



School Committee Meeting Materials

Regular School Committee Meeting

September 19, 2016

7:00 pm

*Mr. James M. Fleming
Ms. Deborah Amaral
Ms. Mary A. Manning*



*Mr. Patrick Schultz
Dr. Brendan R. Walsh
Ms. Kristine Wilson*

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.”**

September 15, 2016

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the **Salem School Committee** will hold a **Regular School Committee meeting Monday, September 19, 2016 at 7:00 p.m.** The meeting will be held in the **School Committee Chambers at Collins Middle School, 29 Highland Avenue, Salem, MA.**

AGENDA

Monday, September 19, 2016

- I. Call of Meeting to Order**
- II. Approval of the Agenda**
- III. Approval of Minutes**
 - a. Deliberation and Vote on the minutes of the Regular School Committee Meeting held on September 6, 2016
- IV. Questions and Comments from the Audience**
- VI. Action Items**
 - a. Deliberation and vote on the Resolution to Not Raise the Existing Cap on Charter Schools in the Commonwealth of Massachusetts (Tabled 8/22/16)
 - b. Deliberation and vote on Resolution in support of fair funding and high quality offerings for all public school students and families in the City of Salem
 - c. Deliberation and Vote on the third reading of the revision to Policy 5219 Teaching About Drugs, Alcohol and Tobacco
 - d. Deliberation and Vote on the approval of Saltonstall School Trip to Nature’s Classroom October 24-28, 2016

- e. Deliberation and Vote on the approval of the appointment a voting Delegate to the MASC Annual Business Meeting at the MASC Conference on November 2, 2016

VII. Superintendent Report – Margarita Ruiz

VIII. Presentations and Reports

- Presentation on 2016 Summer Learning Programs
- Update on Horace Mann Lab School Partnership with Salem State University

IX. Finance Report

a. Approval of Warrants

- September 1, 2016 in the amount of \$249,292.50**
- September 8, 2016 in the amount of \$544,429.55**
- September 15, 2016 in the amount of \$104,428.66**

b. Budget Transfer Request FY17-1

X. Subcommittee Reports

Policy Subcommittee

Buildings and Grounds Subcommittee

- Deliberation and Vote on Recommendation of the Buildings and Grounds Subcommittee regarding the Use of Facilities waiver of rental fees for Salem Youth Sports Programs

XI. School Committee Concerns and Resolutions

XII. Questions and Comments from the Audience

Respectfully submitted by:

Eileen M. Sacco, Secretary to the
Salem School Committee

Salem School Committee
Meeting Minutes
Tuesday, September 6, 2016

A regular meeting of the Salem School Committee was held on Tuesday, September 6, 2016 at 7:00 p.m. in the School Committee Chambers at Collins Middle School, 29 Highland Avenue, Salem, MA.

Members Present: Mayor Kimberley Driscoll, Dr. Brendan Walsh, Mr. James Fleming, Deborah Amaral, Ms. Mary Manning, and Kristine Wilson.

Members Absent: Patrick Schultz

Others Present: Ms. Margarita Ruiz, Superintendent, Kate Carbone, Assistant Superintendent, Margaret Marotta, Assistant Superintendent, Chief of Communications Kelley Rice, Business Manager Kristin Shaver, and Chief of System Strategies Dr. Jill Conrad

Call to Order

Dr. Walsh called the Regular Meeting of the Salem School Committee to order at 7:00 p.m.

Approval of the Agenda

Mr. Fleming moved to approve the agenda as presented. Ms. Wilson seconded the motion. The motion carried.

Approval of Minutes

Mr. Fleming moved to approve the minutes of the August 22, 2016 Regular School Committee meeting as amended. Ms. Wilson seconded the motion. The motion carried.

Questions and Comments from the Audience

Dr. Walsh announced that the School Committee would not be taking up the matter of the Resolution to Not Raise the Existing Cap on Charter Schools in the Commonwealth of Massachusetts this evening as all members are not present this evening. He noted that the matter would be taken up at the next meeting on September 19, 2016. He also noted that there was a large audience in attendance this evening and stated that those who wished to speak on the matter may do so this evening as the matter is on the agenda.

Ms. Gray of 73 School Street addressed the School Committee and spoke against raising the cap on charter schools and relayed her experiences as a student at Salem Academy Charter School noting that she later transferred to Collins Middle School.

Margaret Crosby of 34 Thistle Street addressed the School Committee and stated that she is a part time Salem Public Schools employee and has also worked in the Boston Public Schools.

She stated that her concerns are about how students with special needs are served noting that there needs to be more inclusion for special education students.

Ben Winthrop of 3 Winthrop Street addressed the School Committee and stated that he is concerned that charter schools are not controlled by the elected School Committee that the citizens elect in Salem and urged people to vote No on Question 2.

Nicole Zimmerman addressed the School Committee and stated that she attended Salem Academy Charter School from grades 6-10 and she is not a fan. She talked about discipline and noted that she attended North Shore Tech in the 11th grade.

Mrs. Zimmerman addressed the School Committee and stated that her concern was that the discipline at SAC was to take students out of the classroom and there were no accommodations made. She stated that he daughter had to have a tutor and online classes to catch up.

Dr. Alexandra Pineros Shields addressed the School Committee and urged the members to support Dr. Walsh's resolution. She stated that she has concerns about charter schools noting the funding structure and the lack of public oversight by the local School Committee.

Ms. Levy addressed the School Committee and stated that she is a former Salem Academy Charter School student and loved it. She stated that she was given opportunities there that resulted in her being accepted to Dartmouth College. She stated that she tutors a young boy who was unsuccessful in the Charter School lottery and was very disappointed that he would not be attending the school. She stated that there needs to be more Charter School seats for families that want to send their students to them.

Liz McGovern of 41 Webb Street addressed the School Committee and stated that she is the Co-Chair of the Salem Special Education Advisory Council and announced that they will be holding their first forum of the year on September 22, 2016 at 6:00 p.m. in the School Committee Chambers. She reported that Superintendent Ruiz will be addressing the group. Childcare will be provided.

Ms. McGovern also addressed the School Committee and stated that she would urge the School Committee to support the resolution against raising the charter school cap. She stated that it is not just about Salem and it will affect the entire state. She stated that the cities and towns need the money that goes to charter schools and states that Salem loses \$4 million dollars a year now.

Fawaz Abusharkh addressed the School Committee and stated that he is in favor of increasing the cap on charter schools. He reviewed a list of misconceptions about charter schools that people have noting that they are public schools that answer to DESE. He stated that they have a lottery to choose students for the charter schools and noted that Salem officials draw the lottery for the Salem Academy Charter School. He stated that the only difference between Salem Academy and North Shore Tech is that the North Shore Tech hires people to serve on their Board and there are no elected officials from any community serving on that Board.

Mr. Abusharkh stated that we need better choices and parents should have more choices to send their children too. He stated that the only good schools are charter schools. He noted that SAC is number 14 in the state and explained that they find a way to succeed. He also stated that elected officials do not always make the right decisions.

Action Items

- a. Deliberation on the Resolution to Not Raise the Existing Cap on Charter Schools in the Commonwealth of Massachusetts – Tabled 8/22/16

Mr. Fleming moved to table the matter to the September 19, 2016 School Committee meeting. Dr. Walsh seconded the motion. The motion carried.

- b. Deliberation on the second reading of the revision to Policy 5219 Teaching About Drugs, Alcohol and Tobacco

Ms. Amaral moved approval. Dr. Walsh seconded the motion. The motion carried.

Superintendent Report – Margarita Ruiz

Superintendent Margarita Ruiz addressed the School Committee and reported on the following events and activities in the Salem Public Schools:

Ms. Ruiz reported that on August 31st she had a privilege to address 80 Salem High School students who are serving as Peer Mentors and are volunteering their time to mentor the Salem High School Freshman. She explained that they will be encouraging students to participate in sports, clubs and activities at Salem High School. She noted that this program will reinforce the positive culture of building leaders at Salem High School.

