

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



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

Acting Mayor Robert McCarthy, Chair

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

DATE POSTED: February 23, 2023

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on February 27, 2023 at 7:00p.m.** This meeting will take place in person at 29 Highland Ave., Rm. 227, Salem, MA. You can also join via Zoom using the link below.

Zoom Link to participate:

<https://us06web.zoom.us/j/82423788586?pwd=S3p2c1FtUmtRS2NBYIRZV0RDT2l2Zz09>

Passcode: 271431


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/wk425GUzGpKCb2th9>. A district staff member will be compiling all comments which will be shared with members prior to the end of the public meeting. Comments will also be summarized in the meeting minutes. Please contact Krista Perry at kperry@salemk12.org or 617-285-7567 with any questions or to report any technical difficulties you experience.

II. Approval of Agenda

III. Approval of Consent Agenda

- A. Approval of minutes of Regular SC meeting held on February 6, 2023
- B. Approval of Warrants: 2/9/2023 - \$840,941.60; 2/16/23 - \$414,067.03

IV. Public Comment

See above instructions for participating in public comment.

V. Superintendent's Report

- a. Superintendent's Evaluation
- b. Mental Health Task Force Recommendations and Updates
- c. Deliberation & vote for SY 23-24 school calendars

VI. Student Representative Report

VII. Action Items: Old Business

- a. JROTC marksmanship program follow-up

VIII. Action Items: New Business

- b. Deliberation and vote on approval of Salem High School JROTC to Halsey Health & Public Safety Academy on 3/10/23
- c. Deliberation and vote on approval of superintendent's evaluation
- d. Deliberation and vote on approval of the 23-24 school calendar for Bates, Collins, ECC, HMLS, Salts, WHES
- e. Deliberation and vote on approval of the 23-24 school calendar for the Salem High School & Salem Prep High School
- f. Deliberation and vote on approval of the 23-24 school calendar for New Liberty Innovation School
- g. Deliberation and vote on approval of the 23-24 school calendar for Carlton Innovation School

IX. Finance & Operations Report

X. Subcommittee Reports

- a. New policy for Hall of Fame
- b. Policy with no substantial changes:
Policy 1602 - Election of School Councils
- c. Policy for first reading:
Policy 1507 - Public Comment
- d. Policies for second reading:
Policy 6504- Naming of Schools
Policy 1506 - School Volunteers

XI. School Committee Concerns and Resolutions

XII. Adjournment

Respectfully submitted by,

Krista Perry

Executive Assistant to the School Committee & Superintendent

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

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



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

Alcalde en funciones Robert McCarthy, Preside

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

FECHA DE PUBLICACIÓN 23 de febrero de 2023

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una reunión **regular del Comité Escolar el 27 de febrero de 2023 a las 7:00 p.m.** Esta reunión tendrá **lugar en persona en 29 Highland Ave., Rm. 227, Salem, MA.** También puede unirse a través de Zoom utilizando el enlace de abajo.

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

<https://us06web.zoom.us/j/82423788586?pwd=S3p2c1FtUmtRS2NBYIRZV0RDT2l2Zz09>

Contraseña: [271431](#)


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/wk425GUzGpKCb2th9> Un miembro del personal reunirá todos los comentarios que serán compartidos con los miembros antes de finalizar la reunión pública. Los comentarios también serán resumidos en las minutas de la reunión. Por favor, póngase en contacto con Krista Perry en kperry@salemk12.org o en el

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



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

Alcalde en funciones Robert McCarthy, Preside

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

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

- a. Aprobación del acta de la reunión regular del Comité Escolar celebrada el 6 de febrero de 2023
- b. Aprobación de las órdenes de pago: **9-feb-2023** - \$840,941.60; **16-feb-23** - \$414,067.03

IV. Comentario Público

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

V. Reporte del Superintendente

- a. Evaluación del Superintendente
- b. Recomendaciones y actualizaciones del Grupo de Trabajo de Salud Mental
- c. Deliberación y votación para los calendarios escolares para el año escolar 23-24

