

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



*Ms. Beth Anne Cornell*  
*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”

DATE POSTED: October 13, 2022

**REGULAR SCHOOL COMMITTEE MEETING**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on October 17, 2022 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/82946824849?pwd=Rkw3SzNOaDhrUFO1ZFEvUXAySzJ2Zz09>

**Passcode: 005958**


**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/B8hCgDipU1UA4xh96>. 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](mailto: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 October 3, 2022; SC Retreat held September 17, 2022
- B. Approval of Warrants: **10/13/22** - \$344,149.13

### **IV. Public Comment**

See above instructions for participating in public comment.

### **V. Student Showcase - Bentley Academy Innovation School**

### **VI. Superintendent's Report**

- a. Chronic Absenteeism
- b. School Committee Retreat Updates

### **VII. Student Representative Report**

### **VIII. Action Items: Old Business**

### **IX. Action Items: New Business**

### **X. Finance & Operations Report**

#### **XI. Subcommittee Reports**

- a. Policy for second reading:
  - 1401 - Police Department Relations
- b. Policies for third reading:
  - 6502 - Student Advisory Committee
  - 1102 - Advertising in Schools

### **XII. School Committee Concerns and Resolutions**

### **XIII. 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**

**Alcaldesa Kimberley Driscoll, 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: 13 de octubre de 2022

**REUNIÓN REGULAR DEL COMITÉ ESCOLAR**

Se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar el 17 de octubre de 2022 a las 7:00p.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/82946824849?pwd=Rkw3SzNOaDhrUFQ1ZFFvUXAySzJ2Zz09>

Contraseña: [005958](#)


**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/B8hCgDipU1UA4xh96>. 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 Jensen Frost en [kperry@salemk12.org](mailto:kperry@salemk12.org) o en el 617-285-7567 si tiene alguna pregunta o para informar de cualquier dificultad técnica que experimente.

**II. Aprobación de la Agenda**

**III. Aprobación de la Agenda Consensuada**

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



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

***Alcaldesa Kimberley Driscoll, 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”

- a. Aprobación de las actas de la reunión regular del Comité de Dirección celebrada el 3 de octubre de 2022; del retiro del Comité de Dirección celebrado el 17 de septiembre de 2022
- b. Aprobación de las órdenes de pago: 13-oct-22 - \$344,149.13

**IV. Comentario Público**

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

**V. Exhibición del estudiante- Escuela Bentley Academy Innovation**

**VI. Reporte del Superintendente**

- a. Absentismo crónico
- b. Actualizaciones del retiro del Comité Escolar

**VII. Reporte de la Estudiante Representativa**

**VIII. Elementos de Acción: Asuntos Antiguos**

**IX. Elementos de Acción: Asuntos Nuevos**

**X. Reporte de Finanzas y Operaciones**

**XI. Reportes de los Subcomités**

- a. Política para segunda lectura:  
1401 - Relaciones con el Departamento de Policía
  
- b. Políticas para tercera lectura:  
6502 - Comité Asesor de Estudiantes  
1102 - Publicidad en las escuelas

**XII. Inquietudes y Resoluciones del Comité Escolar**

**XIII. Clausura**

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

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



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

***Alcaldesa Kimberley Driscoll, 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”

*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**  
**October 3, 2022**

On October 3, 2022 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

**Members Present In-Person:** Mayor Driscoll, Ms. Mary Manning, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Pangallo, Ms. Beth Anne Cornell

**Members Present Virtually:** Mr. Fleming

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

**Call of Meeting to Order**

Mr. Manny Cruz calls the meeting to order at 7:05pm and requests a call of attendance. Mr. Cruz notes that Mayor Driscoll has not arrived yet but will be arriving shortly. He has asked the School Committee Secretary to notify him of when Mr.Fleming has signed into the zoom meeting virtually as well. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

**Attendance**

Mr. Manny Cruz recognizes the attendance with members absent and joining virtually.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Mr. Fleming	Present Virtually
Ms. Manning	Present
Dr. Pangallo	Present
Mayor Driscoll	Present (arrived at 7:15pm)

**Approval of Agenda**

Mr. Cruz requested a motion to approve the Regular Agenda. Ms. Manning motioned and Ms.Cornell seconded. A roll call vote was taken.

Ms. Campbell Yes  
Ms. Cornell Yes  
Mr. Cruz Yes  
Mr. Fleming Present Virtually  
Ms. Manning Yes  
Dr. Pangallo Yes  
Mayor Driscoll Yes  
Motion carries 7-0

### **Approval of Consent Agenda**

Mr. Cruz requested a motion to approve the Consent Agenda. A motion was made by Ms. Manning. Seconded by Ms.Cornell.

Ms. Campbell Yes  
Ms. Cornell Yes  
Mr. Cruz Yes  
Mr. Fleming Present Virtually (joined meeting at 7:11pm)  
Ms. Manning Yes  
Dr. Pangallo Yes  
Mayor Driscoll Yes  
Motion carries 7-0

### **Public Comments**

The School Committee Secretary announced that there were no public comments.