Ms. Ruiz reported that she was excited to welcome Salem Teachers back to school this year and noted that it is her favorite day of the school year. She reported that the annual convocation was held at Salem High School on August 31st. She explained that the district will continue to align our work with the Accelerated Improvement Plan and to encourage family and community engagement.

Ms. Ruiz reported that the Strategic Planning Process is underway and noted that there will be many opportunities to engage in this important process.

Presentations and Reports

Presentation on Teachers Summer Learning Opportunities for the 2016-17 School Year

Assistant Superintendent Kate Carbone and Assistant Superintendent Margaret Marotta made a presentation on Summer Learning Opportunities for Teachers. Ms. Carbone reported that teachers planned and facilitated most of the summer PD sessions and noted that workshops allowed for teacher collaboration and planning. She noted that they received great feedback from teachers on the programs. She also noted that the sessions focused on strengthening teacher content and knowledge in key areas.

Ms. Carbone reported that the featured sessions for teaching and learning focused on Literacy and Math, Science and Standards Based Practices.

Ms. Marotta reported that featured sessions for Pupil Personnel Services focused on providing a positive welcoming climate for students and reported that 25 district staff attended a three day training session on Facing History and Ourselves on difficult conversations about race and identity in schools. She also reported that 71 staff members attended training on Safety Care Certification, learning how adults inadvertently contribute to crisis situations and about supportive interventions that prevent crisis.

Ms. Marotta reported that 35 nurses and SAC's attended training on screening tools and supports to prevent and reduce drug and alcohol usage. She also noted that 10 PBIS Coaches attended a multi-day conference leading sustainable tiered systems of intervention.

Ms. Marotta also reported that 21 staff attended trainings on supporting students with ASD via New England Center for Autism. She also reported that 25 staff attended training offered by Landmark School on topics related to educating students with learning disabilities and all special education team chairs attended IEP Boot Camp to improve IEP's and services to students with disabilities.

Director of ELL, Rebecca Westlake addressed the School Committee reported on featured sessions offered by the Office of English Language Learners. She reported that 27 ESL teachers attended a 3-day teacher institute to collaborate and plan curricula and learn new pedagogical language practices. She also reported that 15 principals, Assistant Principals, Coaches and Teacher Leaders attended a 3-part leadership series on equitable school structures for English Language Learners.

Presentation on Preparation for the 2016-17 School Year

Ms. Ruiz reported on the Leadership Structure Cohesion of the School District, noting that they are leveraging our human capital to accelerate improvement. She explained

that the leadership team participated in a four day Leadership Institute. She was joined in the presentation by Emily Ullman, Kate Carbone, Margaret Marotta and Jill Conrad.

Emily Ullman, Director of Extended Learning Time reported that Day 1 of the Institute featured a presentation by Dr. Hal Colston, Director of Partnership for Change on Visioning Engagement: Not About Us, Without Us. She also reported that Heidi Guarino, Senior Consultant with Education First made a presentation on Stakeholder Engagement and Outreach: 10 Best Practices.

Ms. Ruiz and Kate Carbone reported on Day 2 – Standards Based Practices and Effective Data Use.

Ms. Carbone reported that the Standards Based Practices provided in depth training for leaders on three key standards based practices – unpacking standards, formative assessments, and grading student work against standards. She noted that Vanguard teachers facilitated the breakout sessions.

Ms. Ruiz reported that the session on effective data use focused on coaching on planning/scheduling data cycles, sharing tools to inform data work, and time for planning with the team.

Margaret Marotta reported that Day 3 focused on Access for All. She reported that the three main foci of instruction were consistent and clear classroom routines, pre-teaching vocabulary, pairing visuals with verbals. She also noted that school leaders engaged in stations around the foci of instruction and planned for future professional development for their staff.

Chief of Systems Strategies Dr. Jill Conrad addressed the School Committee and reported on the Operations Leadership Institute that was held on Day 4. She stated that it focused on human capital management. She also noted that a Back to School Check In meeting was held on August 25th where brief updates from all operational departments were given and expos and exchanges between Principals and Operational leaders took place.

Dr. Conrad reported that 117 new hires were processed over the summer and of that – 65 of them were new teachers. She stated that there are 38 open positions at this time although some have been filled since last Friday. She also reported that 37 teachers resigned over the summer.

Mayor Driscoll asked if any feedback was given from teachers who resigned. Dr. Conrad stated that there is no exit interview process in place and that is something that they need to work on.

Dr. Conrad reported that other highlights of their work include new, more efficient onboarding procedures, cleaning up the substitute list and improving their recruiting

strategy. She also reported that they have been following up on background checks and finger printing required and the renewal of staff CORI's.

Dr. Conrad reported that there are new modules for MUNIS Self Serve & Absence Tracking and new this year is the Superintendent Advisory – Absence Tracking System. Dr. Conrad reported that the Parent Information Center is now registering all students for all grades and reported that there are a total of 4,122 students registered for the Salem Public Schools as of September 1st. She noted that 150 of those students are new to Salem. She also reported that they are improving procedures and collaboration with Pupil Personnel Services, ELL, and other departments.

Business Manager Kristin Shaver addressed the School Committee and reported that they have implemented the AESOP System which is a new absence tracking system for staff. She also noted that transportation has been processing applications all summer and there is a new online bus application. She also reported that bus routes and rosters were distributed to all principals by August 25th and bus passes have been delivered to the schools for opening day. She also reported that the district has purchased a new 77 passenger school bus.

Ms. Shaver reported that the Food Services Department has new uniforms this year. She also noted that the Freight Farm at Salem High School is providing vegetables which have been harvested and served in the summer meals program. She noted that 24,000 meals were served through the summer feeding program.

Ms. Shaver reported that the Building Services Department has been busy all summer getting the buildings ready for the start of school. She reported that the lighting at the Bentley School has been upgraded, the first and second floor lobbies of the Nathaniel Bowditch, two offices and two classrooms have been repainted. She also reported that a new playground was installed at the Bates School noting that parents Sarah Murphy and the Bates PTO led the effort and were assisted by the building services department.

Ms. Ruiz reported that Director of Technology Matt Killen was unable to attend the meeting this evening so she will be giving the update on technology. She reported that the IT Department was transferred to the City of Salem as of July 1st and Matt is part of the SPS Management Team. She reported that there have been some new staff members hired and the Aspen SIS Conversion trainings have been held for staff. She also reported that Blackboard Connect is the new robo information system to notify parents and communicate with families. She also reported that work continues on the WiFi buildout and should be fully upgraded by the end of September.

Ms. Ruiz reported that the district has been working on the Emergency Responsiveness Plan and reported that safety manuals have been completely revamped and have been provided to every teacher and classroom in the district. She also reported that everyone entering a school building will be required to sign in and sign out.

Ms. Ruiz also reported that ALICE trainings will be held in all schools and information provided in the training manuals have been provided to all staff. She reported that online training will start in September and onsite trainings will be held in November. She noted that when drills are held for staff and students they will be presented in a developmentally appropriate manner.

Finance Report

a. Approval of Warrants

There were no warrants presented for approval this evening.

Mr. Fleming moved to approve the warrants as stated. Ms. Manning seconded the motion. The motion carried.

Budget Transfer There were no budget transfer requests this evening.

Subcommittee Reports

Policy Subcommittee

Ms. Amaral reported that the Policy Subcommittee met this evening to review the 6000 policy series. She also noted that they would be meeting on September 15, 2016 to discuss the policy on Students in Arrears on School Lunch and Breakfast payments.

School Committee Concerns and Resolutions

Ms. Manning suggested that the School Committee vote to change the meeting time of the September 19, 2016 Regular Meeting from 7:30 p.m. to a 7:00 p.m. start time. She noted that the matter is governed by policy and the Policy Subcommittee is currently reviewing the 6000 series and may recommend permanently changing the time but until that policy is passed it needs to be voted on to change the time of the meetings.

Ms. Amaral moved to start the September 19, 2016 School Committee meeting at 7:00 p.m. Mr. Fleming seconded the motion. The motion carried.