VI. Reporte de la representante estudiantil

VII. Elementos de Acción: Asuntos Antiguos

- a. Seguimiento del programa de tiro JROTC

VIII. Elementos de Acción: Asuntos Nuevos

- a. Deliberación y votación sobre la aprobación de Salem High School JROTC a Halsey Health y Academia de Seguridad Pública el 10-mar-23
- b. Deliberación y votación sobre la aprobación de la evaluación del superintendente
- c. Deliberación y votación sobre la aprobación del calendario escolar 23-24 para Bates, Collins, ECC, HMLS, Salts, WHES
- d. Deliberación y votación sobre la aprobación de la 23-24 calendario escolar para la Escuela Secundaria de Salem y Salem Prep High School
- e. Deliberación y votación sobre la aprobación del calendario escolar 23-24 para New Liberty Innovation School
- f. Deliberación y votación sobre la aprobación del calendario escolar 23-24 para Carlton Innovation School

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



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

Alcalde en funciones Robert McCarthy, Preside

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

IX. Reporte de Finanzas y Operaciones

X. Reportes de los Subcomités

- a. Nueva política para el Salón de la Fama
- b. Política sin cambios sustanciales:
Política 1602 - Elección de los Consejos Escolares
- c. Política para primera lectura:
Política 1507 - Comentarios del público
- d. Políticas para segunda lectura:
Política 6504 - Denominación de los centros escolares
Política 1506 - Voluntarios escolares

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 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
February 6, 2023

On February 6, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present In-Person: Acting Mayor Robert McCarthy, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Kristin Pangallo, Ms. Beth Anne Cornell, Mr. James Fleming, Ms. Mary Manning

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Liz Polay-Wettengel, Ms. Ellen Wingard, Dr. Ruben Carmona, Mr. Marc Leblanc, Mr. Glenn Burns

Call of Meeting to Order

Acting Mayor Robert McCarthy calls the meeting to order at 7:02 pm and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Acting Mayor Robert McCarthy recognizes the attendance with members absent and joining virtually.

Motion carries 7-0

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present (arrived at 7:07PM)
Mr. Fleming	Present
Ms. Manning	Present
Dr. Pangallo	Present
Acting Mayor Robert McCarthy	Present

Approval of Agenda

Acting Mayor Robert McCarthy requested a motion to approve the Agenda. Motion made by Mr. Fleming. Seconded by Ms. Manning.

Motion carries 6-0

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Fleming	Yes
Ms. Manning	Yes

Dr. Pangallo Yes
Acting Mayor Robert McCarthy Yes

Approval of Consent Agenda

Acting Mayor Robert McCarthy requested a motion to approve the Consent Agenda. Motion made by Ms. Manning. Seconded by Mr. Fleming.
Motion carries 6-0

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Acting Mayor Robert McCarthy Yes

Mr. Fleming notes he would like to take an agenda item out of order which would be the gift donated from William and Mary Furey.

At this time, Mayor McCarthy invites Mary Furey along with the Salem High School Athletic Director as well. Mary Furey graciously donated \$10,000 to the Salem High School wrestling team in memory of her brother William Furey.

Mr. Fleming moves to accept the donation made by Mary Furey. Seconded by Ms. Manning. Roll call was taken.

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Acting Mayor Robert McCarthy Yes

Public Comments

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

Superintendent Dr. Zrike notes he would like to take one more agenda item out of order. Dr. Zrike notes he has the distinct pleasure in honoring a Collins Middle School 8th grader who came across a toddler who was alone and needed assistance during her walk to school. The student was able to act quickly and brought this toddler to a safe place so the child could be reunited with her family. This student received recognition from not only the School Committee but also from the City of Salem Mayor’s office and the State House of Representative.

Student Showcase - Horace Mann Laboratory School

Principal Jennifer Windsor notes school is divided into different houses and t-shirts they wear. Houses are a mix of pre-k to 5th grade. The presentation shared will show how they have

worked to increase family engagement and to improve the culture and climate of our building and make fun new activities for students.

Student Owen, 2nd grader, states he likes the houses. Owen states he is able to connect with people you would not normally see. Student Fernando, 2nd grader, notes traditions for school and lots of fun. Each house wears the same color t-shirt. Harold the Husky is also there and introduces new initiatives. Along with Ms. Correll, the schools have a quick assessment such as relationship mapping. Husky Heroes happens when students are rewarded based on showing Horace Mann's core values.

Ms. Arias Reyes explains family events like movie nights. She also notes the past Trunk or Treat and Turkey Trot Events which has been an excellent turn out at the monthly Parent Teacher Committee. Reyes also notes a Family Valentine's Dance this month, a pottery night, and a multicultural night in March. Ms. Arias is still working with families to bring dishes from home in regards to their culture during the Multicultural night. School site councils are available to re-established our school site council and is an opportunity to share information and get feedback from families on our School Improvement Plan.

