



School Committee Meeting Materials

Regular School Committee Meeting

February 12, 2018

7:00pm

*Ms. Mary Manning
Mr. James Fleming
Ms. Kristine Wilson*



*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.”

February 8, 2018

SPECIAL SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a public hearing, on the recommendation to dissolve the Nathaniel Bowditch K-8 School and relocate the Horace Mann Laboratory School to the 79 Wilson Street building in Fall 2018, during a special School Committee meeting on Monday, February 12, 2018 at 6:30p.m.

The meeting will be followed by a Committee of the Whole (COW) meeting for the purposes of discussing the proposed recommendation prior to the regular School Committee meeting and vote on the matter on February 26, 2018. The meetings will be held in the School Committee Chambers at Collins Middle School, 29 Highland Avenue, Salem, MA.

AGENDA

I. Call of Meeting to Order

II. Approval of the Agenda

III. Presentation

Superintendent’s Presentation – Response to Questions Raised During the February 5, 2018 School Committee Meeting

IV. PUBLIC HEARING ON THE RECOMMENDATION TO DISSOLVE THE NATHANIEL BOWDITCH K-8 SCHOOL AND RELOCATE THE HORACE MANN LABORATORY SCHOOL TO THE 79 WILSON STREET BUILDING IN FALL 2018

V. Questions and Comments From the Audience

VI. Finance Report

Approval of Warrants

February 8, 2018 in the amount of \$545,607.29
February 15, 2018 in the amount of \$476,550.01

VII. Committee of the Whole (COW) to Follow the Regular School Committee Meeting

Discussion on the Superintendent’s Recommendation to Dissolve the Nathaniel Bowditch K-8 School and Relocate the Horace Mann Laboratory School to the 79 Wilson Street Building in Fall 2018

Respectfully submitted by:

Angelica Alayon, Secretary to the
Salem School Committee

*Ms. Mary A. Manning
Mr. James M. Fleming
Ms. Kristine Wilson*



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

Mayor Kimberley Driscoll, Chair

February 8, 2018

Committee of the Whole School Committee Meeting

Notice is hereby given that the **Salem School Committee as a Whole** will hold a meeting on Monday, February 12, 2018 at 8:00 p.m. for the purpose of discussing the proposed recommendation prior to the regular School Committee meeting on February 26, 2018. The meeting will be held at the Collins Middle School, in the School Committee Chambers.

Revised Agenda

8:00 p.m. – Discuss the Proposed Recommendation prior to the Regular School Committee Meeting on 2/26/18

Respectfully submitted by:

Angelica Alayon, Secretary to the
Salem School Committee

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

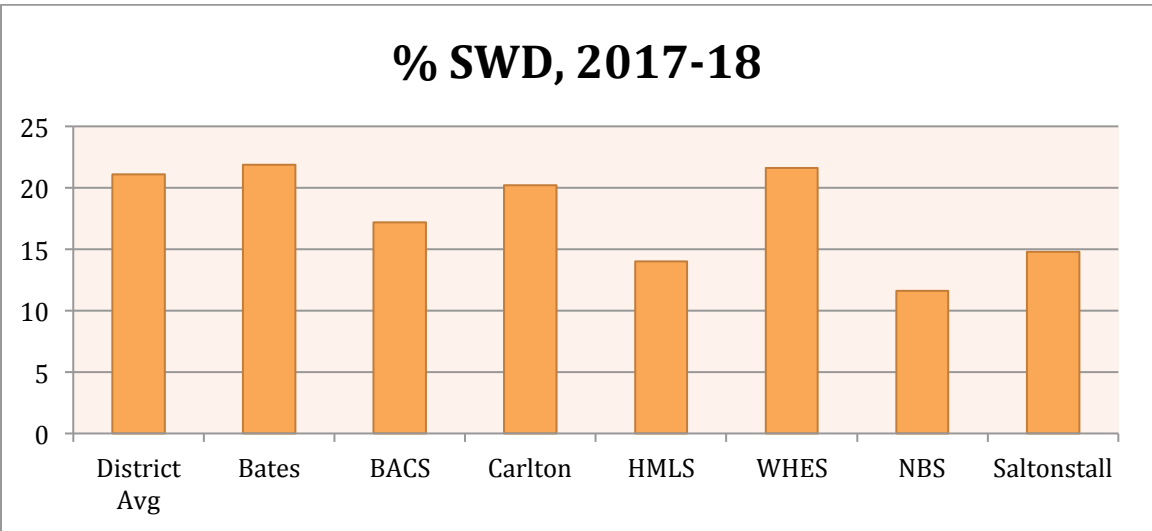
Data Packet for 2/12/18 School Committee Meeting and Public Hearing