Mr. Fleming recalled that earlier in the meeting there was reference to the North Shore Tech School Committee and the membership of it. He reported that the City of Salem School Committee appoints a representative to that School Committee as does each City of Town that is in the North Shore Tech Regional School District.

Questions and Comments from the Audience Regarding the August 22, 2016 Agenda

Liz McGovern of 41 Webb Street addressed the School Committee and reported that the Salem SEPAC is in the process of planning their events and fundraisers for the coming school year and recalled that some of the topics they covered last year were Basic Rights, Technology, and

Transition Planning. She reported that they are always happy to have new members and urged parents to join them noting that they are trying to grow in visibility and impact.

Fawaz Abusharkh addressed the School Committee and complimented Ms. Ruiz and her leadership team on the improvements they have made to the Salem Public Schools. He stated that it is a privilege and an honor to have her here.

Mr. Abusharkh stated that parents have a right to choose what they feel is best for their children and we need to protect parent's rights. He further noted that there are waiting lists for Charter Schools so that more students can attend them. He also reiterated his statements made earlier in the evening stressing that Charter Schools are public schools and are publicly funded.

Dr. Alexandra Pineros Shields addressed the School Committee and stated that the Salem Public Schools have made a lot of progress in the last year and she is pleased that her daughter will be attending school here. She reported that at one point she and her family thought about moving out of Salem and reconsidered and reported that she is happy that she stayed.

Adjournment

There being no further business to come before the School Committee this evening, Mr. Fleming moved that the School Committee adjourn the meeting. Ms. Amaral seconded the motion. The motion carried.

The meeting adjourned at 9:00 p.m.

Respectfully submitted by:

Eileen M. Sacco, Secretary
Salem School Committee

Meeting Materials and Reports

School Committee Minutes August 22, 2016

MASC Resolution on Charter School Cap

Policy 5219 Teaching About Drugs, Alcohol and Tobacco

SCR-16-10

RESOLUTION

REQUEST NOT TO RAISE THE EXISTING CAP ON CHARTER SCHOOLS IN THE COMMONWEALTH OF MASSACHUSETTS

WHEREAS, Commonwealth Charter Schools educate different students with disabilities than district schools with at least 85% of Charter School students with disabilities receiving services through full inclusion, as against 65% of district school students with disabilities in full inclusion, and

WHEREAS, Commonwealth Charter Schools educate fewer English Language Learners than district schools, with the increases of such students in Charter Schools eclipsed by the increases statewide in district schools, and

WHEREAS, Commonwealth Charter Schools "lack of comparability between Charter Schools and sending districts presents significant barriers to any attempt to determine whether the higher Massachusetts Comprehensive Assessment System performance at certain Charter Schools is attributable to demographic differences or whether innovative practices have produced positive outcomes," per Massachusetts Auditor Bump's findings of December 2014, and

WHEREAS, Commonwealth charter Schools have serious student retention problems, with significant losses in both number and percentage of students from initial enrollment through the final academic year of the school, and

WHEREAS, Commonwealth Charter Schools fail to fill empty seats from waitlist, despite the requirement of the Act Relative to the Achievement Gap of 2010, and

WHEREAS, the Department of Elementary & Secondary Education has failed to require or to disseminate adequate documentation of innovative programs, best practices, and models within Commonwealth Charter Schools for replications in public schools, per Massachusetts Auditor Bump's findings, and

WHEREAS, the Department of Elementary & Secondary Education has been "inconsistent in its decisions regarding whether to impose conditions for some school charter renewals," per Massachusetts Auditor Bump's findings, and

WHEREAS, the Commonwealth's reimbursement to districts has failed to be fully funded, seeing funding of 63% in FY14; 55% in FY15; and 69% in FY16, and

WHEREAS, Governor Baker's proposed reform of charter reimbursement neither fully funds reimbursement nor equitably treats sending districts.

NOW, therefore, be it resolved that the Salem School Committee opposes any lifting of the cap on Charter Schools in the Commonwealth of Massachusetts.

**Resolution in support of fair funding and high quality offerings for
all public school students and families in the City of Salem**

Whereas, the City of Salem has a strong history of innovation and inclusiveness within our public schools, as illustrated as early as 1843 when Salem became one of the first communities in Massachusetts to integrate our public schools, and

Whereas, our community's support for innovative educational offerings continues to this day, as Salem has a broad array of public school options, including two Innovation Schools, a Horace Mann Charter School, a Commonwealth Charter School, a Laboratory School on the campus of Salem State University, and a comprehensive high school offering both college preparatory programs and vocational career and technical training certifications, to name just some of our public school offerings, and

Whereas, Salem students and families benefit from having high quality choices, including traditional District schools, Salem Academy Charter School and Bentley Academy Charter School, with respect to public educational offerings in our community, and

WHEREAS, the City of Salem's district schools and charter schools have demonstrated successful collaboration in a variety of educational programs, including in particular a recent two year study of standards based curriculum and instruction, and

Whereas, district schools and charter schools in Salem stand unified in our common mission of educating the diverse population of Salem's youth, and

Whereas, information being distributed by groups supporting and opposing the ballot question to raise the charter school cap (Question 2) can be misleading, negative and divisive within our community;

Now Therefore, Be It Resolved that the Salem School Committee, in concert with members of the Salem Academy Board of Trustees, hereby resolve the following:

- 1) We value and support innovation and choice aimed at ensuring all Salem students have access to high quality public school options.
- 2) We support fair funding reform models for all public schools, including fully funded reimbursements to districts and funding formulas that adequately address charter and host district needs.
- 3) We support working together to improve student enrollment policies to help ensure that student populations in all public schools reflect the diversity within our community, in particular with respect to high needs students.
- 4) We desire to build unity in our community and not be divided by a statewide ballot question regarding lifting of charter school caps. It should be noted that Salem is not presently at our statutory cap.

- 5) We collectively honor the teachers and school staff members who have been working tirelessly to improve our public schools. We recognize and salute that work and are enthusiastic about the future of public education in the City of Salem.

STUDENTS AND INSTRUCTION **5000**

INSTRUCTIONAL PROGRAM 5200

TEACHING ABOUT DRUGS, ALCOHOL, AND TOBACCO 5219

The Salem School Committee recognizes its responsibility to educate its students about drug abuse, including the illegal and inappropriate use of alcohol, and to formulate policies that will assist school administrators and teachers with problems arising from the misuse of drugs.

In accordance with state and federal law, the District shall provide age-appropriate, developmentally appropriate, evidence-based alcohol, tobacco, and drug prevention education programs in grades K-12.

The alcohol, tobacco, and drug prevention program shall address the legal, social, and health consequences of alcohol, tobacco, and drug use, with emphasis on nonuse by school-age children. The program also shall include information about effective techniques and skill development for delaying and abstaining from using, as well as skills for addressing peer pressure to use alcohol, tobacco, or drugs.

The objectives of this program, as stated below, are rooted in the Committee's belief that prevention requires education, and that the most important aspect of the policies and guidelines of the District should be the education of children and youth on healthy decision-making:

- To prevent, delay, and/or reduce alcohol, tobacco, and drug use among children and youth.
- To increase students' understanding of the legal, social, and health consequences of alcohol, tobacco, and drug use.
- To teach students self-management skills, social skills, negotiation skills, and refusal skills that will help them to make healthy decisions and avoid alcohol, tobacco, and drug use.

The curriculum, instructional materials, and outcomes used in this program shall be recommended by the Superintendent and approved by the School Committee.

This policy shall be posted on the district's website and notice shall be provided to all students and parents in accordance with state law. Additionally, the district shall file a copy of this policy with DESE in accordance with law in a manner requested by DESE.

The committee and school department employees shall cooperate with other community agencies concerned with drug abuse.