Ms. Winsor also notes she has been sending out weekly newsletters to the students' families that have information on activities from the past week which also includes lots of photos and important reminders.

Superintendent's Report

Dr. Zrike notes he did want to call the attention to Black History week of action. This was driven by staff at Horace Mann Laboratory School. Trying to embed projects across our schools which we want to then showcase throughout the district and throughout the month of February and beyond. Dr. Zrike notes we want to look at the contributions of Black Americans and look at Black excellence across our country.

Dr. Zrike would also like to note that this week is our School Counselors Week. Their devotion towards our schools and students is unparalleled.

Dr. Zrike also notes we are launching a middle school advisory group to help reimagine our middle school space. We have recently asked for teachers, families, and students to be a part of the task force. We are also asking for a group of educators to join us and be a part of a design team to help inform the vision and to make recommendations about how to achieve that vision.

SHS Program of Study

Mr. Glenn Burns begins noting the #I applied. This past Friday we celebrated all Salem High School seniors and the work they have done up until this point. The goal was to make sure the kids had a plan when they leave the high school no matter what their plan was. In a few months, we will be celebrating these seniors with # accepted. Mr. Burns also notes they will help prepare students for interviews and assist to complete recommendation letters so they are competitive for their position they are applying for.

Ms. Meghan Souza, Director of College and Career Counseling, discusses the timeline of the process and the partnership discussions. Ms. Souza notes the formalized course trajectory of existing and new strands. The expansion of Early College offerings and designation with NSCC.

Expansion of Advanced Coursework Offerings and CVTE Perkins Funded Pathway. Programming & Web, cybersecurity, computer science principles, computer science. An expansion of CVTE Perkins Funded Pathways and Graphic design continued. Marine Service Technology and Ed Rising Pathway through EEC and Pharmacy Technician through Med Assisting Increasing accessibility. Ms. Souza also notes aligning the core courses with MASSCORE and increasing high academic expectations of all scholars and current graduation language. Proposed changes and impact - students will still be required to have 26 credits to graduate. Dr. Pangallo notes during the Curriculum committee aligning the goals of college readiness. Communication with student families, the difference between units and credits. Ms. Cornell asks how the high school staff tending to students to obtain the right pathway in their freshman and sophomore years. Mr. Burns notes having a voice on the redesign of the middle school and starting the pathways at the middle school level. Mr. Burns wants to expand what a student chooses so they avoid becoming overwhelmed. Mr. Cruz notes the work to integrate the educator pathway and what we are offering at CVTE and offering through Early College. Dr. Pangallo notes having the CTE program, by having those credentials, offers our students a way to work more well compensated positions while attending higher education if they choose to pursue.

Recommended SY 23-24 school calendars

Dr. Zrike notes the SY 23-24 Master Calendar highlights which will be tabled as of right now before finalizing. Some highlights in the revised calendars include, a mini-fall break that includes no school on Halloween and the day before (4 day weekend); moved one before the school year, teacher professional development day to mid-March (March 6th) based on educator feedback; eliminated week long January break, but added an additional buffer day following the New Years holiday.(Jan 3rd)

Dr. Zrike also notes in the future, perhaps we should consider making Good Friday a school day, it has also been suggested to relook at having one Spring break (March) instead of a February and April recess, parent conference timeline, and Bentley is still soliciting input on their calendars as well as Carlton's and New Liberty's proposed calendar.

Dr. Pangallo notes the difference between pre -k and k - start with grades 1-12. Dr. Pangallo notes some hardships for families with our youngest learners. Perhaps we should start working on a calendar more in advance so parents can plan their summers. For families who have students with two different calendars it is extremely challenging and is it really serving our community? Having a more consistent calendar and an extended winter break because of intense covid spike was what was best in the past.

Ms. Cornell notes she did read through the surveys and what it reflects is that there really is no consensus at all and reiterates what our job is, which is to do the very best that we did to do as a committee for the students.

Dr. Zrike notes he is worried about the safety and parents and school bus drivers getting students to and from school safely on that first day.

Student Representative Report

Ms. Natalia Feliz notes there are no updates at this time due to midterms, MCAs testing, and reassessments.