### **Superintendent's Report**

Dr. Zrike notices Ms. Jellison attended the School Committee meeting and asked if we could discuss the Carlton School field trip request before discussing the MCAS report. Dr.Pangallo notes that the school committee has approved this field trip as it was included in the Consent Agenda. Dr. Zrike thanks Ms. Jellison for attending the meeting.

Dr. Zrike, before he begins the MCAS discussion, would like to announce October is Principal's month and we are lucky to have eleven outstanding principals. Dr. Zrike also notes the Language Access Rights and who to contact for support and coordinates support. Dr. Zrike also acknowledges that Salem High School was awarded a \$1 million grant for modernization and expansion of culinary and medical assisting at the Salem High School.

Mr. Cruz notes that Mr. Fleming joined the meeting at 7:11pm.

Mr. Cruz also notes that Mayor Driscoll has entered the meeting in person at 7:14pm.

Ms. Manning notes she would like to acknowledge all the Assistant Principals and the work that they do is vital.

### **Superintendent's Report**

#### **A. Salem Public Schools 2022: MCAS, ACCESS & Accountability Results**

Dr. Zrike begins his report noting school through the tail end of a global pandemic. Public education experienced unprecedented staffing challenges, and these trends were evident in Salem Public Schools staffing patterns during the 2021-22 school year as well. Teachers, staff and leaders reported higher rates than usual of student behavioral and mental health concerns. In spite of these challenges, students and staff held steady throughout and showed a tremendous amount of resilience and perseverance.

#### **2022 MCAS Summary Notes**

SPS achievement results follow trends at the state level. Performance is down in ELA. Performance is up in every grade level in math except for Gr. 10. Results in science remain steady. Urban districts and the populations we serve struggled more than non-urban districts. In terms of growth, Math and ELA. Math had the strongest growth and was evident at the middle and high school levels. Overall growth at elementary level is mediocre. ELA - strongest growth was at the high school level. Overall growth at the middle and elementary level is mediocre.

#### **MCAS Participation Rates**

District MCAS Summary Notes - SPS achievement results follow trends at the state level. In terms of growth - Math and ELA.

MCAS Measures - Achievement - exceeding expectations, meeting expectations, partially meeting expectations, and not meeting expectations. Student Growth Percentiles (SGP) - A measure of progress that compares a student's performance to other students' performance from previous years.

Deputy Superintendent Kate Carbone takes over the presentation to speak on ELA by Grade Level. Ms. Kate Carbone notes that students had difficulty with essays. We also determined that students had difficulty with questions that were paired texts. Performance across Gr 3-8, Gr 10 sub group. We did see an improvement with students with disabilities.



Math by Grade Level. Greatest gains at grade 3. In keeping with district and state patterns in performance, all subgroups improved in math. Grade 10 SWD, EL/Former EL, Asian, African American, and Multi-Racial populations were too small in 2021 to include in the percentages.

Grade 10 Asian, African American and Multi-Racial populations were too small to include.  
ELA Proficiency - 3 Year Comparisons by School

Math Results - performance improved across grade levels in math with the exception being Grade 10.

Math Grade 3-8 by Demographics - In keeping with district and state patterns.  
Math Proficiency - 3 Year Comparisons by School

Science Results - Grade 10 science scores were graded on a Legacy scale prior to 2022 and cannot be compared to results in 2022. Results were taken from Grade 5, Grade 8, and Grade 10.

Dr.Zrike jumps in to note Performance and Attendance - Chronic Absenteeism Data. 15 Days Grades 3-8, 21.5 Grade 10, and All Students, Grades 3-8 & 10 16.2 average absent days.

Ms. Campbell asks the students who are absent more than 18 days - are they included in the 31%. To sum up, it is 18 days if they added 180 days of school. Confirmed with Marc Leblanc.

Dr. Zrike notes students who were note chronically absent were twice as likely to meet expectations for the MCAS. Student Growth Percentiles. SGPs above 60 are considered high growth, between 40-60 is considered moderate growth and below 40 signals low growth. Dr. Zrike would like to see our growth as a district above 50%.

Deputy Superintendent Kate Carbone discusses District Access Growth slide. We had 14% students progressing with language acquisitions. Every school improved with the exception of Bates and Collins.

Dr. Zrike reviews the Comparison slides all across the districts. He would like us to be on the high end in our performance and proficiency.

Dr. Zrike notes the 2022- 23 Key Actions:

- I. Access to grade-level or beyond content**
- II. Maintain low student:adult ratios**
- III. Provide high dosage tutoring & personalized instruction**
- IV. More consistent use of student data to inform action**
- V. Strengthen district-wide social emotional supports**

Dr. Zrike notes they are committed to using tutors and interventionists. Students do much better if they are targeted in smaller groups.