Salem Public Schools
Salem, Massachusetts
Field Trip Form

Information

Name of School: Saltonstall

Name of Organization/Activity: Nature's Classroom

Contact Person: Susan Brown

Destination: Sargent Center New Hampshire
(Attach a detailed itinerary to this form)

Trip Dates: Date of Departure: Oct 24 Date of Return: Oct 28

Return to Salem from (if different from destination) _____

Number of Students Participating: 70

Total Number of Chaperones: _____ Teachers: 8 Parents: 2

Accommodations

Hotel/ Facility Name, Address, and Telephone No.:

Previous Stays at Hotel? _____ How would you rate this facility? _____

Cost of Rooms: _____ Based on single occupancy _____

Based on double occupancy _____

Meals included? _____
(itinerary)

(If meals are not included please indicate meal plans on

2 Buses each way
Cost \$796.00 x 2

Preferred Method of Transportation

Bus: Salter

Cost: \$1,592.00

Name of Bus Company: Salter Transportation Inc

Address: 196 Scotland Road, Newbury, MA 01951

Telephone #: 978-462-6433

Airline: _____

Cost: _____

Name of Airline: _____

Address: _____

Telephone #: _____

Train: _____

Name of Company: _____

Address: _____

Telephone #: _____

Total Cost of Trip: \$ _____ per student

Fundraising Planned: _____

Comments / Additional Information

Clockwise from top left:

- The Carver Lodge is one of many small buildings tucked into the woods where students stay. Buildings can host large or small groups. Carver typically houses about 8 students.
- Student rooms sleep anywhere from two to about twelve students, depending on the room and the building. Adults have a private room in

- some dorms, and a semi-private room in other dorms.
- Teams participate in an Adventure Team Challenge at the Nitro Crossing. The group has to cross from one "island" platform to another using a rope.
- At this Island Crossing, a team problem-solves to create a bridge from one end of the

- course to the other.
- The Sargent Center hosts Nature's Classroom's only high ropes experience. With elements spread over two courses, hundreds of students each year brave the heights and push their comfort limits. Well-trained staff and thoroughly-inspected equipment makes this a safe and exciting experience for all.

Hancock, NH



DEAR PARENTS,

Your child will soon have an opportunity to participate in a residential outdoor school program. This letter attempts to answer some of the questions parents usually ask. Please feel free to ask us about any other concerns you may have about the program. Outdoor environmental education uses the out-of-doors for learning experiences that cannot easily take place in the classroom. Students and teachers learning outdoor awareness in this extended classroom can use the experience to help in their understanding of the natural environment, their school subjects, and the way people live. The program includes activities such as examining life in lakes and swamps, investigating weather, Colonial and Native American skills, and confidence building group challenges. A variety of field walks, classes in all subjects, and evening activities insure an exciting, stimulating experience.

SUPERVISION AND STAFF: Students are supervised 24 hours a day. In addition to the classroom teachers and chaperones accompanying each visiting group, Nature's Classroom has a permanent staff residing on site consisting of a director, environmental teachers on 1:12 ratio, and a nurse, EMT or health staff person on call at all times.

HEALTH AND SAFETY: There is no requirement that students undergo a medical examination before attending Nature's Classroom. The program is physically intensive, however, and you may wish to consult your physician if there are any concerns that should be brought to the attention of the staff. Such guidance will assist them in planning the program of activities with the students. Please note any special health concerns on the Nature's Classroom medical forms. The forms **must** be completed before a student can attend. Health and safety are our most important objectives! A fully staffed and equipped hospital is less than 30 minutes away from all of our facilities. Every student is covered by insurance while attending the program.

CLOTHING AND EQUIPMENT: A clothing and equipment checklist is furnished. Particular care should be taken in supplying ample footwear and pants, as students frequently participate in activities in wet areas. Clothes should be chosen for comfort and durability, rather than style. Please add or delete items appropriate for the season (gloves, hats, parkas, etc.)

FOOD AND LODGING: Meals are prepared by a permanent cooking staff and are served family style. Special dietary needs should be noted on the medical forms. Students, visiting teachers, and chaperones are lodged in winterized dormitories and cabins. Parents are welcome to visit any of our Environmental Education Centers and to view the facilities; such visits, however, should be made before or after your child's experience, preferably midweek. The physical facilities are always open, so a weekend visit might be possible. You must call the site and make an appointment with the Program Coordinator before coming.

TELEPHONE: The telephone is **not** available for the students' use, and parents are asked not to call students **except in case of an emergency**. The Nature's Classroom telephone number is **603-525-3311**.

MAIL: Mail is most appreciated by students, but to be safe, allow **4 days** for delivery. Mail posted midweek may not reach Nature's Classroom until Friday after the group has left (please make sure there is a return address in case we need to send it back). Please include the name of both the student and the school to assist delivery. Mail should be sent to **Nature's Classroom, 36 Sargent Camp Road, Hancock, NH 03449**.

Site Map

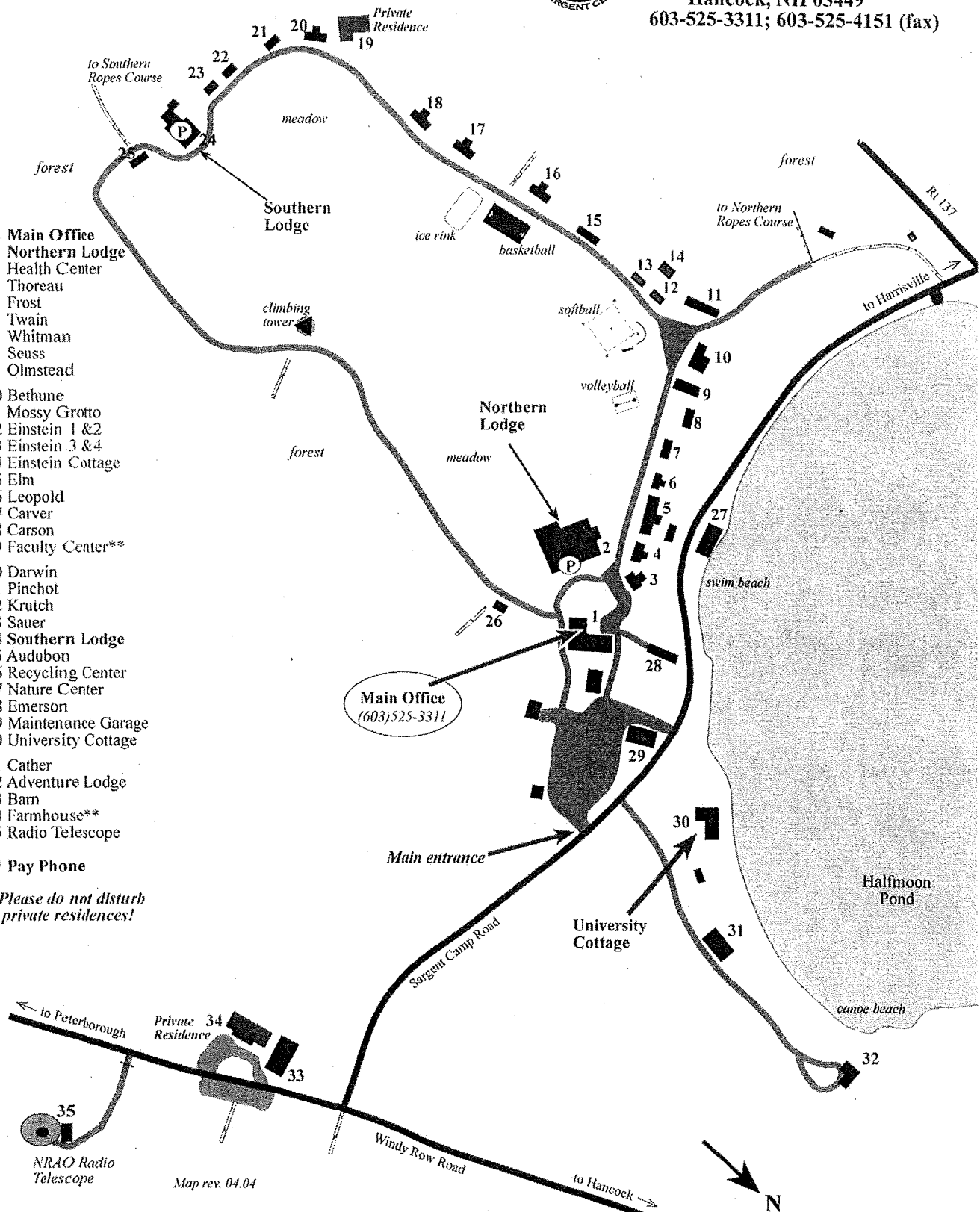


Nature's Classroom at
Sargent Center
36 Sargent Camp Road
Hancock, NH 03449
603-525-3311; 603-525-4151 (fax)