Old Business

none

New Business

Deliberation and vote on approval of \$10,000 donation to Salem High School’s wrestling team from William and Mary Furey

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

Finance & Operation Update

a. Request to transfer \$250,000 from Special Education Private Tuition to Homeless Transportation.

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

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

b. Request to transfer \$15,000 from Special Education teacher to the district Translation line.

Motion made by Ms. Manning. Seconded by Dr. Pangallo.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes

Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

Ms. Elizabeth Pauley notes she has two requests for approval. Approval is required for a transfer above \$15,000 or between cost centers. Ms. Pauley is recommending a request to transfer \$250,000 from Special Education Private Tuition to Homeless Transportation. The cost to transport homeless students has continued to increase so this \$250,000 will help us to meet our obligations. The second is to transfer \$15,000 from special education to the district's translation line. Not from a special education teacher.

Ms. Pauley notes the state reimbursement for the homeless transportation.

Dr. Zrike notes we do know the administration has already placed funding to support districts like ours and we do anticipate receiving relief funding to cover.

Mr. Cruz notes a request has been put into housways to see if they can do some form of an analysis for the district to what they might be able to expect out of a potential supplemental appropriation with respect to the transportation issues.

Subcommittee Reports

Policies for first reading:

Policy 6504 - Naming of Schools - Ms. Cornell motions. Seconded by Ms. Manning. Mr. Fleming would like to oppose it.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	No
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

6 in the affirmative, 1 in the negative.

Policy 1506 - School Volunteers - Ms. Cornell motions. Seconded by Ms. Manning. Roll call vote.

Ms. Campbell	Yes
Ms. Cornell	Yes

Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

Policies for third reading:

Policy 5101 - School Age and Attendance - Ms. Cornell motions. Seconded by Ms. Manning. Roll call vote.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

Policy 1502 - Advisory Committee to the School Committee - Ms. Campbell points out the missing letter “E” in ELPAC.

Ms. Cornell motioned to approve. Seconded by Mr. Cruz. Roll call vote.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

School Committee Concerns and Resolutions

none

Adjournment

Mr. Fleming motioned to adjourn.

Meeting adjourned at 9:09pm.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee and Superintendent



1. Best educators & leaders



2. Academic Excellence for All



3. Systems of Support



4. Strategy & Accountability



SALEM PUBLIC SCHOOLS

Where belonging leads to opportunity.

**Mental Health Task Force
Recommendations and Updates
February 27, 2023**



Overview



- Review work and recommendations from the Mental Health Task Force
- Updates on Mental Health and Social Emotional Learning programming
- Next steps



Mental Health Task Force

EQUITY. BELONGING. OPPORTUNITY.	
SALEM PUBLIC SCHOOLS Mental Health Task Force	
August 22, 2022 Time 4:00-5:30	
Resources <ul style="list-style-type: none">• Futures Protocol	
Meeting Goals <ul style="list-style-type: none">• Build a community of problem solving stakeholders focused on meeting the expanding social emotional and mental health needs of our youth.• Increase collaboration among community mental health providers, schools, and families that leads to better healthy outcomes for kids	
AGENDA ITEMS	
Welcome - Dr. Steve Zrike, Superintendent, Salem Public Schools	4:00-4:10
Review of Agenda Ellen Wingard, Executive Director of Student Support Services, Salem Public Schools Kelli Vangelist, CSA Program Manager, Beth Israel Lahey Behavioral Health Services	4:10-4:15
Connected Opening <ul style="list-style-type: none">• Introductions and "One Breath Why"	4:15-4:35
Defining Mental Health <ul style="list-style-type: none">• W.H.O. & C.D.C. definition• How do we operationalize this definition for our community?	4:35-4:45
Futures Protocol <ul style="list-style-type: none">• Purpose: Envision the future as a group to clarify the ultimate best case scenario of a goal (the word "no" does not exist in this protocol)<ul style="list-style-type: none">○ Future○ Look Back○ Gallery Walk	4:45-5:15
Set Meeting Schedule <ul style="list-style-type: none">• 4 times per year?• Small group more frequently	5:15-5:25
Optimistic Closure - "I Am Curious" Turn and Talk <ul style="list-style-type: none">• Share	5:25-5:30
NOTES:	

Task Force Goals

- Build a community of problem solving stakeholders focused on meeting the expanding social emotional and mental health needs of our youth
- Increase collaboration among community mental health providers, schools, and families

Task Force Membership

- Parents, community partners, SC members, SPS counselors, SSU teaching staff



SEL & Mental Health Defined

SEL

Social-emotional learning (SEL) is a process whereby young people and adults build strong, respectful, and lasting relationships that facilitate co-learning.