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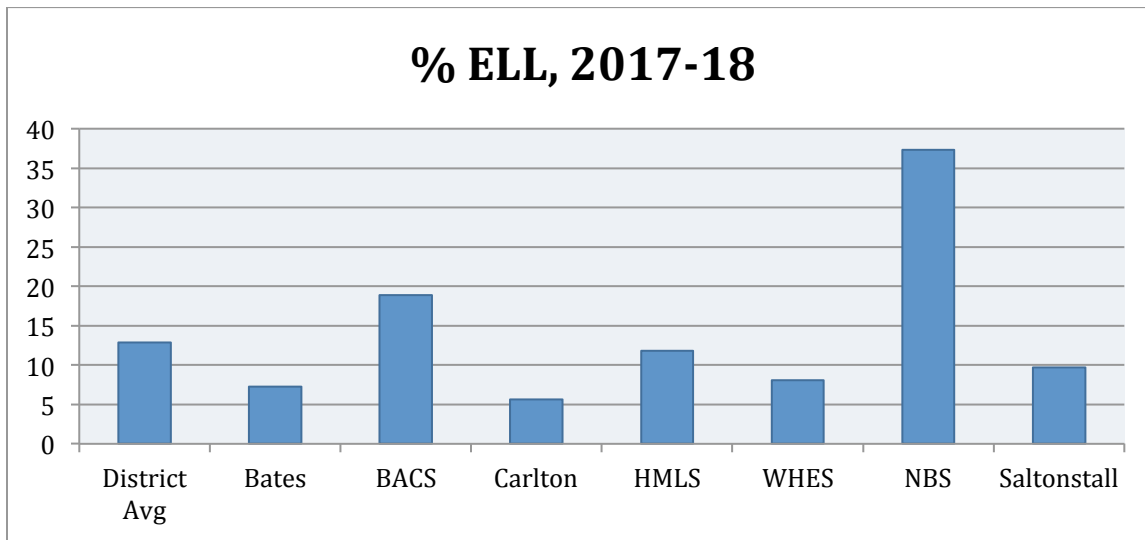
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SPS School Demographic Comparisons

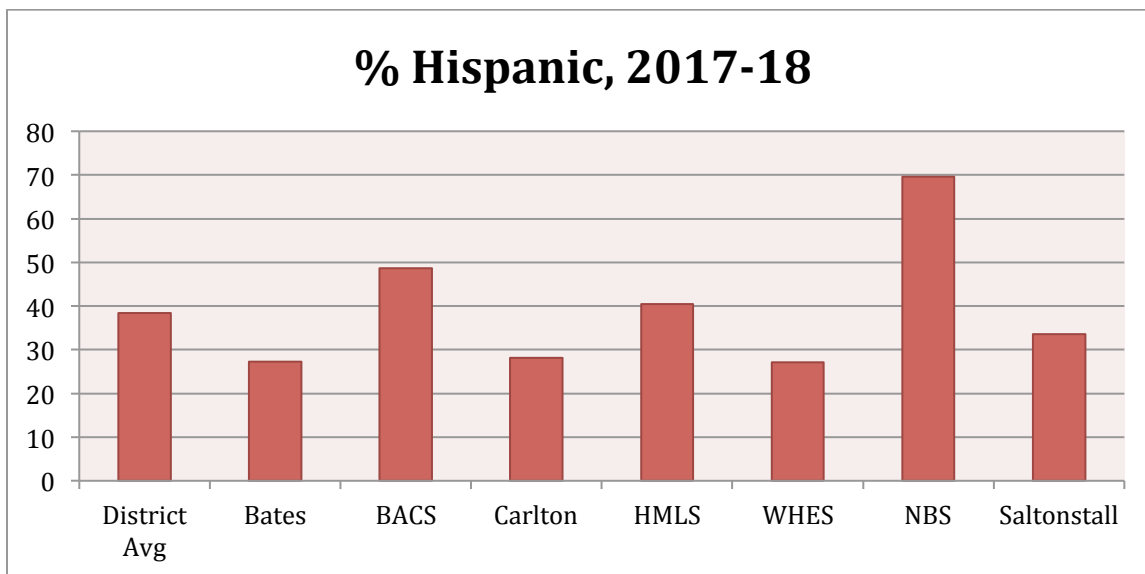
Percentage of Students with Disabilities (SWD), 2017-18