- 1 Main Office
- 2 Northern Lodge
- 3 Health Center
- 4 Thoreau
- 5 Frost
- 6 Twain
- 7 Whitman
- 8 Seuss
- 9 Olmstead
- 10 Bethune
- 11 Mossy Grotto
- 12 Einstein 1 & 2
- 13 Einstein 3 & 4
- 14 Einstein Cottage
- 15 Elm
- 16 Leopold
- 17 Carver
- 18 Carson
- 19 Faculty Center**
- 20 Darwin
- 21 Pinchot
- 22 Krutch
- 23 Sauer
- 24 Southern Lodge
- 25 Audubon
- 26 Recycling Center
- 27 Nature Center
- 28 Emerson
- 29 Maintenance Garage
- 30 University Cottage
- 31 Cather
- 32 Adventure Lodge
- 33 Barn
- 34 Farmhouse**
- 35 Radio Telescope

(P) Pay Phone

** Please do not disturb private residences!



Map rev. 04.04

SAMPLE SCHEDULE

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
10:30 Arrival 11:30 Welcome/Orientation	7:00 Wake Up 7:30 Meadow	7:00 Wake Up 7:30 Meadow	7:00 Wake Up 7:30 Meadow	7:00 Wake Up 7:30 Meadow
	8:00 BREAKFAST	8:00 BREAKFAST	8:00 BREAKFAST	8:00 BREAKFAST
	Transition 9:00 Climb Tower New England Pioneer	Transition 9:00 New England Pioneer Aquatic Biologist	Transition 8:30 Northern Ropes 9:00 Canoe Odyssey	Transition 9:00 GPS Challenge All Groups
	11:30 FREE TIME	12:00 FREE TIME	12:00 FREE TIME	Small Group Closure 11:00 Load Bus
12:00 LUNCH	12:00 LUNCH	12:30 LUNCH	12:30 LUNCH	11:15 LUNCH
Transition 1:00 Adventure I & II All Groups	Transition 1:00 Climb Tower Aquatic Biologist	Transition 1:30 Wilderness Skills All Groups	1:00 Northern Ropes 1:30 Canoe Odyssey	DEPARTURE: 12:00
4:15 Snack & Teacher Meeting 5:00 Free Time	3:30 Snack & Teacher Electives 3:45 VLBA (Radio Towers) 5:00 Free Time	3:50 Snack & Large Group Games 5:00 Free Time	4:45 Snack 5:00 Free Time	
6:00 DINNER	6:00 DINNER	6:00 DINNER	6:00 DINNER	
Transition 7:00 Reflection and Anticipation 8:00 Astronomer/Night walk 8:45 Dining Hall 9:30 Quiet Time 9:45 Lights Out	Transition 7:00 CONTRA DANCE! 9:00 To the Cabins 9:30 Quiet Time 9:45 Lights Out	Transition 7:00 Teacher Electives 9:00 To The Cabins 9:30 Quiet Time 9:45 Lights Out	Transition 7:00 Reflection and Anticipation 8:00 Campfire 9:00 To The Cabins 9:30 Quiet Time 9:45 Lights Out	



SECOND NOTICE

One McKinley Square, Boston, Massachusetts 02109
(617) 523-8454 (800) 392-6023 fax: (617) 742-4125 www.masc.org

Jacob Oliveria, President

Date: October 2015
To: MASC member school committees, c/o superintendent of schools
Re: Voting delegate to annual business meeting
Date: **WEDNESDAY, NOVEMBER 2, 3:15PM**
Location: RESORT AND CONFERENCE CENTER AT HYANNIS, HYANNIS

SECOND NOTICE

In order for your school committee to have a vote at the annual business meeting of the Massachusetts Association of School Committees, it is necessary that an official delegate be designated in pursuance of Article IX, Sec. 6 of the By-Laws, as follows:

All members of the Association, and all members of school committees which are active members of the Association, may attend and speak at any meeting of the Association. Only active members shall be entitled to vote on the election of officers or on any other matter as to which members of the Association shall have the right to vote and each active member shall have one vote.

No later than seven days prior to each meeting of the Association each active member shall, by written notice to the Executive Director, designate one of its members as its voting delegate and may by such notice designate one of its members as its alternate voting delegate. All ballots and other votes cast by an active member at any meeting of the Association shall be cast by and only by its voting delegate or if the delegate be absent, by its alternate voting delegate if one shall have been designated.

PLEASE NOTE:

- **An official delegate is only that delegate whose school committee has complied with annual dues regulations as spelled out in Article IV of the MASC By-Laws.**
- Deadline for receipt of delegate forms by the Executive Director for the 2016 annual meeting is October 21, 2016.

Official Delegate Form

School District: _____

The official voting delegate is (name): _____

Email: _____

The alternate voting delegate is (name): _____

Signed(by Superintendent of Schools) _____

NOTE: In order to register/vote for the annual business meeting, delegates must send in this form.



Massachusetts Association of School Committees, Inc.

One McKinley Square, Boston, Massachusetts 02109
(617) 523-8454 (800) 392-6023 fax: (617) 742-4125 www.masc.org

Jacob Oliveria, President
Glenn Koocher, Executive Director

To: Members of the Massachusetts Association of School Committees, Inc.

NOTICE OF THE ANNUAL MEETING

To be held Wednesday, November 2, 2016

Please take notice that the Annual Meeting of the Massachusetts Association of School Committees, Inc. has been called, in accordance with the By-Laws of the Association (Article IX, section 3), to be held at the Resort and Conference Center at Hyannis on Wednesday, November 2, 2016 at 3:15 p.m. for the following purposes:

1. To consider and act upon the following recommendation for life membership in the Association: Michael Case and Charles Flahive.

2. To elect Officers of the Association. The persons proposed for election:

For President-Elect	Beverly Hugo, Framingham
For Vice President	Devin Sheehan, Holyoke
For Secretary-Treasurer	Deborah Davis

3. To consider and act upon the reports of the Officers and Committees of the Association and the Resolutions and proposed By-Law amendments as set forth in the 2016 Delegate Manual, which is being mailed under separate cover.

By order of the Board of Directors

Devin Sheehan
Secretary-Treasurer

September 8, 2016



2016 Summer Programs

**Salem Public Schools
School Committee Meeting
September 19, 2016**

2016 District Summer Program Goals

- Align with district priorities
- Meet the needs of all students
- Recruit and support high need students
- Share resources and coordinate planning
- Provide hands-on, fun learning opportunities

2016 Summer Program Highlights

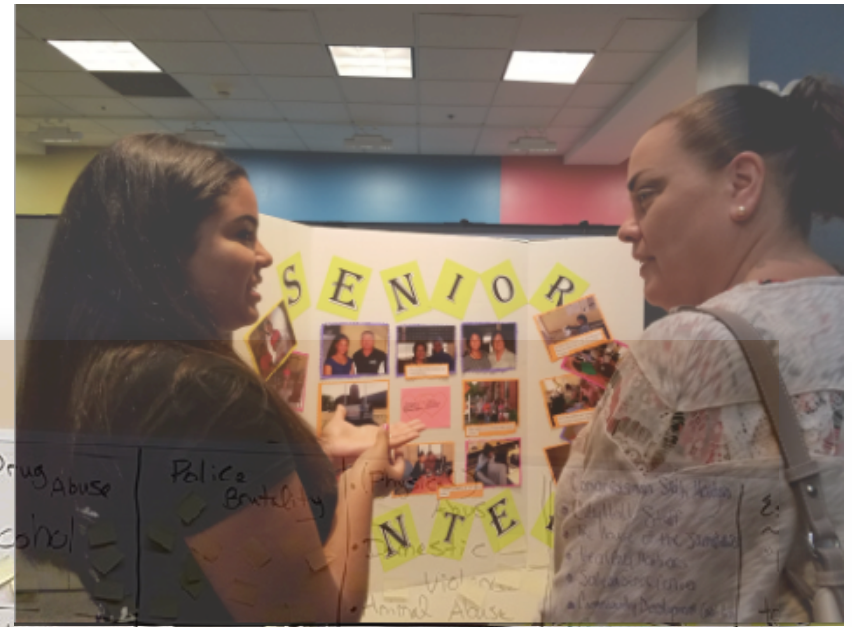
- Summer Profile
- Free programming, breakfast, lunch and transportation for all students
- Five weeks
- 400 students in total
- Salem High School, Saltonstall, Bates