(Adapted from [CASEL](#))

Mental health

Mental health is a state of well-being in which an individual realizes [their] own abilities, can cope with the normal stresses of life, can work productively and are able to make a contribution to [their] community. *(Adapted from [WHO](#))*













Strengthen Social Emotional Learning to improve Mental Health Outcomes



INDICATORS OF SCHOOLWIDE SEL

Schoolwide SEL is a systemic approach to integrating academic, social, and emotional learning across all school contexts. This approach provides a learning environment that infuses SEL into all aspects of instruction and promotes equitable outcomes for all students. Central to this system is high-quality professional learning and the use of data for continuous improvement. When fully implemented, schoolwide SEL contributes to more successful and equitable outcomes for young people, and is evidenced by the following indicators:

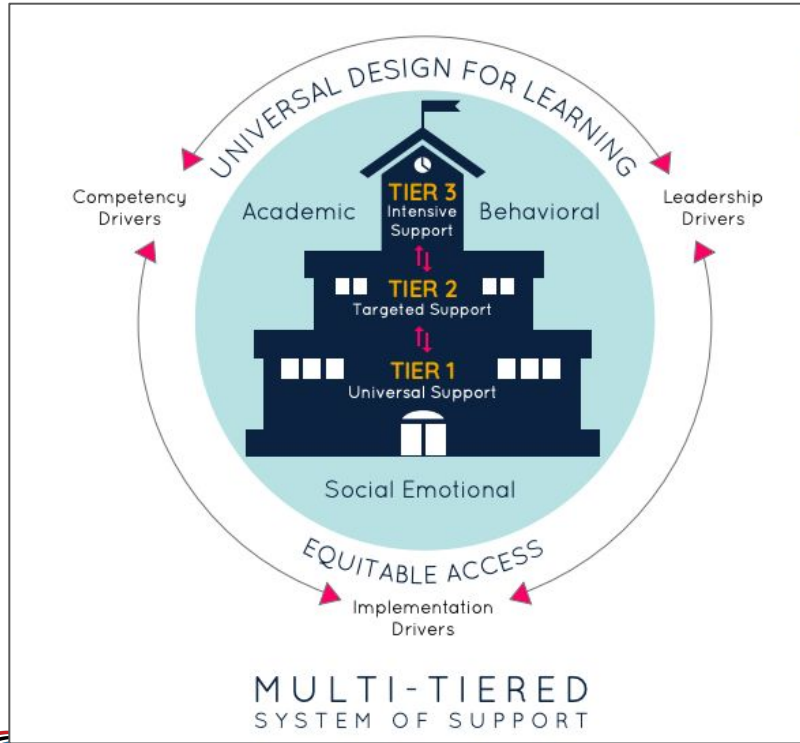
LEVEL	INDICATOR	DESCRIPTION
CLASSROOM	 Explicit SEL instruction	Students have consistent opportunities to cultivate, practice, and reflect on social and emotional competencies in ways that are developmentally appropriate and culturally responsive.
	 SEL integrated with academic instruction	SEL objectives are integrated into instructional content and teaching strategies for academics as well as music, art, and physical education.
	 Youth voice and engagement	Staff honor and elevate a broad range of student perspectives and experiences by engaging students as leaders, problem solvers, and decision-makers.
SCHOOL	 Supportive school and classroom climates	Schoolwide and classroom learning environments are supportive, culturally responsive, and focused on building relationships and community.
	 Focus on adult SEL	Staff have regular opportunities to cultivate their own social, emotional, and cultural competence, collaborate with one another, build trusting relationships, and maintain a strong community.
	 Supportive discipline	Discipline policies and practices are instructive, restorative, developmentally appropriate, and equitably applied.
	 A continuum of integrated supports	SEL is seamlessly integrated into a continuum of academic and behavioral supports, which are available to ensure that all student needs are met.
FAMILY	 Authentic family partnerships	Families and school staff have regular and meaningful opportunities to build relationships and collaborate to support students' social, emotional, and academic development.
	 Aligned community partnerships	School staff and community partners align on common language, strategies, and communication around all SEL-related efforts and initiatives, including out-of-school time.
COMMUNITY	 Systems for continuous improvement	Implementation and outcome data are collected and used to continuously improve all SEL-related systems, practices, and policies with a focus on equity.