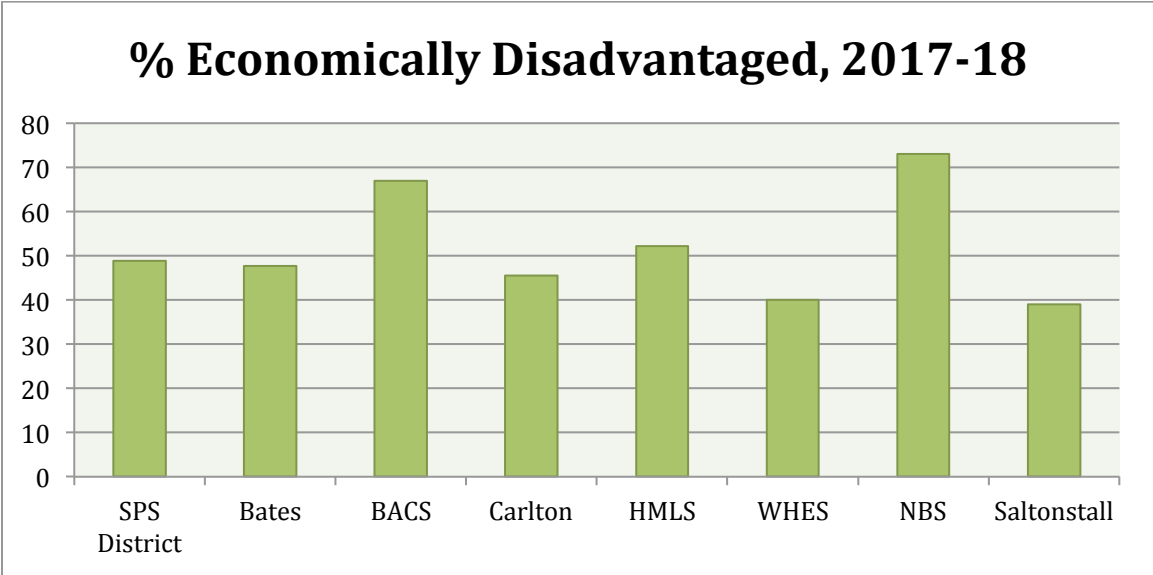
Percentage of Students who are English Language Learners (ELL), 2017-18



