partners. We encourage educator feedback so that we can ensure an Ambassador Journey of excellence.



EDUCATOR FREQUENTLY ASKED QUESTIONS

9. What are the role & responsibilities of an Educator Mentor?

Over the past twelve years, the success of Ambassadors has included one common factor – the engaged support of an educator. This mentor offers encouragement, serves as a sounding board, and helps identify opportunities for local support and engagement. While Ambassadors are not required to have an educator mentor, we know that opportunities for youth service are more readily embraced and successful when guided by a supportive adult.

Further, Project 351 seeks to be a resource to educators in their goals for civic engagement, service learning, and learning environments that are values-rich and inclusive. Our program model is intentionally expansive, empowering Ambassadors to broadly engage their classmates and communities in shared values and a common mission.

Based on the positive feedback of Alumni and educators, Project 351 strongly recommends this support role.

Educator Mentors will be supported by training and resources, best practices, and engagement with a statewide community of service-minded educators.

The roles, responsibilities, and benefits of an Educator Mentor include:

- Serve as a source of encouragement, wisdom and perspective during the Ambassador's 12-month term (January through December).
- Support and help facilitate Project 351's Spring and Fall Service projects, and the Hope & Gratitude Walk. (9.11 Tribute Service is executed during the summer.) Mentors are provided with resources, training materials, and conference calls to guide Ambassador service development and execution.
- Cultivate the Ambassador's values of kindness, compassion, humility, and gratitude.
- Encourage and support Ambassador's efforts to engage their peers and school community in Project 351's signature service.
- Ideally and if applicable, maximize Project 351 service learning and leadership platforms to drive school and/or district outcomes.
- Engage with and learn from the network of service-minded educators from across the state.
- PLEASE NOTE: The Educator Mentor provides hometown support. There is no expectation for travel or participation at Launch Day or Reunion.

Interested educators are invited to engage as Ambassador Mentor by confirmation through a designated section of the online Selection form. The Project 351 team will follow-up!

Thank you for your consideration of support. We're indebted to an extraordinary community of educators who make our mission and more importantly, the Ambassador Journey, possible.

EDUCATOR FREQUENTLY ASKED QUESTIONS

10. When is the Class of 2023's Launch Day?

Launch Day – in honor of Dr. Martin Luther King Jr. and Coretta Scott King and in celebration of the Class of 2023 – is **Saturday, January 14, 2023** in Boston. Launch Day is made possible by our media partner, WBZ-TV; our generous community of individual and private sector support; and a vast community of dedicated educators, nonprofit and civic leaders, Project 351 Alumni, and volunteers. This year's Launch Day coincides with the history-making dedication of Boston's first memorial to the Kings -- The Embrace. Project 351 is honored to help amplify the celebration of the vision and values of the Kings.

Launch Day participation is required of each **Ambassador**. In November and December, we will provide a warm welcome and orientation, with detailed guidance on Launch logistics, programming, and transportation.

11. My student has been selected as 2023 Ambassador! What's next?

Congratulations and warmest welcome to your Ambassador! There are a few **important steps** to complete the Ambassador selection process:

- Schools must **confirm Ambassador participation and their parent/guardian approval** as Ambassador, including **required participation** in the January 14th Launch.
- Schools **submit the online selection form by November 16th**, with a parent/guardian dedicated contact.
- The **parent/guardian contact will receive an automated email** inviting the family to fill out the Ambassador's online registration form by Friday, December 16, 2022.
- Our warm welcome and orientation will begin the week of November 21st and will include:
 - **Week of November 21st:** Inspirational and informational email updates begin.
 - **November -- early January:** Informational calls for Ambassadors, families, and educators.
 - **December -- January:** Project 351 Alumni outreach for peer support and guidance.
 - **January 14, 2023:** Launch & Service Day celebration in honor of the Class of 2023 in Boston. Transportation and meals provided.