“ One sign that schools are on the right track to helping students recover academically is a significant increase in the time students spend on grade-level work”

Deputy Superintendent Kate Carbone - Access to Grade-Level Content. Complex texts and challenging tasks and high quality instructional materials. Ms. Kate Carbone notes implementing with integrity. There will be a consultant there to work with the coach and the principals. This will be our second year using. Use the high quality curriculum tools we have.

Ms.Cornell asks what is the barrier to utilizing grade level material?

Ms. Kate Carbone notes sometimes it is mindset. Some of the curricula are new and some are not. The challenging part is a turnover in staff. In the classroom, you cannot implement the curriculum as is. We need the teachers to build the scaffolds for the kids.

Dr. Pangallo asked more about the scaffolds especially for students who are missing from the past two years.

Ms. Kate Carbone notes how helpful it is for teachers to help with small groups. We also have tutors and paraprofessionals to do small group instructions.

Ms. Manning asks about the consultants and who they are and where they are from.

Ms. Kate Carbone notes they are from the Hill Literacy from the State and they do one day a month from the k-8 schools. We have to be relentless at getting students to the tutoring related to their attendance and what skills they are working on.

Maintain Lower Student: Adult Ratios & Provide High Dosage Tutoring

More Consistent Use of Student Data to Inform Next Steps - Data Dashboard/ Curriculum Embedded Assessments. Ms. Kate Carbone notes we have an in house data dashboard so principals have access to this. Timely and quick information to monitor interventions and how kids did on assessments. There are also curriculum embedded assessments as well. Using these assessments more regularly.

Mayor Driscoll asked are the principals going to be taking individual student data?

Deputy Superintendent Kate Carbone notes this depends on which content area. Now we have databases where teachers can access their classroom data. We are not dependent on waiting on reports for outside organizations.

Ms. Cornell asks how do we give our teachers more time for data analysis? Who is training the teachers on the data analyst

Ms. Kate Carbone notes time is always the variable. In Salem, we have release days and common planning time built in the day. We have to be strategic in planning times to do collaborations and working with the principals. There has been standard training with renaissance. The main support for teachers using the data would be the coaches.

Dr.Zrike notes the middle school has a lot of extended learning times and funding from the state is available if teachers were to stay late in the afternoon to be given additional time.

### Supporting Mental Health & Social Emotional Learning

Ms. Kate Carbone notes the adoption and implemented K-8 evidence bases SEL curriculums and supporting school leaders in access to tools and structures that promote data-driven SEL and mental health interventions. This year we are starting to implement a universal screener and identify students with anxiety or depression.

Dr. Zrike - Addressing Chronic Absenteeism.

Launch a city-wide task force with stakeholders.

Weekly school attendance meetings focused on developing tiers of intervention and support.

Careful tracking and monitoring of interventions. Leverage support staff City Connects Coordinators and Family Engagement Facilitators to engage with families, conduct home visits, etc. Have more direct contact to examine the root cause of student absence-anxiety, transportation, disengagement, homelessness, bullying, etc.

### Additional Supports Provided to Schools with Greatest Needs

Allocate additional high dosage tutoring resources. Provide strong coaching for admin teams on data-driven instructions specifically around the structures and processes for closely monitoring student outcomes.

Strengthen principal and assistant principal knowledge of core curricula and embedded assessments and performance tasks.

Ensure that intensive coaching for early career professionals is accessible

Utilize our academic team to ensure high quality and meaningful observation and feedback processes

More frequent supt/deputy spt. visits (weekly) to schools to walk through classrooms, review performance.

Mr. Manny Cruz notes our community based organizations can show much support with chronic absenteeism. They are also offering tutoring and math programming. We are partner rich in this district and further discuss where our partners can help us meet our goals.

Ms. Campbell asked Dr.Zrike if it would be possible to gain access to pre-pandemic access test scores. It would be great to show the progress our multilingual students are making.

Dr. Pangallo notes what is causing families to disengage as well. Being seen as partners by families is the mind set. Dr. Pangallo also notes to keep in mind some students included in data were impacted by one vs two years due to the pandemic. Dr.Pangallo notes we have to balance our need to not overburden ourselves and our students. We want to make sure what we do is sustainable.

Mr.Fleming notes the concentration on grade level learning and beyond is a subject we have not discussed in the past. He notes the new method will benefit across the district.

Dr. Zrike notes one more update to the school committee. On Tuesday October 4 the Massachusetts School Building Authority will be at Salem High School and this is an important step.

Mayor Driscoll does step out of the chambers at 8:15pm

**Old Business**

none

**New Business**

none

**Finance Report**

none

Mr. Cruz notes the Student Advisory Council we do have a student rep appointed and she will be joining us later on this month. More on this subject to come.

## Subcommittee Reports

a. Policies for first reading:

**1401 - Relations with the Police Department.** Ms. Campbell makes a motion for first reading. Ms. Manning seconds. Ms. Cornell notes the added provision to this policy. A roll call was taken.