Percent of Students who are Hispanic, 2017-18



Percentage of Students who are Economically Disadvantaged, 2017-18



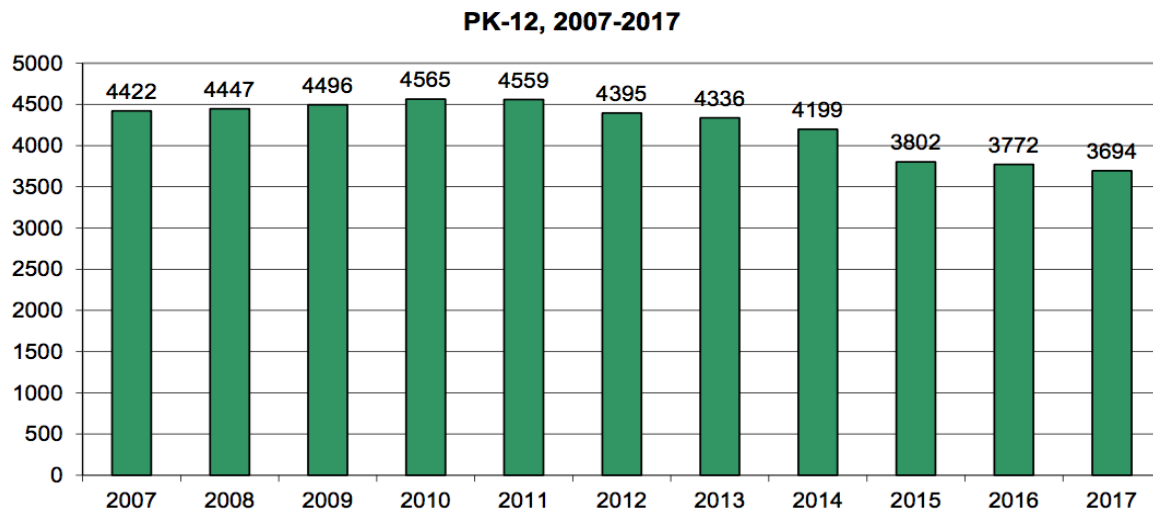
Long-Term Enrollment Trends for Salem

District-Wide Long-Term Enrollment Projections – Summary of Findings

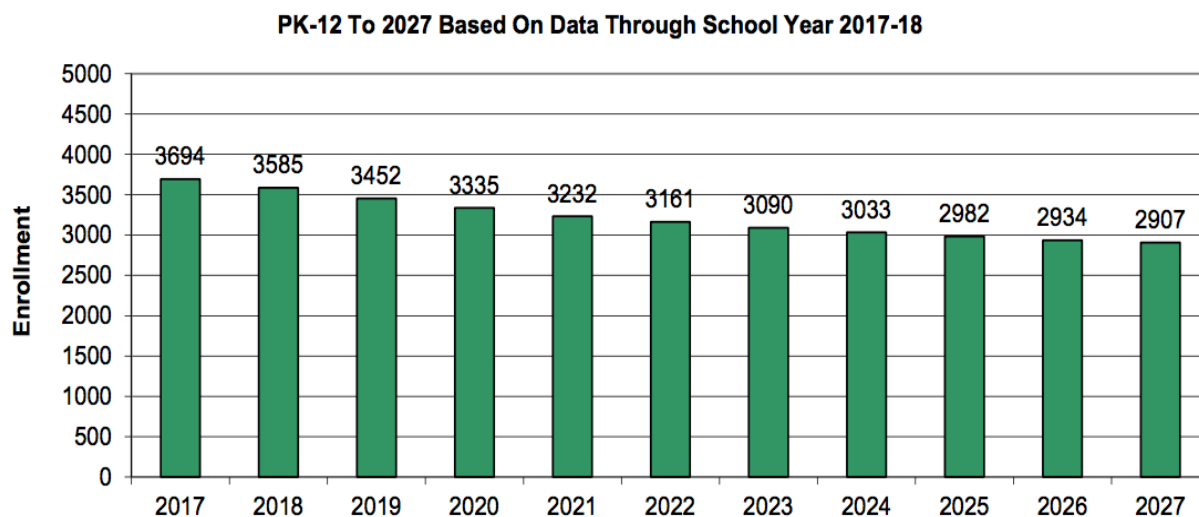
Over the past 10 years, Salem has experienced a steady decline in enrollment. The decline is projected to continue in the future. The following trends have and will continue to affect enrollment in Salem:

- There are fewer school-aged children living in Salem than there were 10 years ago.
 - Decrease in the number of births to Salem residents
 - Averaging about 34 fewer births per year
 - Net out-migration of families with school-age children (avg about 141 students per year over the last 5 years)
- Salem, over the past seven years, as registered about 69 Kindergartners for every 100 births
- Over the next 3 years, K-5 enrollments are forecast to decrease by approximately 215 children
- Real estate conditions could improve the forecast