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Changes to the Bentley Academy Enrollment Protocol

January 9, 2023



Historical Context

- Three linguistic buckets
- Goal of 16 students per bucket to maintain equitable distribution for 50 students (two classes)
- Group A reserved for students who scored a 1 on the WIDA Screener K, and a 3-5 on the Pre-Las Español
- Lottery held in April, June, and August allowed late-comers to the district to enroll in Dual Language

Dual Language Enrollment Linguistic Groups

	Group A Spanish-Speakers	Group B Bilingual Spanish-English Speakers	Group C English-Speakers
Student Profile	Students in group A are Spanish-speaking English Learners . Students may be newcomers who are recent arrivals to the country or U.S. born students who have been immersed in a Spanish-speaking home and have <u>attend</u> a Spanish-speaking daycare or preK.	Students in Group B are a mix of bilingual Spanish-English English Learners and non-English Learners . Some students are intermediate ELs and some have taken the WIDA Screener and are determined to not be ELs.	Students in Group C are English speaking. These students have only put English on their home language survey and have no Spanish background or know very few words. There are no Spanish-speaking English Learners in Group C. *
Pre-Las <u>Español</u>	Level 3-5 Group A students are Spanish dominant and may range in their Spanish oral language scores from Level 3-5.	Levels 2-5 Group B students are at a range of proficiency levels in their Spanish.	Level 1 Group C students know very little or no Spanish.
WIDA Screener K	Level 1 Group A students are English Learners who are at an emerging level of English Proficiency.	Level 2-5 Group B students are at a range of proficiency levels in their English but know more than a Level 1 student.	N/A Group C students do not take the WIDA Model Screener K because they have not indicated any language other than English on the Home Language Survey.

**There are 2-3 spaces saved in Group C for 3rd language English Learners including Portuguese, Albanian, Arabic speaking students.*



Current Model: Limitations

- Historically few Kindergarten students enrolling in SPS score a 1 on the WIDA Screener K, meaning few enroll in group A
- In 2020 and 2021, we did not even have 16 eligible students in our pool for A
- This has led to under-enrollment of native Spanish language models

Year	Students Eligible (Scoring a 1 on WIDA Screener K)	Students Enrolled	Top reasons eligible students didn't enroll
2022	18	6	Siblings, students recommended for sub-separate programs due to IEPs
2021	11	4	Siblings, sub-separate placements
2020	9	8	Siblings



Proposed Changes

- Create two Language Learning groups:
 - One for Spanish dominant English Learners
 - One for English Speakers and speakers of non-Spanish Languages
- This allows us to enroll more Spanish language models by opening Group A to students at WIDA levels 1-3 who are Spanish dominant

Dual Language Enrollment Linguistic Groups

	Language Learning Group 1 Spanish-Speakers	Language Learning Group 2 English Speakers and speakers of non-Spanish Languages
Student Profile	Students in group A are Spanish-speaking English Learners . Students may be newcomers who are recent arrivals to the country or U.S. born students who have been immersed in a Spanish-speaking home and have attended a Spanish-speaking daycare or preK. Some are beginner or intermediate level English Learners .	Students in Group B are English speaking. These students have only put English on their home language survey and have no Spanish background or know very few words. There are no Spanish-speaking English Learners in Group B. *
Pre-Las Español	Level 2-5 Group A students are Spanish dominant and may range in their Spanish oral language scores from Level 2-5.	Level 1 Group B students know very little or no Spanish.
WIDA Screener K	Level 1 Group A students are English Learners who are at WIDA Levels 1-3 in their English Proficiency.	N/A Group B students do not take the WIDA Model Screener K because they have not indicated any language other than English on the Home Language Survey

There are 2-3 spaces saved in Language Learning Group 2 for 3rd language English Learners including Portuguese, Albanian, Arabic speaking students.