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

Motion carries 6-0

b. Policies for second reading:

**6502 - Student Advisory Committee** - Motion made by Ms. Cornell. Seconded by Dr. Pangallo. Ms. Cornell notes the changes made to policy language. Dr. Pangallo suggested an amendment to the language. One recipient from each high school which had a student apply.

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

5 in the affirmative, 1 in the negative. Motion carries

**1102 - Advertising in Schools** - Motion made by Ms. Cornell. Seconded by Ms. Manning

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

Motion carries 6-0

c. Policy for third reading:

**1203 - Community Use of Kitchens** - Motion made by Ms. Cornell. Seconded by Ms. Manning

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

d. Policy with no changes:  
**1402 - Fire Department- no changes**

#### Sub Committee Updates

Dr. Pangallo notes the Curriculum 10/4 meeting will have to be rescheduled due to the conflict with Yom Kippur.

#### School Committee Concerns and Resolutions

Dr. Pangallo notes she would like to refer to not scheduling School on election days to the Policy Sub Committee.

#### Adjournment

Mr. Cruz entertains a motion to adjourn. Ms. Manning motioned and Dr.Pangallo seconded. A roll call vote was taken.

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

Motion carries 6-0. Meeting adjourned at 8:53pm.

Respectfully submitted by,

*Krista Perry*

Executive Administrative Assistant to School Committee and Superintendent

# DRAFT

## Salem Public Schools Salem School Committee Retreat Meeting Minutes September 17, 2022

On September 17, 2022 the Salem School Committee held its School Committee Retreat meeting at 8:00a.m.

**Members Present In-Person:** Mayor Driscoll, Mr. Manny Cruz, Ms. Mary Manning, Dr. Kristin Pangallo, Ms. Amanda Campbell, Mr. James Fleming,

**Members Present Virtually:** Ms. Beth Anne Cornell

**Others in Attendance:** Superintendent Stephen Zrike, Elizabeth Pauley, Mr. Paul Mills

### Call of Meeting to Order

Mayor Driscoll calls a meeting to order at 8:11a.m.

### Attendance

Ms. Campbell - Present

Ms. Cornell - Present Virtually

Mr. Cruz - Present

Mr. Fleming - Present

Ms. Manning - Present

Dr. Pangallo - Present

Mayor Driscoll - Present

### Approval of Agenda

**I. Discussion regarding Student Opportunity Act**

**II. Discussion of SPS Master Facilities Plan**

Superintendent Dr.Zrike begins the retreat by thanking all who are in attendance. Before the ice breaker, Dr. Zrike notes we have three goals here today. Number one is to refresh our understanding of the SPS Master Facilities Plan. Number two, we will discuss the Student Opportunity Act as well. Number three to speak upon two core values, empathy and respect.

Dr. Zrike asks all SC members to share a time in your school life when you were at your very best. All SC members shared their thoughts.

Dr.Zrike notes this exercise is important to share our experiences to value one another. He also notes he wants our own students to look back and have multiple stories of feeling at their very



best at school. He wants the school system to have a positive impact on being their very best.

Dr. Zrike passes discussion onto Ms. Mary Manning to further discuss scheduling more routine Subcommittee meetings. Ms. Manning asks the committee if they still wanted to keep Monday evenings open to schedule Subcommittee meetings. Building and Grounds as of right now does not have meetings as frequently but may increase due to the master facilities plan. Personnel, Policy, Curriculum, Equity & Engagement, and Finance. Dr. Pangallo confirms the schedule for Curriculum meetings have been scheduled and Ms. Campbell confirms the Equity & Engagement committee meetings. Ms. Cornell notes in regards to Policy and Finance meetings it is a challenge to schedule future meetings at this time in regards to work schedules however she does confirm there is already a Policy meeting scheduled for September as well as October.

## **I. Discussion regarding Student Opportunity Act**

Mayor Driscoll begins to discuss the slides in regards to Chapter 70 & Student Opportunity Act Review. Background to Chapter 70 - Salem is the only Gateway City receiving Minimum Aid in FY2023. All other Gateway Cities are receiving Foundation Aid and increases range from a low of 4.31% to a high of 42.09%. Salem's increase is 0.96% (an increase of \$248,340). The average Chapter 70 increase for Gateway Cities, excluding Salem, is projected to be 12.95%.

Mayor Driscoll notes factors we are reviewing the calculation for the "required municipal contribution" component of the formula, basically, how the formula determines a community's "ability to pay". We believe there is an issue with this part of the formula, which makes it seem as though Salem can afford much more than it should. Additionally, recent enrollment declines are contributing to the challenging aid scenario, as increases in foundation budget are being "offset" by enrollment declines.