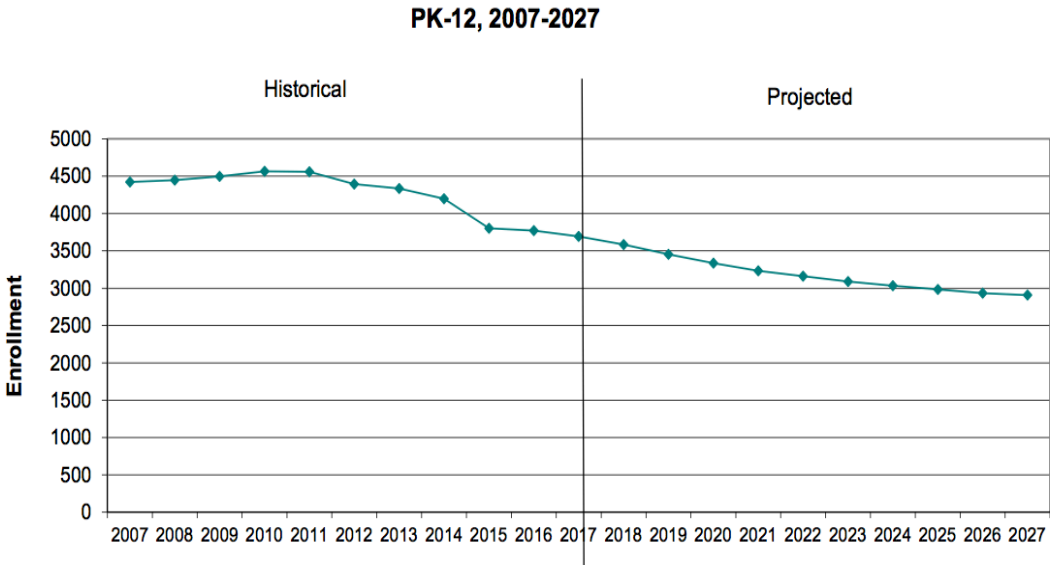
Enrollment History, 2007 through 2017



10-Year Enrollment Projections, 2017 through 2027



Historical Enrollment with Projected, 2007 through 2027



NBS Transformation Committee Recommendations

Recommendations

- Team vote on the recommendation is indicated in parentheses
1. Leadership and shared responsibility
 - a. Recruit and hire a new principal with proven communication and turn-around skills and the ability to build a strong professional, positive and collaborative culture; with preferable start date of June 1. Empower the new superintendent to use the most effective process which leads to final decision to hire. (8-0)
 - b. Empower the superintendent to set the salary for the Bowditch principal outside the current range, which may include a performance stipend. (8-0)
 - c. Non-renew the Assistant Principals; they may go through a reapplication process to be hired for 2015-16 by the new principal. (8-0)
 2. Instruction
 - a. Conduct confidential unannounced independent reviews (observations with verbal and written feedback) of all certified (NPTS and PTS) staff by June 1. (8-0)
 - b. Non-renew all NPTS. They may go through a reapplication process to be considered for hire for 2015-16 by the new principal. (7-1)
 - c. Placements from Bentley (K-2) Elementary School shall be approved by the superintendent. (8-0)
 - d. Support the new principal in identifying, acquiring and rolling-out instructional materials for the implementation of the standards-based district curriculum maps in ELA and math across all grade levels. (8-0)
 3. Staff collaboration and professional culture (8-0)
 - a. Hold an annual summer retreat in which all school staff shall participate; the purpose in the initial year is to establish the vision for the school and engage in necessary team-building and planning. (7-1)
 - b. Empower the Bowditch principal to recommend up to 2 involuntary transfers of teachers, prior to or during the 2015-16 school year; upon approval, the superintendent shall facilitate the transfers. (7-1)
 4. Safe and respectful climate
 - a. Reevaluate and execute a school wide positive behavior support plan that addresses both student and staff culture. (8-0)
 5. Schedule, calendar, time, district supports
 - a. Reconfigure NBS as a k-5 school by moving grades 6-8 to Collins, thus providing more opportunities for students (e.g. extended learning time, extracurricular activities, and additional access to core content.) (8-0)
 - b. Create and submit to the superintendent by Aug 1, a master schedule that includes at least 90 minutes per week of CPT for all staff. (8-0)
 - c. Implement a work day for Bowditch teachers comparable to the length of the high school day (6hr 53 min) and provide the principal with the autonomy to schedule the extra time to best meet school needs. (8-0)
 6. Targeted and specific student supports
 - a. Include in the master schedule, an intervention/extension block for all students. (8-0)
 - b. Appoint a team to research effective Spanish language programs and make recommendations that will result in providing equitable access to all students. (8-0)
 7. Convene a joint STU/SPS monitoring team prior to Jan 1, 2016 to review the progress of these recommendations and consider next steps.

Notes:

Our recommendations above are limited to those which we believe have the greatest impact in the short term. Our focus was on what would offer the biggest levers to bring about change to the school prior to the beginning of the next school year, understanding that the impact of these actions will extend into the future.

The review team was not able to determine budget implications of each recommendation. However, the team recognizes that several will/may require negotiation of the existing contract and the allocation of additional resources:

Requiring resources:

Recommendation 1(b); 2(a), (d); 3(a); 5(b); 6(a)

Possible savings/efficiencies:

Recommendation 5(a)