Proposed Changes

- Families interested in Dual Language will select Bentley as their first choice school in the Kindergarten Application form and submit it by no later than March 20th. (***Families are no longer required to check an “opt-in” box.***)
- Language Learning Groups will still be determined by information from the home language survey, the bilingual continuum, interviews with family members, and the WIDA Screener (given to those who identify a language other than English on the Home Language Survey).
- A lottery will be held for seats in either or both language groups **should there be more applicants than available seats.** A total of 50 seats (2 classrooms) are available. The lottery will be held on Friday, April 14, 2023.



Kindergarten Assignment Process

April 14, 2023

Kindergarten Lottery Process for the Dual Language Program at Bentley Innovation Academy School

Language Learning Group 1

25 total seats

If there are fewer than 25 applicants, all are assigned a seat.

If there are more than 25 applicants, a lottery is held and seats assigned accordingly.

Language Learning Group 2

25 total seats

If there are fewer than 25 applicants, all are assigned a seat.

If there are more than 25 applicants, a lottery is held and seats are assigned according to the district's assignment policy.



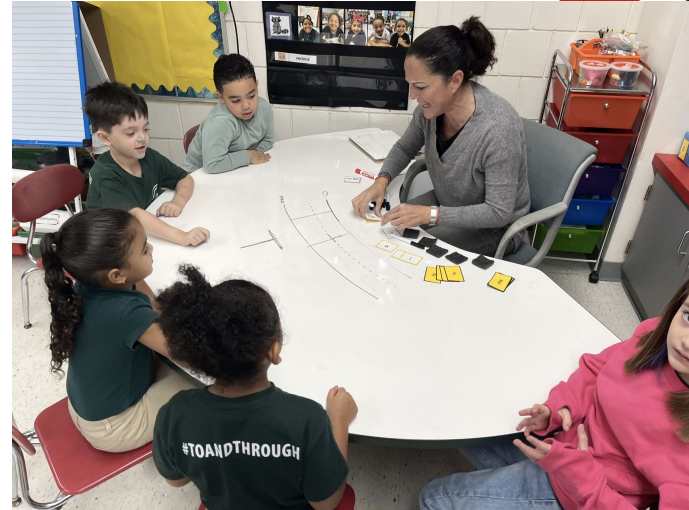
Proposed Changes

- **Seats for Language Learning Group 1 will be filled first.**
 - If there are more applicants than available seats, a waitlist list will be configured.
 - If there are available seats in this language group following the lottery, these seats will be filled with students who meet the criteria, enroll over the summer and choose to opt-into the Bentley Dual Language program.
- **On the same day, a lottery for available seats in Language Learning Group 2 will be conducted.**
 - These seats will be assigned according to the district's assignment policy taking into consideration those students already enrolled in Language Learning Group 1.
 - Should there be more applicants for these seats, PIC will configure and manage a waiting list. Applicants will be selected from the waitlist as space becomes available.
 - If there are open seats, space will be assigned based on the district's assignment policy.



Benefits

- **Increasing native models of Spanish to 50%:** Research shows that the most desirable linguistic ratio in Dual Language Programs is 50% English Speakers to 50% partner language speakers. (*Howard et al, Guiding Principles for Dual Language Education, pg. 18*)
- **Immediate results for families:** ALL families will know whether their children got into BAIS in April, rather than waiting for second and third lotteries.
- **Equity:** The district assignment policy has not previously been implemented in BAIS' lottery. Implementing it now ensures equity for families of all incomes.



Questions?