CASEL's Indicators of Schoolwide SEL

- Individualized school SEL planning
- Continuous quality improvement guided by ongoing data and feedback provided by school student support teams
- School-based coaching on improving culture and climate, adult SEL, and intervention planning



Comprehensive SEL and Mental Health Supports in Salem



- Resources
- Partnerships
- Programs



Mental Health Supports in Salem - Resources

Investments:

- Large cadre of certified counselors PreK-12 (22 SACs, 10 CCNX, 4 C3)
- High quality, evidenced-based SEL curriculum
- Time in student schedules for explicit instruction and community building
- Year-round professional learning opportunities for all staff



Mental Health Supports in Salem - Programs



- SBIRT screening and intervention
- Hawthorne Program
- Health curriculum
- Individual and small group Interventions
- Universal mental health screening and intervention



Mental Health Supports in Salem - Partnerships



Collaboration with local mental health service organizations:

- NSCH embedded behavioral health therapists at CMS & SHS
- Eliot Community Services mobile crisis and urgent services, and outpatient therapy
- JRI/Children's Friends and Family
- Lahey Behavioral Health
- Cartwheel
- Salem Hospital
- The Artful Life
- Care Dimensions
- Family Continuity Program
- NAGLY
- Lynn Community Health Center
- Elliot Community Services
- Home for Little Wanderers



New Mental Health Law



THE 192ND GENERAL COURT OF THE
COMMONWEALTH OF MASSACHUSETTS

[Bills & Laws](#) [Budget](#) [Legislators](#) [Hearings & Events](#) [Committees](#)

[Session Laws](#) » [Acts \(2022\)](#) »

CHAPTER 177

[Print Page](#) [< Prev](#) [Next >](#)

AN ACT ADDRESSING BARRIERS TO CARE FOR MENTAL HEALTH

- Mental Health Promotion in Schools (*DESE, HHS*)
- Student Disciplinary Action
- Responding to Mental Health Crises
- Interagency Collaboration



Looking into the Future



Essential Question:

As a community, how can we meet the expanding social, emotional and mental health needs of our youth?



Priority Recommendations

- ❑ **Family Communication**
- ❑ **Programming**
- ❑ **Professional Development**



Family Communication Recommendations



- Create culturally inclusive opportunities for families to gather, learn, and share experiences
- Communicate available resources to families
- Create space in weekly newsletter to provide information on how families can “connect and reflect” on mental health topics at home



Family Communication Updates



Current:

- Cartwheel family workshops on mental health related topics
- School-based family nights with opportunities for families to learn and share (SHS & Bentley)
- Quarterly Parent Cafes

Future:

- Team of counselors to provide timely updates to website and newsletters



Programming Recommendations

- Provide all students access to mental health clinicians
- Universal Mental Health Screening
- Destigmatize mental health topics and treatment for disorders
- Incorporate time for students to come together to talk about mental health topics/integrate mental wellness in the curriculum
- Provide mental health spaces in schools w/ activities + environment that supports wellness



Programming Updates

Current:

- Launched partnership with Cartwheel and The Brookline Center
- Initiated universal mental health screening in 6th and 9th grades
- Using grant funding to support mindfulness and break spaces (SHS, Bentley)



Future:

- Reviewing health curriculum K-12 to ensure inclusion of mental health topics and cohesion with counselor supports



Professional Development Recommendations



- Increase opportunities for PD on restorative practices and discipline
- Increase teacher PD in connections between behavior and mental health, and trauma informed schools



Professional Development Updates



Current:

- Mental Health and Learning PD series for all staff

Future:

- Expand Restorative Justice training opportunities to include *Tier 1, Tier 2, Tier 3, Trauma and RJ, and Race and RJ*



Next Steps for Mental Health Task Force



March - *Progress update with large task force*

May - *End of year review with task force and recommendations for future planning*



Feedback and Questions



Field Trip Request Form - Salem Public Schools

Last Updated June 7, 2017

* Cadets will return late in the night of Saturday, March 11th as they're scheduled to depart NJ after the competition
(initials)