Keeping Our Promise Increasing Equity and Access in the Salem Public Schools

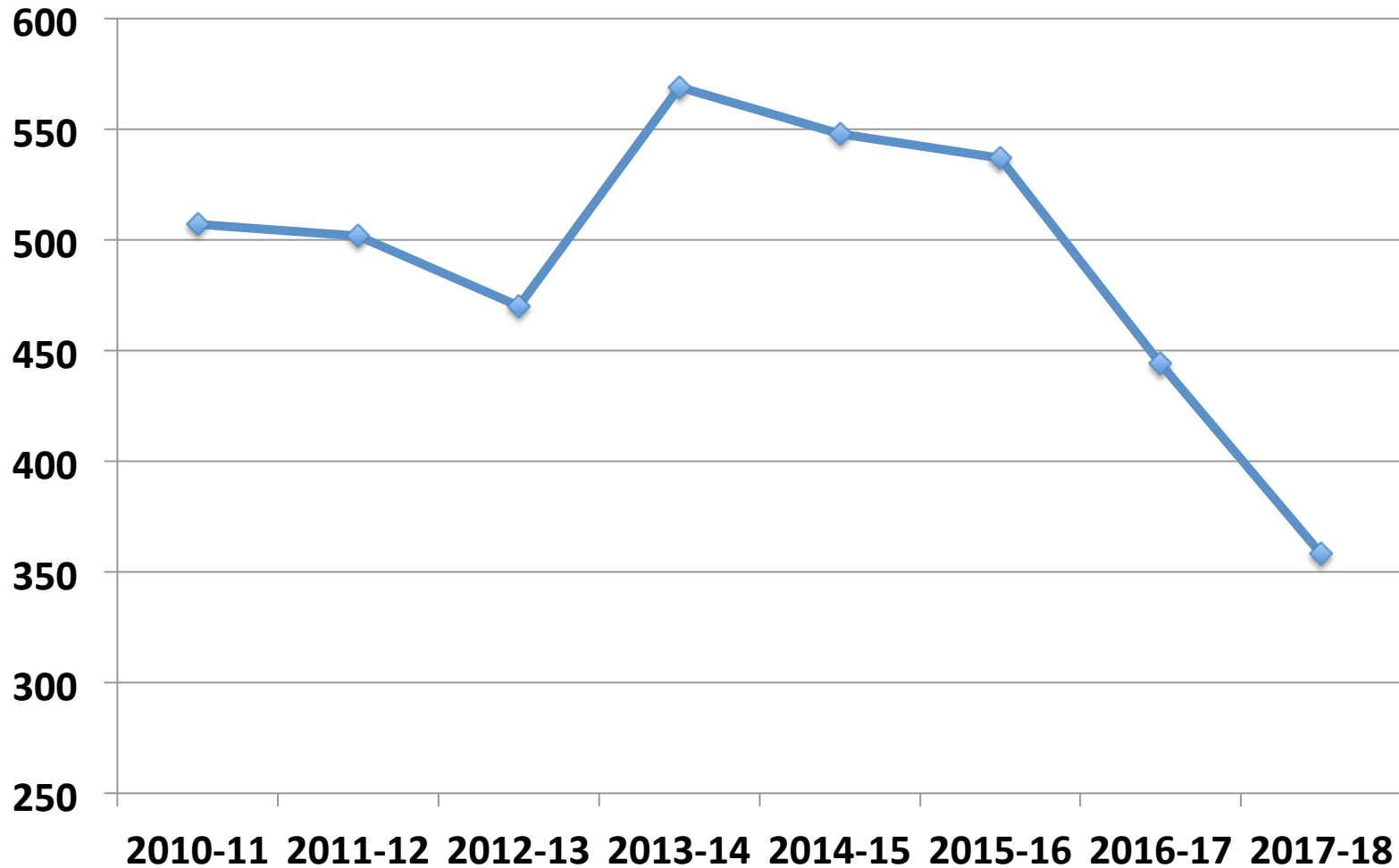
Presentation to School Committee

February 12, 2018

Our Vision

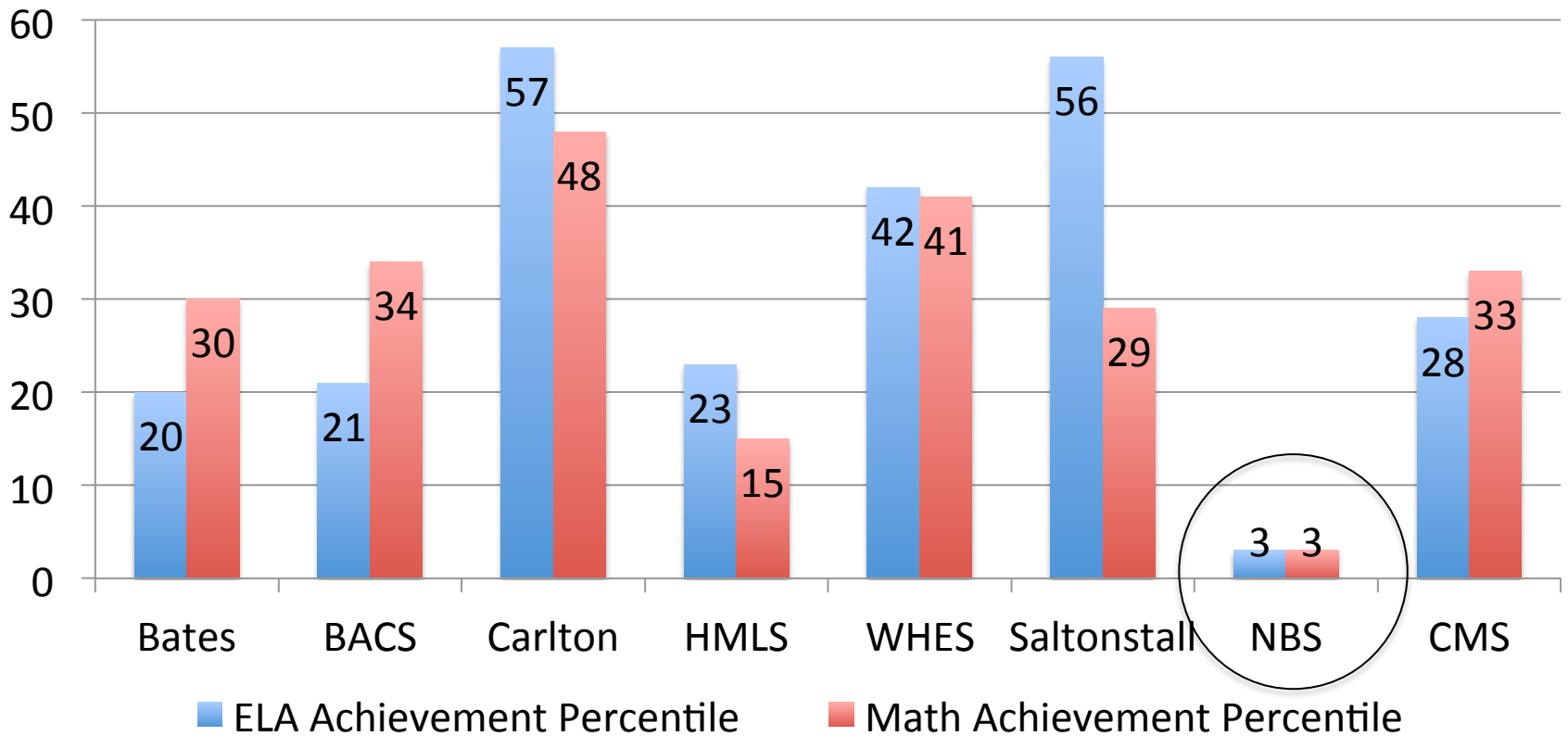
All students will be locally engaged, globally connected and fully prepared to thrive in a diverse and changing world.