Salem Public Schools Bentley Academy

Kindergarten Dual Language Enrollment Protocol



Bentley Academy Innovation School's Dual Language enrollment will be available to all incoming kindergarten students who attend the Salem Public Schools. The Dual Language program works by ensuring that there is a linguistic balance between students that attend the program, with half of the students speaking Spanish as native language models and half speaking English/non-Spanish languages as native language models. For enrollment purposes, students in the Kindergarten Dual Language program are separated into the following two linguistic groups:

- **Language Learning Group 1:** Spanish speakers who are identified as early proficient English Learners and who are measured at WIDA levels 1-3 of English proficiency and are at levels 2 and above on the Pre-Las Español
- **Language Learning Group 2:** Native English speakers and speakers of non-Spanish languages

Families interested in enrolling in the dual language program should select the Bentley Academy Innovation School as their first choice school in the Kindergarten application form and submit it no later than March 20, 2023. Information will then be gathered from the home language survey (given to all students), the bilingual continuum, parent interviews, and the WIDA Screener (given to those who identify a language other than English on the Home Language Survey) to determine their language learning group.

A lottery will be held for seats in either or both language groups should there be more applicants than available seats. A total of 50 seats (2 classrooms) are available. The lottery will be held on Friday, April 14, 2023.

- **Seats for Language Learning Group 1 will be filled first.**
 - If there are more applicants than available seats, a waitlist list will be configured.
 - If there are available seats in this language group following the lottery, these seats will be filled with students who meet the criteria, enroll over the summer and choose to opt-into the Bentley DL program.
- **On the same day, a lottery for available seats in Language Learning Group 2 will be conducted.**
 - These seats will be assigned according to the district's assignment policy taking into consideration those students already enrolled in Language Learning Group 1.
 - Should there be more applicants for these seats, waiting lists for low income /non-low income will be configured. Applicants will be selected from the waitlist as space becomes available.
 - If there are open seats, space will be assigned based on the district's assignment policy.

Frequently Asked Questions:

Why is language considered a factor in the enrollment process?

Enrollment in the dual language program is determined based on the number of students needed to create and maintain robust programs in the school. Dual Language programs require a balance of English and Spanish speaking language models to maintain the integrity of the program.

Will students who speak a language other than English or Spanish be able to enroll in the dual language program?

Yes! Students who speak a language other than English or Spanish and are interested in enrolling in the dual language program will be considered English speakers for the purposes of the lottery groupings. ESL instruction will be provided for these students as part of the program.

How will the waitlist work?

Any student not selected during the lottery process will be placed on the waitlist. Separate waitlists shall be maintained for each language learning group, to ensure the linguistic balance of the dual language program. As space becomes available, families from the respective waitlists will be contacted in the order in which they were placed on the waitlist. Throughout kindergarten and first grade students from the language learning group 1 waitlist will be able to enroll, as space becomes available. Students from language learning group 2 will be able to enroll and be placed in the dual language program up through grade 5, as space becomes available.

Will students be allowed to enroll in the Dual Language program later if they are not in the program during Kindergarten?

In order to ensure that we set each student up for success, any student requesting enrollment in the dual language program in grades one to five will need proficiency in Spanish for academic success. Each new application will be considered on a case by case basis.

What happens if a student who is enrolled in the Dual Language program moves?

Enrolled students who move anywhere within the district will be able to remain in the program. If students leave the district of Salem, families can apply for school choice to remain in the Dual Language program.

How will families learn about the Dual Language program, the possible benefits and challenges for their child, or the enrollment process?

Ongoing information sessions will be offered throughout the process to engage with families who may have questions, need more information, or want to better understand the implications for their child/ family. If families are unable to attend the ongoing information sessions, they are encouraged to call Daylin Muñoz at Bentley Academy Innovation School at (978) 457-5578 for assistance.



SALEM PUBLIC SCHOOLS

Where belonging leads to opportunity.

**Stephen K. Zrike, Jr.,
Ed.D.**

Superintendent

29 Highland Ave. Salem, MA 01970
szrike@salemk12.org

January 9, 2023

RE: Appointment of the Director of Nursing and Health Services

Salem School Committee Members,

Last week, Dr. Charlene Moske-Weber completed her leadership role as the Director of Nursing and Health Services. We are grateful for her years of service and for the integral part she played in navigating SPS through the COVID-19 pandemic. We wish Dr. Moske-Weber the best in her future endeavors.