How does the Chapter 70 Formula work? First, there is a calculation to determine a district's Foundation Budget (which is enrollment multiplied by the foundation rates-recently updated by the Student Opportunity Act for certain categories). This is the baseline required spending for that year for the relevant district. Then, to calculate how much of that required spending will be paid for by the state ( via Chapter 70 aid) and by the municipality (required local contribution). A target local contribution establishes an ideal goal (called "combined effort yield") for how much each city and town should contribute toward its foundation budget, based on the municipality's wealth. Two measures of municipal wealth are used: aggregate property values and aggregate personal income, with each given equal weight. Target Aid Share - the proportion of students in Salem Schools is increasingly low income; however, the chapter 70 formula is rapidly driving Salem's contribution up and the state's contribution down. Salem is not receiving aid that is commensurate with having those additional 134 students in our schools. We will have information this October regarding enrollment changes for FY23 that will be used to calculate FY24 Chapter 70 aid.

Mayor Driscoll recognizes the Student Opportunity Act (SOA) - What does the SOA do? The act establishes new, higher foundation budget rates in five areas: benefits and fixed charges, guidance and psychological services, special education out-of-district tuition, English learners, and low-income students, all to be phased in over multiple years.

In FY22, the rates were increased in all five areas by 1/6th of the gap between the FY21 rates and the final target rates. In FY23, the rates in those areas have increased by an additional 1/6th of the gap. Salem is in Group 5 above, and the DESE project will experience higher increases in foundation budget and corresponding Chapter 70 aid than other communities with fewer low-income students but will also see a greater % change in its required local contribution to pay for those increases.

Strategy for Solution & Next Steps: Legislative & State Budget Efforts. More analysis needed - working with various Chapter 70 experts to review. Coalition building likely needed for long term-solution, pothole solution for short-term. Work with incoming administration and legislative delegation on both long-term and short-term solutions.

Internal Efforts - Close collaboration with the city and school.

### **III. Discussion of SPS Master Facilities Plan**

Ms. Elizabeth Pauley notes she will now be introducing Mr. Paul Mills, Lead tech from Cannon Design, to present the SPS Master Facilities Plan. Beforehand, the School Committee Retreat Goals are as follows:

1. Refreshed understanding of SFMP purpose and recommendations
2. Input and consensus on near-term and long-term operational and capital actions
3. Clear expectations on critical next steps

Mr. Paul Mills begins by talking about the next steps since creating a Master Plan. The SFMP is a professional, third-party, data-driven, and community-informed study with a series of recommendations.

1. Capital Investments
2. School portfolio changes
3. Policies

Step 1: Accept the study and recommendations (as amended based on Committee 6/20 feedback.)

Step 2: Take action, giving direction to the Superintendent and staff on specific (or all) recommendations.

Mr. Mills notes the understanding and recommendations recap. He explains the votes taken for operational scenarios, high school options, alternative education options, pre-school options, Elementary School options, and School Placement policy. Mr. Mills notes that the CannonDesign Recommendation would be : Operational Scenario 4 is recommended as SPS long range grade configuration model. With an anticipated 5+year timeline to secure MSBA Core Program Grant Funding, design, and construct the new Salem Middle/High School it is recommended that SPS explore an interim implementation of scenario 2 with focused engagement of current and potential new Saltonstall School Stakeholders.

Mr.Mills notes CannonDesign Recommendation: Option B is recommended based on significant educational and long-term operational cost benefits. Concurrent with the MSBA Core Program funding application process, it is recommended to conduct a feasibility study to determine the

viability of retaining and updating the existing academic wing (last renovated in 2006) as part of the long-term campus design.

Option C is recommended. In near term, seek new lease opportunities and/or conduct a programming and feasibility study of moving SPHS and NLIS to Collins Middle School which has sufficient surplus capacity to house a contiguous group of spaces for these schools. With continued study and engagement to determine if Option C (Pre-K-K) would be a superior alternative for Salem. Commission near-term feasibility study for siting this program at Horace Mann and/or Collins.

Option A is recommended, with potential caveat that if the Horace Mann building is preferred for the new Early Childhood Center (over Collins or an alternate site), the Horace Mann program would relocate to a renovated Collins building upon completion of the new Salem Middle/High School. Renovation should be defined, prioritized, and scheduled based on periodically updated facility assessments with careful considerations of storm surge and sea level risks at Bentley and Carlton.

Option A is recommended to continue the current enrollment choice policy. While stakeholder surveys lean slightly in favor of reverting to a policy of neighborhood schools, it is recommended to defer action at this time based on the high degree of indifference and polarization in survey responses. Stakeholders feedback suggests that this may be a topic for revisiting in the future.

Dr. Zrike notes that there will be a site visit from the MSBA on October 4, 2022 to Salem High School based on the application that the council approved. This is an important step and there's a chance it will be accepted into the pipeline and we will get a new building in the next 5+years. We would know in December 2022 if we were selected in this pipeline for a new building.

Understanding Consensus and Next Steps. Mr. Mills notes the next slides will be to further discuss the School Committee Retreat Pre-Survey. They developed this quick baseline straw poll of the School Committee's position on the recommendations put forward in the School Facility Master Plan. During the Workshop we will explore the recommendations in more depth and seek consensus on near term action.