Salem at SEA

- 40 high school ELL students
- Focus on local history
- Explore connections between shared histories & unique selves
- Youth work in teams to explore, research and create
- Partnered with Salem State and many others

Salem at SEA Survey Outcomes

- Students' willingness to join or lead a cause to effect change in their school increased by 33%
- Comfort in asking a question in English increased by 23%
- Students improved their academic reading and writing in English by 24% and by 34%, respectively



Distracted Driving / Life	<ul style="list-style-type: none">ImmigrationUNITY!Immigrants ♥ Nonimmigrants	<ul style="list-style-type: none">DiscriminationBullyingUS & discrimination	<ul style="list-style-type: none">Drug AbuseAlcohol	Police Brutality
Racism	<ul style="list-style-type: none">HelpUnityAutism	<ul style="list-style-type: none">Education of YouthAdult / ElderResources / Classes for Newcomers / Immigrants	<ul style="list-style-type: none">Crime (drinking, etc.)	Quality / Enough Food
Clear + Protect the Environment	<ul style="list-style-type: none">HarborsPollutionOver-fishing	Homelessness	<ul style="list-style-type: none">Health + wellness	Community Improvement / Engagement / Cleaning up / Donation
			Peer Pressure	Resources - How to find what you need

Change maker: "Agent of change" (in)

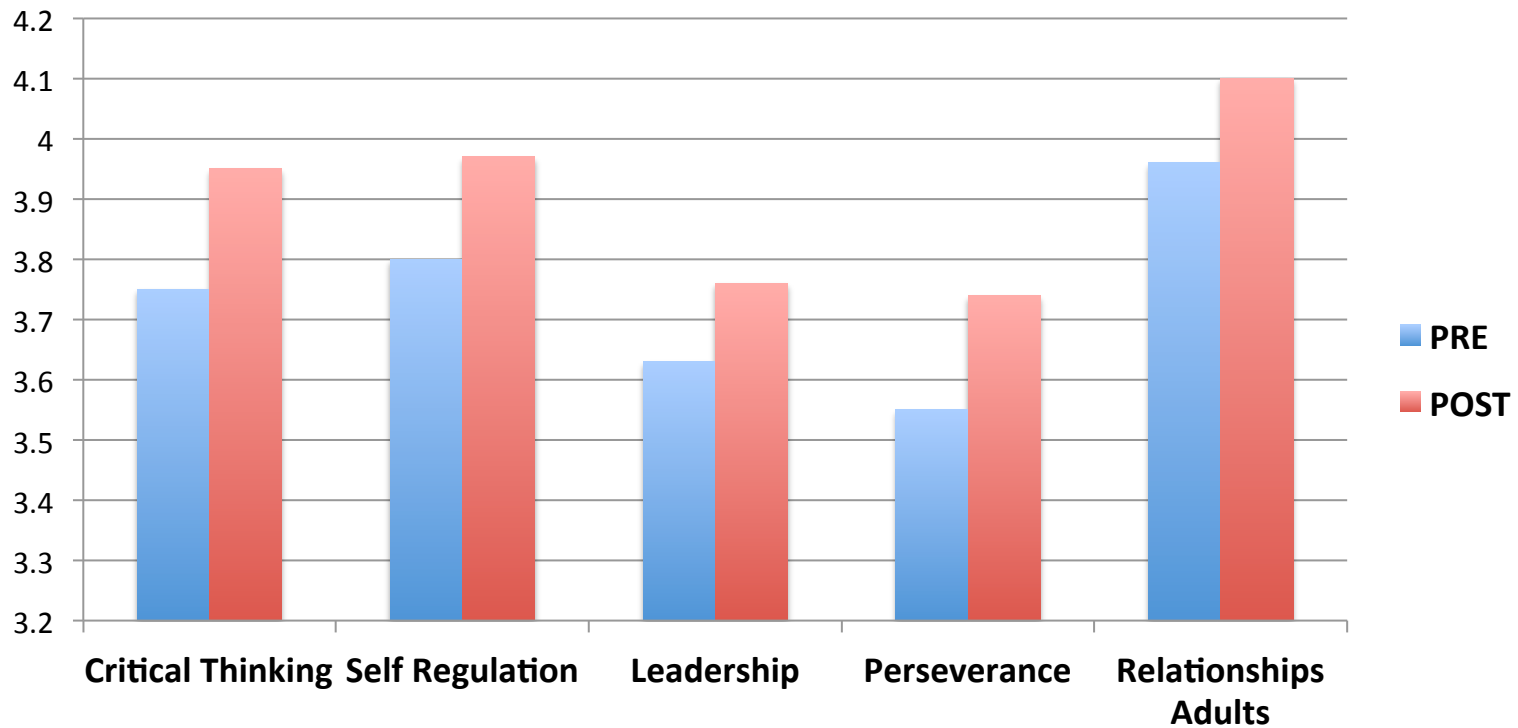
Philanthropist (in)

Arts Literacy at Bates

- **100 students in K-5**
- **Arts Integration**
- **Literacy-focused projects**
- **Weekly off-site learning experiences**
- **3 Tracks – Theater, Dance, Visual Art**

Arts Literacy at Bates

Student Survey of Youth Outcomes (SAYO)