A search for a new director was conducted this fall in anticipation of Dr. Moske-Weber's departure. We facilitated a thorough interview process with a series of highly qualified candidates. Through the process, current Collins School nurse, Mrs. Jane Morrissey, emerged as the strongest candidate. **I am formally recommending Mrs. Morrissey for appointment to the position of Director of Nursing and Health Services and asking for School Committee approval.**

Mrs. Morrissey comes to this role with a wealth of experience and knowledge, not only in the field of school nursing, but in pediatric emergency nursing, community partnerships, and global health planning. She earned her BS from the College of the Holy Cross and a master's degree in school nurse education from Cambridge College. Prior to joining Salem Public Schools in 2014, Mrs. Morrissey worked as a pediatric nurse in the emergency department at Mass General for Children at North Shore Medical Center. She also has previous experience as a consultant for the Global Health Council, and as a program coordinator for Institute for Healthcare Improvement. Mrs. Morrissey is passionate about preventative health services, has demonstrated the ability to work collaboratively among her team, and maintains high standards for excellence in all that she accomplishes.

Sincerely,

Dr. Stephen Zrike
Superintendent



**JANE C.
MORRISSEY**



EDUCATION:

Cambridge College, Boston, MA *Master of Education, School Nurse Education* **College of the**

Holy Cross, Worcester, MA *Bachelor of Arts, Mathematics* **North Shore Community College,**

Danvers, MA *Associate of Science, Nursing* **LICENSES AND CERTIFICATIONS:**

Registered Nurse, Commonwealth of Massachusetts #RN283321 May 2024 School Nurse, Initial License, DESE November 2024 Basic Life Support (BLS) for Healthcare Provider; American Heart Association June 2022 Emergency Nurse Pediatric Course (ENPC), Emergency Nurses Association April 2019 Trauma Nursing Core Course (TNCC), Emergency Nurses Association September 2016

PROFESSIONAL HEALTH CARE EXPERIENCE:

Salem Public Schools, Salem, MA 2014 - Present *School Nurse, Collins Middle School 2016 - Present School Nurse, Nathaniel Bowditch School 2014 - 2016*

Provide specialized nursing care for 600+ pupils, including several with complex medical diagnoses, and school personnel in a 6-8 public school setting. Develop detailed individual health care plans for students with specific health care needs and coordinate care with team members from faculty, special education and the community. Conduct all state mandated vision, hearing, growth, and postural health screenings for entire student body and follow up on referrals. Maintain accurate health records for each student. Enforce district and state regulations regarding student immunization status. Mentor student nurses from three local universities. Train school personnel in first aid and emergency care. Serve on school Wellness Council, Safety Committee and Crisis Team.

MORRISSEY



Mass General for Children at North Shore Medical Center, Salem, MA 2008 – 2016 Staff Nurse, Pediatric Emergency Department

Assess, plan, implement and evaluate care for patients from birth to age 17 in fast-paced emergency setting with consideration of age, developmental, socioeconomic, psychological, physical, cultural and spiritual factors. Collaborate with patients, families, physicians and other health care professionals to ensure effective patient care. Perform procedures including peripheral IV placement, urinary catheterization and phlebotomy. Provide education to patients and families regarding medical diagnoses, nursing interventions and plans of care. Participate in staff development, process improvement, and regulatory compliance activities to improve overall performance in the department. Serve as charge nurse to supervise shift personnel and be accountable for team performance.

ADDITIONAL PROFESSIONAL EXPERIENCE:

Global Health Council, White River Junction, VT 1999-2006 Exhibits Coordinator and Conference Planning Consultant - freelance

Institute for Healthcare Improvement, Boston, MA 1998-2000 Conference Planning Consultant – freelance

Institute for Healthcare Improvement. Boston, MA 1994-1998 Program Coordinator, Quality Management Network

VOLUNTEER ACTIVITIES:

Mack Industrial School Corporation 1999-2021 Board Member