NBS Enrollment, 2010 to Present



2017 Achievement Percentile

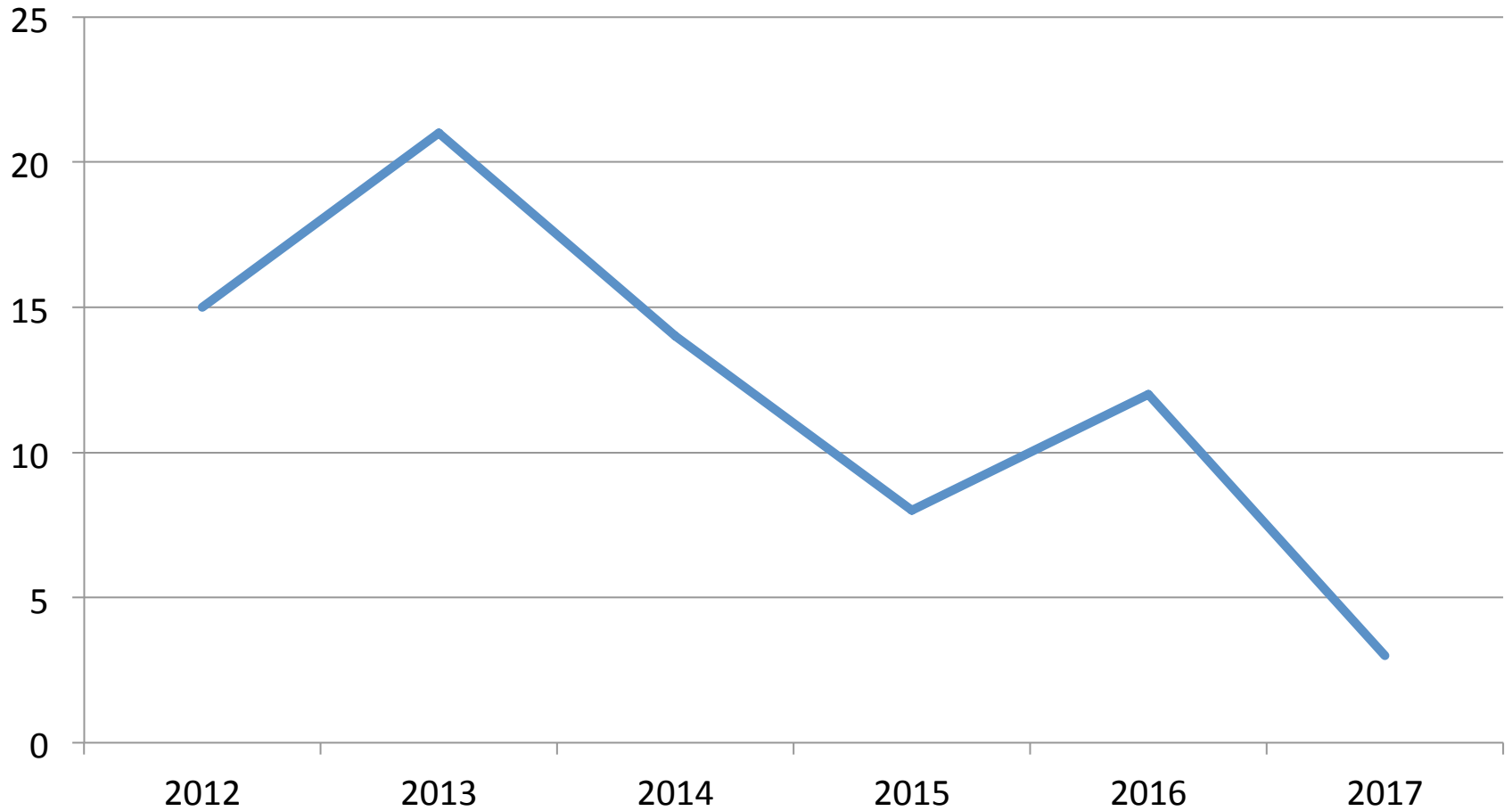
2017 School Achievement Percentiles



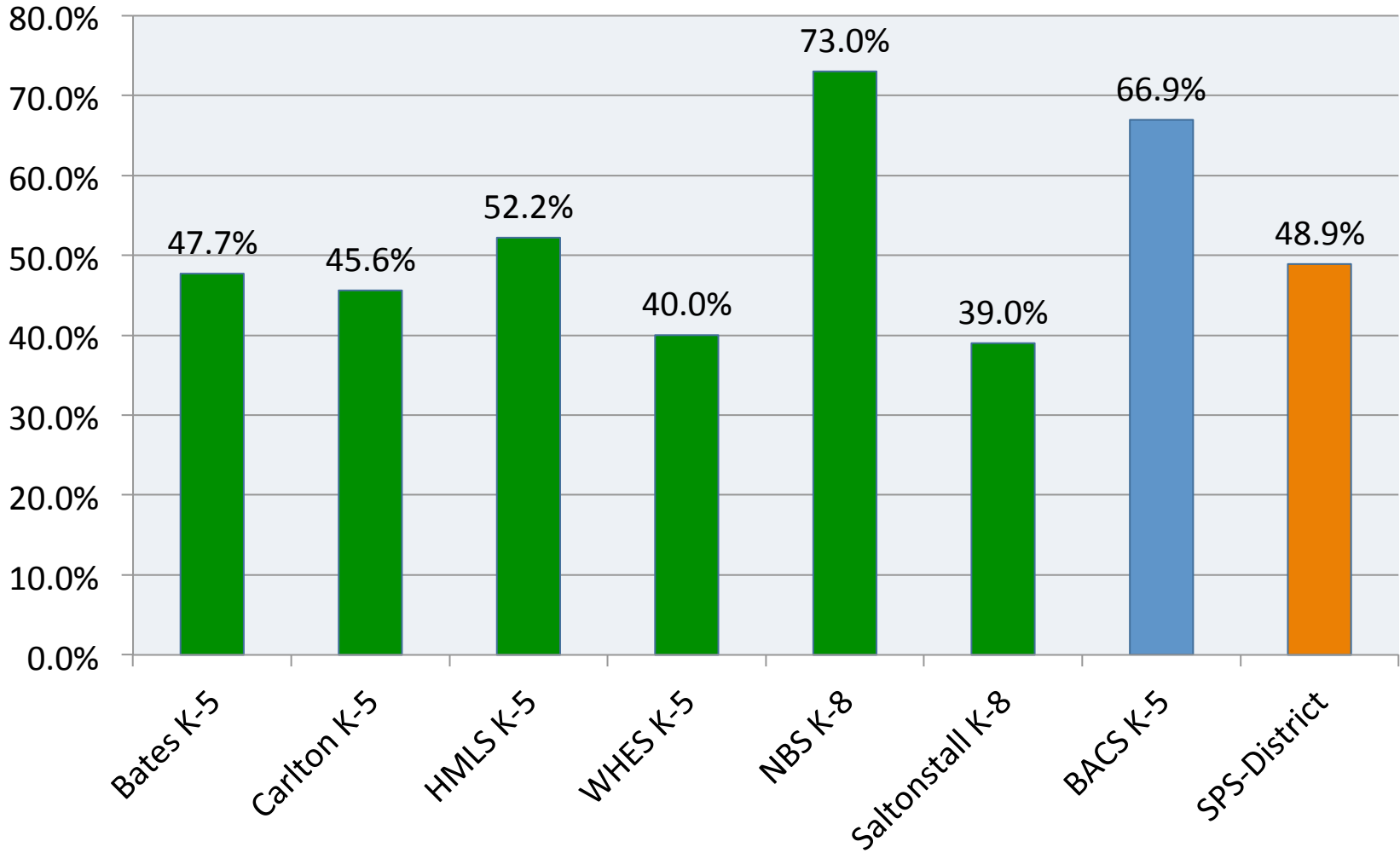
NBS Accountability Data, 2012-2017

	2012	2013	2014	2015	2016	2017
Percentile	15	21	14	8	12	3
ELA CPI	71.4	69.7	63.1	65.2	65.2	N/A
ELA SGP	41	41	45	45	55	39
Math CPI	65	68.2	56.6	54.9	54.4	N/A
Math SGP	56	53	40	37	37	41.5
Science CPI	57.6	58.6	51.5	52.1	51.2	

NBS Achievement Percentile Trend



2017-18 Percent Economically Disadvantaged



Proposed K-5 Classroom Structure

School	Gr KF	Gr1	Gr2	Gr3	Gr4	Gr5
Bates	3	3	3	3	3	3
HMLS	3	2	3	2	3	3
Saltonstall	2	2	2	2	2	2
WHES	5	5	5	5	4	4
Carlton	2	2	2	2	2	2
Total:	15	14	15	14	14	14

Proposed new classrooms are highlighted in yellow.

Keeping the Promise

- **Significant academic infrastructure already in place**
- **TNTP to develop program for new teachers**
- **Second year of a three year commitment with Nellie Mae and Everyday Democracy to strengthen family engagement**

Keeping the Promise

- **Systems for Student Success implementation grant**
- **Caring School Communities curriculum, K-5**
- **City Connects for all grades, PK-8**
- **Key focus of 2018-19 professional development on SEI strategies in all content areas**

Our Vision

All students will be locally engaged, globally connected and fully prepared to thrive in a diverse and changing world.