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

I. General Information

Name of School	Salem High School	Date of Request	Date of Field Trip	
Coordinator	John W. Sumner, SgtMaj	Feb 9, 2023	Depart: March 10, 2023 (Friday) * Return: Saturday 3/11/2023	
Coordinator Contact Info	Phone: 978-430-5473 Email: jsumner@salemk12.org	Total Number of Students	Departur e Time	Return Time
Grade Level(s)	9-11	13	0730	1800
Destination <small>Please identify that place AND the specific location and address for the trip.</small>	Halsey Health & Public Safety Academy 641 South Street, Elizabeth NJ 07202	Location and Duration		
		<input type="checkbox"/> Local trip within Salem/North Shore <input type="checkbox"/> In-state – within MA <input checked="" type="checkbox"/> Out of state – travel to another state <input type="checkbox"/> Within the normal school day <input checked="" type="checkbox"/> Beyond normal school hours <input checked="" type="checkbox"/> Overnight trip		

II. Learning and Accessibility

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

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

Has the school nurse been notified of this field trip?	Has the roster of students been shared and any medical concerns reviewed?	Will an on-site nurse be needed for this field trip?
X Yes <input type="checkbox"/> No	X Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes X No
School Nurse Signature: <i>Karyn Patanne</i>		Date: 2/15/23

IV. Food Services

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


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

What is the means of transportation you will need for this trip?	<input type="checkbox"/> SPS Bus (local destinations only) <input checked="" type="checkbox"/> Private vendor (you arrange on own) <input type="checkbox"/> Specialized transportation needed	<input checked="" type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input checked="" type="checkbox"/> Other: <u>15 passenger Van - Paid by Marine Corps</u>
If SPS Bus needed, please specify the following information:	<i>Pick Up Time:</i> <i>Pick Up Location:</i>	<i>Return Time:</i> <i>Return Location:</i>

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

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

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

<i>School Principal Signature:</i>	<i>Date:</i>
	<u>2-22-23</u>

No	LastName	FirstName	Rank	Grade	Gender	National Fitness Competition (over night trip)
✓1	Bartolo	Jovanna	PFC	9	F	
✓2	Castillo	Yoniel	GySgt	11	M	
✓3	Castillo	Josean	SGT	11	M	
✓4	Dos Anjos	Lukas	SGT	10	M	
✓5	Doyle	Brynn	PFC	9	F	
✓6	Evet	Aiden	PFC	11	M	
✓7	Fritz	Sophia	SGT	10	F	
✓8	Hayes	Gadge	SSGT	10	M	
✓9	Lebron Echevarria	Nadia	2LT	11	F	
✓10	Rodriguez	Jaley	LCPL	10	F	
✓11	Suazo - Hernandez	Oscar	CPL	11	M	
✓12	Vassell	Mwamba	CAPT	12	M	
✓13	Ventullo	Ethan-James		10	M	



United States Marine Corps
Junior Reserve Officers Training Corps
Salem High School
77 Willson Street
Salem Massachusetts 01970

9 Feb 2023


From: Marine Instructor, Salem High School
To: Principle, Salem High School

Subj: NATIONAL YOUTH PHYSICAL FITNESS COMPETITION

Encl: (1) Letter of Instruction

1. Enclosed is the information to request from yourself and the school board to review and approve a field trip with the cadets.

Any questions you can contact me by phone 978-430-5473 or email
jsumner@salemk12.org


JOHN W. SUMNER
SGTMAJ USMC (ret)



UNITED STATES MARINE CORPS
TRAINING AND EDUCATION COMMAND 1019 ELLIOT ROAD
QUANTICO, VIRGINIA 22134-5001

IN REPLY REFER TO
5040

C46JR

18 Jan 2023

From: Senior Marine Instructor, Admiral Halsey Health & Public Safety Academy
To: All JROTC Units

Subj: 2023 YOUTH PHYSICAL FITNESS (YPF) MEET LETTER OF INSTRUCTION (LOI)

Ref: (a) United States Youth Foundation Program Booklet, 8th Revised Edition dtd 2015

Encl: (1) Parental Informed Consent and Hold Harmless/Release Agreement
(2) List of Hotels in the area of Elizabeth, New Jersey

1. Situation

- a. Purpose. This letter of Instruction (LOI) provides information and administrative instructions for conduct of the 2023 YPF Meet to be held at Admiral Halsey Health & Public Safety Academy, Elizabeth, New Jersey on 11 March 2023.
- b. Background. For many years, Marine Corps JROTC has participated in the annual YPF Postal Competition sponsored by the United States Marine Youth Foundation, Inc. The postal competition has stringent rules regarding timing, scoring, and events. The reference is a must read to understand the details and expectations. Traditionally, the cadet teams with the highest postal scores are funded by MCJROTC HQ to attend the National YPF Championship meet. In 2015 Region One added an on-site competition as an alternate venue to the postal meet. The purpose of the on-site meet was to eliminate the inconsistency in scoring that had emerged in the postal meet and to increase the competitiveness for participating units. Region, One programs can elect to participate in either the YPF postal competition (administered by the MCJROTC HQ) or the R1 onsite meet hosted and run by Admiral Halsey Health & Public Safety Academy.