**1. Which characterizes your positions on long term grade reconfiguration ( EEC, ES, 7-12)?**

Ms. Manning - table recommendation

Ms. Pangallo - further study and stakeholder engagement

Mr. Cruz - yes if making specific amendments

Mayor Driscoll, Mr. Fleming, Ms.Cornell, Ms.Campbell - adopt as recommended

Mayor Driscoll notes we need an early childhood center and should we be thinking of one center specializing. 1-6 we see students leaving our district. High quality programs in one place would lead to a wealth of opportunity.

Mr. Cruz notes filling all programs up with interested students.

Ms. Campbell notes the words long term. Ms. Campbell would not want kids to transition to a shorter model. Kids need time to adjust. How do we feel about our middle grades and where do we want them to end up? Ms. Campbell wants us to be very thoughtful about the

middle grades and what we expect from them.

Dr. Pangallo notes the transition for the middle schoolers. Providing sixth graders with leadership opportunities.

Ms. Campbell notes she has seen kids thrive closer to high school prep. However, some kids thrive off of smaller groups and not as large as a high school environment. We may make this challenging to kids for this transition. Free form scheduling and losing the cluster model. Ms. Campbell notes that as of right now, she is definitely not a yes but more so to have future conversations moving forward.

Ms. Cornell notes MA does not serve our middle schoolers particularly well. Seeing the work Chelsea is doing in the pilot program and the work our district educators are doing to be student driven, there is a way to be innovative with this.

Ms. Manning notes that she does agree with keeping the sixth graders in the elementary level. The majority of sixth graders are ready but the parents are not. Ms. Manning also notes the library does not just consist of books. Now we offer staff to help with guidance to middle schoolers. We have resources to help with our skill set. Ms. Manning notes keeping the sixth graders back a year can be very detrimental.

Ms. Cornell notes she understands Ms. Manning's concerns and she would like to keep kids clusters. Ms. Cornell will note we are not doing Collins Middle School successfully at this time. This is about being better and doing the best we can.

Mayor Driscoll notes the overall building structure that we want to invest in, how we make it work for students. This is a future conversation to be had.

Mr. Mills notes to have a successful k-8 program is to have the staff available for each section. To implement this successfully, focus on starting strong and staying strong.

15 Minute Break. Mr. Manny Cruz leaves retreat and joins virtually.

## **2. Which characterizes your position on interim transition of Saltonstall as PK-5?**

Dr. Pangallo, and Ms. Campbell - further study and stakeholder engagement

Mayor Driscoll, Ms. Cornell - yes if we can make specific amendments

Mr. James Fleming - yes - adopt as recommended

Ms. Manning - no - table recommendation

Ms. Campbell notes a quick transition is not in the best interest of the kids. Some kids do need the middle school experience. Do what is best for the kids and for their families.

Mayor Driscoll notes she agrees with Ms. Campbell. School choice for students and families. Moving kids now is not the right time. As we build a new facility, we would want to unify.

Mayor Driscoll also notes that herself as well as all School Committee members would like further studies before moving forward and making any decisions.

Ms. Campbell notes a lot of families feel like K-8 is a better model for their child for a variety of reasons and if we've got school choice but people do not have access to that choice and that makes her uncomfortable. She would like to flag this and further discuss moving forward.

**3. Which characterizes your position on reconstructing Salem HS?**

Mayor Driscoll, Ms.Cornell, Dr. Pangallo, Mr. Fleming, and Ms.Campbell - Yes - adopt as Recommended

Ms. Mary Manning - maybe - further study and stakeholder engagement

**4. Which characterizes your position on Salem Prep/New Liberty Relocation?**

Ms. Campbell, Mr. Fleming, Dr.Pangallo, Ms. Cornell - yes - adopt as recommended

Mayor Driscoll - yes - make specific amendments

Ms. Manning - maybe - further study and stakeholder engagement

Dr. Zrike notes Salem Prep has very few kids enrolled at this time. The space at Salem State is an interesting space. Dr. Zrike would like kids to have early college experiences. Placing them right on campus where the bookstore is located would help students gain this experience. Dr. Zrike notes our choice right now to really to stay or take another off-site location which we would have to look at the cost.

Ms. Manning notes are there any thoughts of why the Prep is at a low enrollment rate?

Dr.Zrike notes right now what we are seeing is getting kids spots where they need social and emotional needs.

**5. Which characterizes your position on a single specialized PK or PK-K Center?**

Mayor Driscoll, Dr.Pangallo, Ms. Campbell - yes - adopt as recommended

Mr. Fleming, Ms. Cornell - Maybe - further study and stakeholder engagement

Ms. Manning - unsure

Ms. Campbell notes a smaller space is best for this age. At a young age, you do not have as much educational history with them and sometimes you do not know how they will react until you have them in your classroom. You also have a lot of children in these grades who are scheduled with related service providers and are able to cover speech and language services.

Dr.Pangallo notes what you have to build in that suites 3 and 4 year olds really well. Toilets and sinks for example. A lot is at a different scale.

Ms. Cornell notes if we had pre - k and k together, this would not be ideal for transportation logistics.