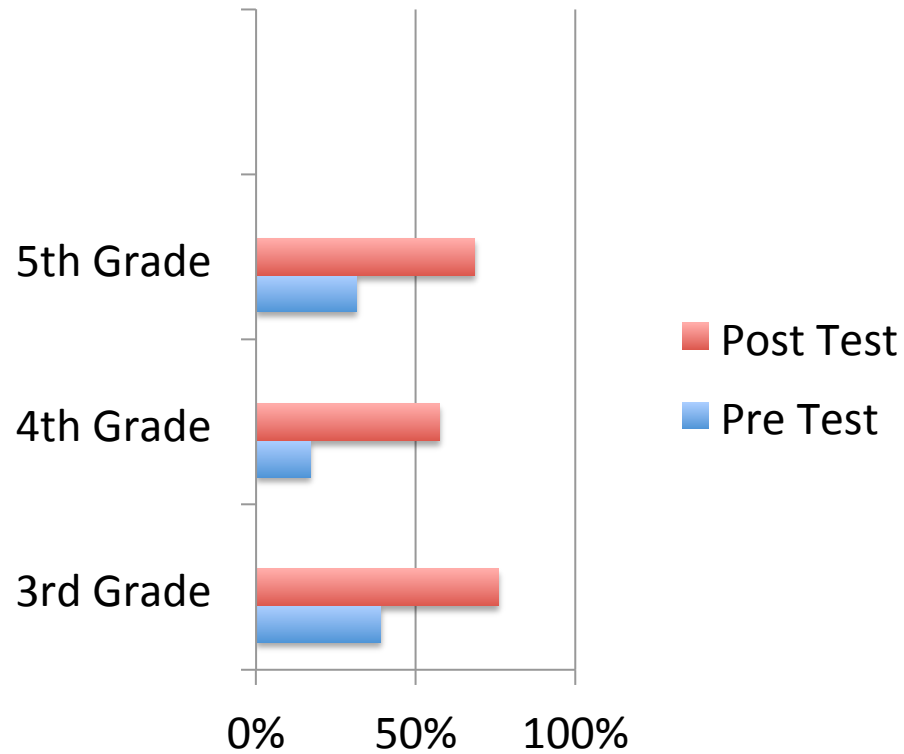
YMCA Summer Academy

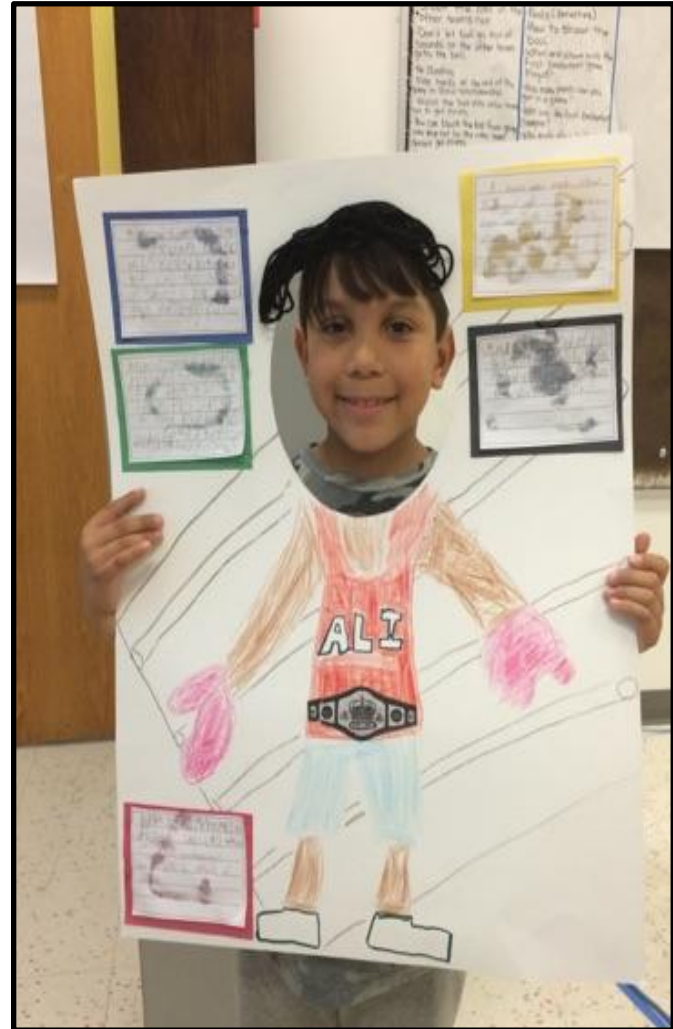
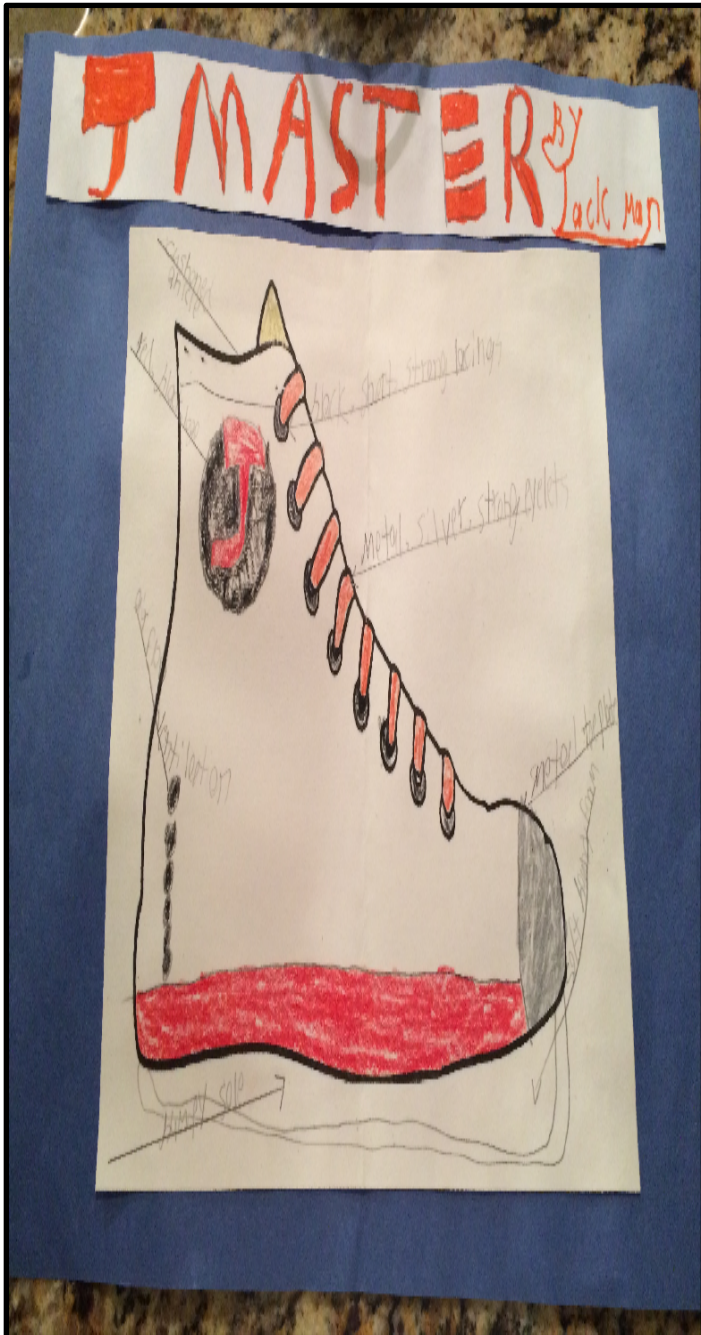
- **160 students at Saltonstall**
- **Eliminated a separate ELL program**
- **Hands-on, project based activities**
- **Focus on strengthening science, literacy & math skills for all children**

YMCA Summer Academy ELA Outcomes

- **Half of the 4th graders and 2/3 of 5th graders improved by more than 20% on grade level standards assessment**