**6. Which characterizes your position on continuing all Elementary Schools (without consolidation)?**

Mayor Driscoll, Ms.Campbell, Mr.Fleming, Dr. Pangallo, Ms. Cornell - yes - adopt as recommended

Ms. Mary Manning - yes if - make specific amendments

### **7. Which characterizes your position on continuing the Enrollment Choice Policy?**

Ms. Manning - yes if - make specific amendments

Mayor Driscoll, Dr.Pangallo, Mr.Fleming - maybe - further study and stakeholder engagement

Ms.Campbell - no - table recommendation

Ms. Cornell - unsure

Ms.Campbell notes it is a very challenging policy to have and transportation issues would arise. Right now, we deeply need to question if it's worth it and stand true to our values. Ms. Campbell notes designing your neighborhood zone.

Ms. Manning notes the direct results of choice.

Mayor Driscoll notes there is a big value when someone gets to control choice. The city is more diverse at this time. Moving towards a controlled choice, may work or not.

Dr.Pangallo notes the amount of stress parents feel about the process might be because of the difference between all their choices. Can we move away from this and still have well diversified and maintained schools?

Ms.Cornell notes ultimately choice does more harm than good. We have never had parity among the schools and this is not possible.

Dr. Zrike notes that chronic absenteeism has a heavy impact on choice. Dr. Zrike notes there is a way to draw the line to create a balance.

Mr. Paul Mills notes for the operational scenarios, alternative education. Studies of Saltonstall to be studied. There is a desire to disrupt the status quo.

Ms. Mary Manning notes what it means for the middle schooler co-locating.

Mayor Driscoll states the consensus was to gauge decisions on facility recommendations, programmatic recommendations. Have further dialogue. Mayor Driscoll notes we want to have a middle and high school combined facility. Co-located We have a general consensus co locating middle and high schoolers. Mayor Driscoll also states that for the purpose of the MSBA- we do have to decide whether or not we want to co-locate and have dual programs in the same space. Mayor Driscoll again notes that based on the conversations had, the majority of the school committee feels having the middle and high school co-located is determined. No vote will be taken at this retreat, this is only a census.

Dr. Zrike notes we are ready to explore the possibilities of a secondary model. High/School Middle School, School Choice, and Salem Prep need further discussion. As of right now, we don't

know if we want to move forward.

Ms. Cornell notes that she wants to know what the Superintendent's recommendation would be as the education experts. Here is the direction we want to go in and here is why. Possibly by scheduling a COW meeting in the future.

Dr. Zrike notes there were teachers a part of the facilities master plan and were a part of the process.

Ms. Campbell notes there might be a way to prove content with different configurations.

Meeting adjourned at 12:05pm.

Respectfully submitted by,

*Krista Perry*

Executive Administrative Assistant to School Committee and Superintendent

**COMMUNITY RELATIONS** **1000**

RELATIONS WITH LOCAL GOVERNMENT AGENCIES 1400

SPS-POLICE ENGAGEMENT 1401

The following statement of policy applies to the Salem Public Schools, pursuant to the development of a Memorandum of Understanding with the Salem Police Department. The Memorandum of Understanding formalizes the working relationship agreed upon by the Salem Public Schools and the Salem Police Department to work within their respective statutory mandates and provide a safe educational setting ~~free of drugs and violence.~~

The Salem Public Schools will collaborate with the Salem Police Department to develop, coordinate, and implement ~~appropriate and humane~~ ~~their~~ responses to violent, delinquent, or criminal acts by students, including weapons reporting and alcohol and other drug use, which occur on school premises or at school-related events. ~~To ensure a safe educational environment, the Memorandum of Understanding between the school administration and law enforcement will support “zero tolerance” for harassment, intimidation, hazing, violence, weapons, alcohol and other drugs, and include the reporting of non-students involved in such acts on school premises or at school events.~~ Relationships between the schools and officials of law enforcement agencies in investigative matters concerning pupils will take into consideration the respective roles of the schools and law enforcement agencies in assisting and protecting the interests of the community, and ensuring the rights of all concerned.

The Memorandum of Understanding will identify the school’s role with respect to discipline matters, the police role with respect to investigation of criminal activity, and include the process for communication with parents or guardians. The document will be revised as needed to meet the needs of the schools and the community, adhering to any state or federal statutes, and complying with any Department of Education regulations.

The Memorandum of Understanding will reflect the commitment of the school and police departments to reducing school violence and criminal activity in the community through effective communication, information sharing, and the development of a school and community network, which may include ~~the assignment of police officers~~ ~~assuming to the schools in the capacity of the role of~~ School Resource Officers. ~~School Resource Officers Implementation will be guided by a commitment to emphasize~~ mutual respect, appropriate dissemination of information, and ~~coordinated~~ ~~professionally informed~~ strategies for early intervention with high-risk youth. The signatures of the Salem Superintendent of Schools and the Chief of Police will notarize the Memorandum of Understanding. ~~Each year, the Salem Police Department and Superintendent will give a joint presentation on their partnership, including all appropriate data, to the School Committee.~~

See Administrative Guidelines



Approved: 12/3/07

**Reviewed by Policy Subcommittee December 2016 and further review is recommended**

<b>SCHOOL COMMITTEE</b>	<b>6000</b>
<u>SCHOOL COMMITTEE ADVISORY COMMITTEES</u>	6500
STUDENT ADVISORY COMMITTEE	6502

As required by law, it shall be the policy of the Salem School Committee to meet at least once every other month when school is in session with the student advisory committee consisting of 5 members elected by the student body of Salem High School.