YMCA Summer Academy Vocab Outcomes

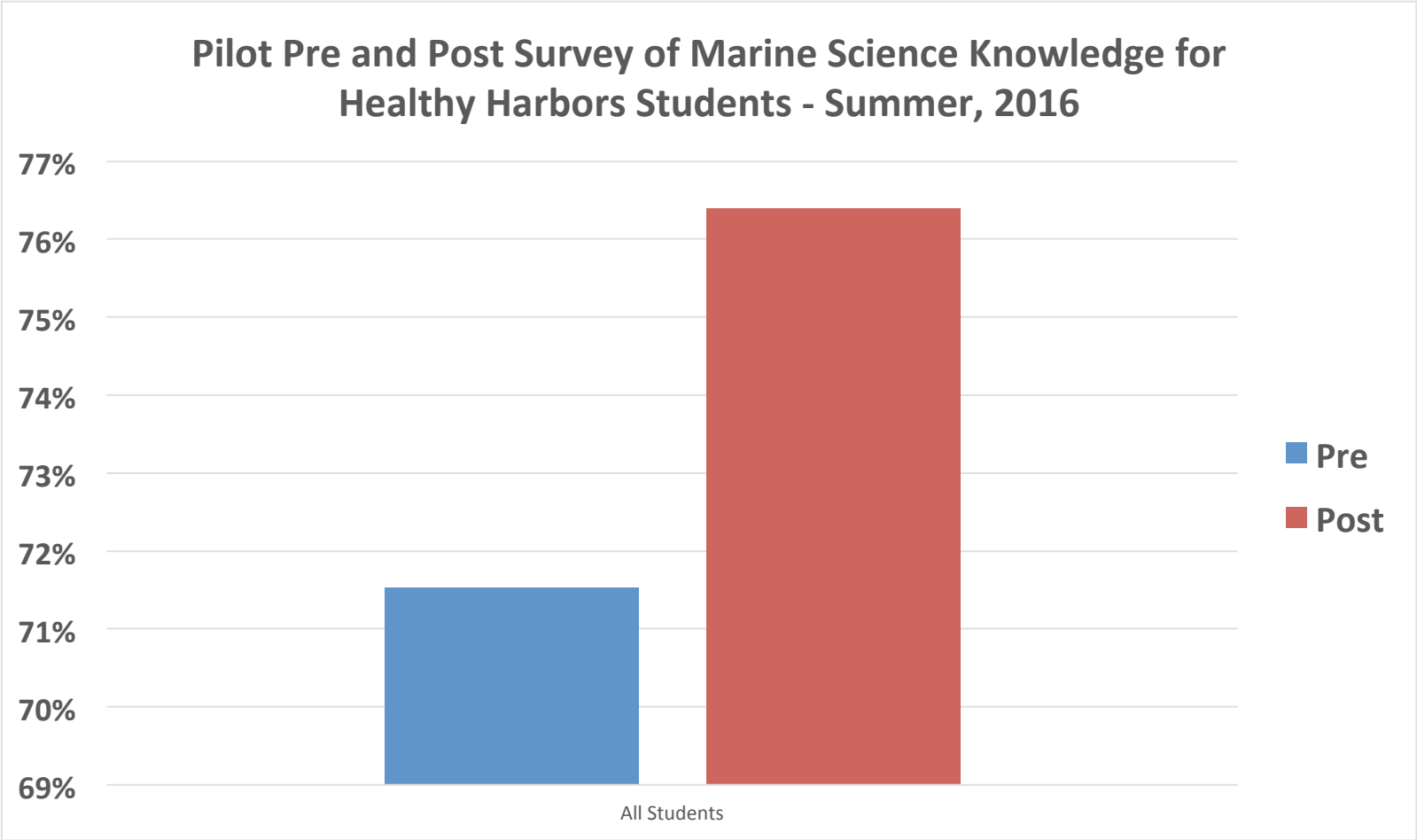




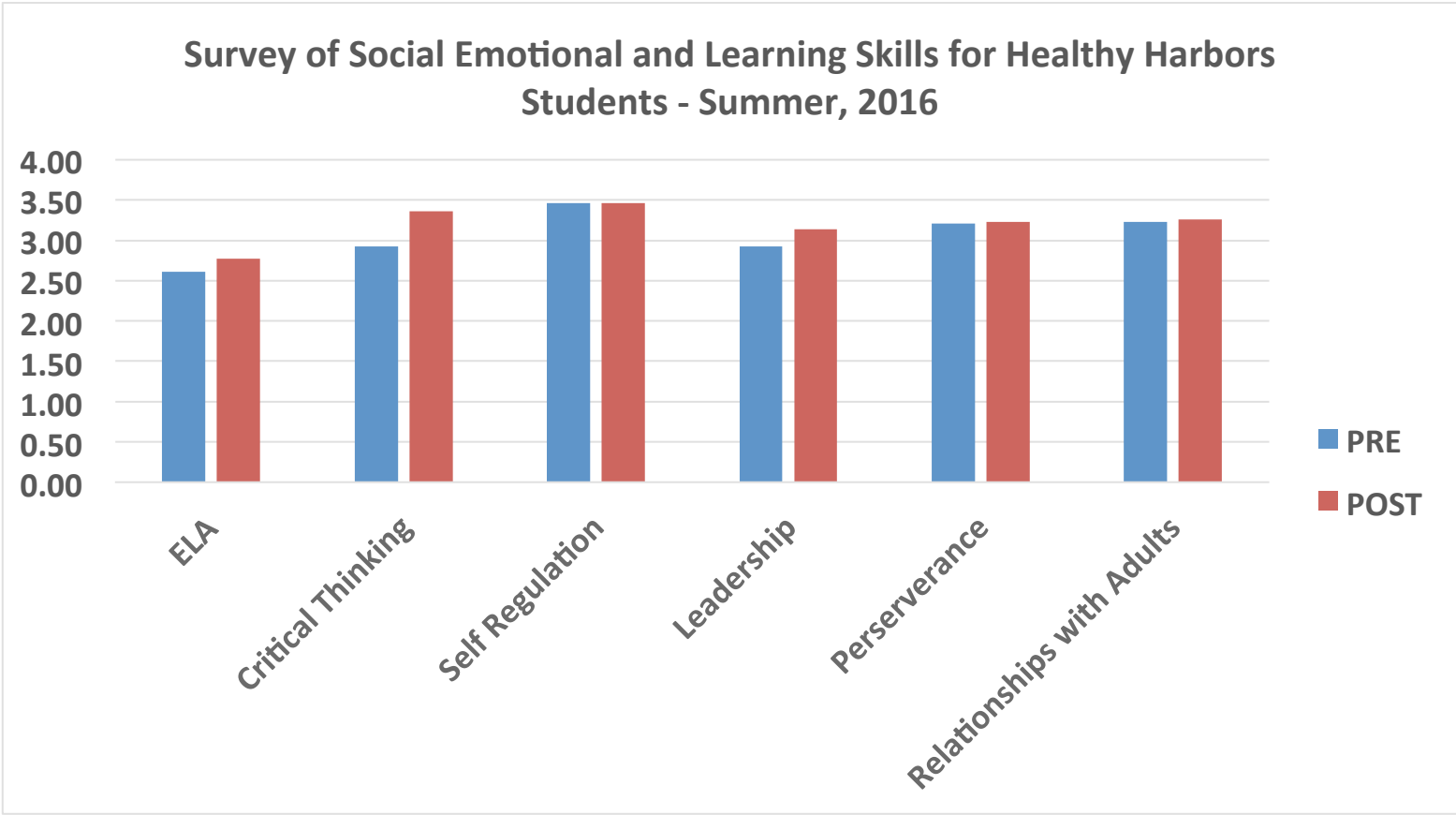
Healthy Harbors

- **80 middle school students**
- **Focus on marine biodiversity**
- **Service learning projects addressing problems in Salem Sound**
- **Partnership with LEAP for Education, Salem Sound Coast Watch**

Healthy Harbors Science Outcomes



Healthy Harbors SAYO Outcomes



Healthy Harbors





Memo:

To: Salem School Committee

From: Kristin Shaver

Date: September 19, 2016


Re: FY17 Budget Transfer Request – Nathaniel Bowditch School

Assistant Superintendent Kate Carbone is requesting a transfer of \$65,000 from the Bowditch's Regular Day Personnel - Administrative account to the accounts listed below, as the intended position will not be filled. The funds will be redistributed within the Bowditch School for culture building projects.

The transfer request is as follows:

Account Description/Use	Account Number	Amount To	Amount From
Personnel – Administrative	13570520-5117		(\$65,000)
Stipends – Saturday School	13570520-5150	\$5,000	
Stipends - Nurse	13570520-5150	\$3,600	
Instructional Supplies	13570521-5514	\$32,600	
Contract Services – Classroom Mgt System	13570521-5320	\$2,500	
Contract Services – Field Trips	13570521-5320	\$3,500	
Transportation - Enrichment	13570521-5333	\$16,800	
Professional Development	13990161-5317	\$1,000	

I recommend approval of the transfer.



Kristin Shaver
Business Manager

Memo:

To: Salem School Committee

From: Kristin Shaver

Date: September 19, 2016

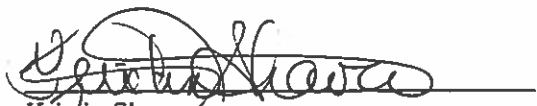
Re: FY17 Budget Transfer Request – Bates School

Principal Thomas Milaschewski requests two transfers. One is from contracted services to stipends and the second is from textbooks to instructional supplies. Both transfers are to align the funds with the intended expense.

The transfer request is as follows:

Account Description/Use	Account Number	Amount To	Amount From
Contracted Services	13570520-5117		(\$19,141.25)
Stipends	13570220-5150	\$19,141.25	
Textbooks	13570221-5511		(\$3,240.25)
Instructional Supplies	13570221-5514	\$3,240.25	

I recommend approval of the transfer.



Kristin Shaver
Business Manager