In recognition of service devoted to school- or district-level governance, Salem High School, New Liberty Innovation School, and Salem Prep High School seniors may apply for a Salem Public Schools Governance Scholarship, to be awarded to at least one recipient from each high school – **providing students from each school apply**– in an amount **to be determined by the School Committee of up to \$500**. Eligible students may apply for the scholarship in March of senior year, and awards are to be used for post-secondary endeavors such as college/university expenses, entrepreneurship, vocational training, and/or a career in the military.

In January of each academic year, the School Committee will establish an ad hoc committee of no fewer than three School Committee members who will review applications and award scholarships. In the event that fewer than three School Committee members volunteer, the chair will appoint additional members. Scholarship application materials and guidelines, as well as a general outline of the process whereby scholarship recipients are chosen, will be published and updated as needed on the School Committee page of the Salem Public Schools website. Scholarship recipients will receive their awards no later than the first School Committee meeting of June.

Legal Reference: MGL 71:38M

[Suggested edits made in Policy Subcommittee Meeting 9/21/22 for 2nd reading at next SC meeting.](#)

Suggested edits made in Policy Subcommittee Meeting 12/14/21 for further discussion among the full committee.

Reviewed May 24, 2022, a new proposal created for committee members to review.

Reviewed: October 2016

<b>COMMUNITY RELATIONS</b>	<b>1000</b>
COMMUNICATIONS WITH THE PUBLIC	1100
ADVERTISING IN THE SCHOOLS	1102

The purpose of this policy is to limit advertising in the schools and the use of schools to distribute commercial and promotional material. The goal is that both the superintendent and the building principal approve all such material in advance of any use.

To advance this general policy, the following specific restrictions on the presence of advertising in the schools and use of schools to disseminate material are adopted.

~~Salem Public Schools materials and announcements made by the city may be distributed to parents through the school system with no advance approval required. Such announcements include, for example, notices of recycling programs, civic functions, and the like. All such announcements and/or materials must be distributed in both English and Spanish.~~

~~Political announcements may not be distributed through the school system.~~

~~Use of school property for advertising purposes is prohibited except when approved by the superintendent and the building principal and the School Committee. Such approval will only be granted when there is a demonstrated educational benefit derived from the use. Approval will be indicated by a stamp from the superintendent's office. An example would be a set of bulletin boards placed and maintained by a private company to present uplifting and educationally useful information. Space is reserved on those boards for advertisements and this is permissible if the building principal approved of each advertisement and retains the right to remove those that are not consonant with school policy. If there is any question about appropriateness of any such use of school property, the matter should be referred to the superintendent's office. The superintendent will refer to the School Committee any matters of major import.~~

~~Any distribution submitted instigated by a private party shall be marked as such as to distinguish it from an official school department correspondence. All such materials must be presented through the superintendent's office and then to the building principal for approval.~~

~~There may be allocated special bulletin boards placed in schools on which public notices may be freely posted. Space on these boards will be on a first come first served basis with priority granted to students in the school. Others may post notices with the permission of the principal clearly marked on the notice. These notices are limited to job offers and information of interest to the school community at large such as club meetings and other public organizations. The school may charge a fee for the placement of any advertising on its property, but no such fee-generating ads will be placed without express~~

~~approval of the school committee. This includes all use of school property including parking lots. No advertisements~~ will be placed within or attached to school buildings with the exception of gymnasiums used for interscholastic sporting events. It is recognized that any advertisements used in conjunction with sporting events may be removed or covered when that event is not occurring. (discuss at next meeting)

If an outside ~~educational institution or non-profit company~~ wishes to ~~engage~~ use students in a study for an experiment such as piloting a television program, and wishes to solicit interested parties through the system, permission of each and every parent/guardian must be obtained, and permission must be granted by the School Committee for such a solicitation. Governmental surveys and educational inquiries (doctoral dissertations etc.) need superintendent and parent/guardian's approval only. (include the parents)

Through each school's student handbook, parents are to be made aware that throughout the school year students may be photographed or have their pictures otherwise used by local newspapers, cable access television, SPS social media, and/or other such media outlets. Parents will have the opportunity to deny access to their child's pictures for the aforementioned use.

Approved: 12/03/07

Reviewed: December 2016

Reviewed by Policy Sub Meeting December 14, 2021 to send to Regular SC 12/20/21

*Reviewed, changes - withdrawn for 3rd reading on 9/7/22*