2. Mission. To hold a Region One head-to-head YPF meet in an appropriate indoor venue. The results of the team scores will be included in the postal competition standings. The highest scores will receive invitations to the National meet.

3. Execution

a. Commander's Intent.

- (1) It is my intent that as many teams as practical participate in the head-to-head meet. Only one male and one female team from each school will participate. Schools do not have to enter both a male and female team – they can send one team if desired, but not a mixed gender team.

- (2) Scores from the meet will be forwarded to both MCJROTC/Ops and the National YPF Coordinator in time to be counted in the postal competition; making the teams that participate in Halsey meet eligible for awards (plaques and medals) given to the top teams in the postal. If you compete in this meet, the scores from the meet are the official scores submitted to the National YPF Coordinator. Units cannot submit postal scores and scores from the on-site regional competition – Select one or the other but not both.
- (3) The end state is to conduct a highly competitive meet that promotes consistent standards and scoring to determine the best qualified physical fitness teams.

b. Concept of Operations.

- (1) By COB 31 January 2023, schools desiring to participate will register their teams with the host school. Registration simply consists of E-mailing Master Sergeant Gerald. Include the following information in the email: 1) school name, 2) are you bringing both male and female teams; male only team; or a female only team. Reminder that a unit may only bring one male team and one female team. The total number of teams for the entire competition at Halsey is capped at 20 male and 20 female teams.
- (2) Teams are responsible for their own transportation and lodging to and from the competition site. For planning purposes Halsey is located approximately 10 minutes from Newark Airport and 20 minutes off Interstate 95 Exit 13.
- (3) The meet starts promptly at 0900 on 11 March 2023. There will be a judges/counters meeting at 0745 followed by a coach's meeting at 0830. The order that teams compete will be based on a random draw.
- (4) Teams consist of five or six cadets; team score is based on the top five scores posted for each team.
- (5) Execution and scoring of the events will be IAW the reference. Please note there will be no adjustment of scores for age or sex. Only the "Full" Exercise illustrated in the reference are authorized, no modifications are permitted. The scoring sheet used (National Youth Physical Fitness program and National High School Physical Fitness Program Scoring Chart) can be found on page 20 of the reference.
- (6) The five events are to be conducted in the following sequence:
 - (a) Crunches: conducted on standard wrestling or cheerleading style mats.
 - (b) Pushups: conducted on hardwood gym floor.
 - (c) Standing Broad Jump: conducted on hardwood gym floor.
 - (d) Pull-ups: conducted on pull-up bars. Chalk will be provided.
 - (e) 300-yard shuttle run: conducted on hardwood gym floor: 6 lengths of 50 yards.

c. Tasks

h

(1) JROTC Instructors.

- (a) Register your team(s) with Master Sergeant Gerald NLT COB 31 January 2023.
- (b) Ensure cadets participating are enrolled in your JROTC Unit for the 2022- 2023 school year. Ensure cadets are physically cleared to participate in the meet.
- (c) Familiarize yourself with and train your team (s) to the standards set forth in the reference.
- (d) Arrive at Halsey in time to participate in the 0830 coach's meeting. At the Coaches meeting turn in a completed Parental informed Consent and Hold Harmless/Release Agreement on each of your team members. See enclosure (1)
- (e) You are responsible for any transportation, food and lodging costs associated with this trip along with the conduct of your teams before and after the meet.
- (f) Uniform for instructors is the USMC Athletic Warm-up Suit or digital utility uniform.
- (g) Recommend your athletes wear spandex shorts under their PT shorts.
- (h) Cost of the meet will be \$50.00 per school. Money will be used to buy plaques / medals. Checks should be made out to: Halsey MCJROTC.

(2) Halsey Instructors

- (a) Coordinate with your school administration and facilities personnel to arrange for the use of all required venues and equipment.
- (b) Arrange for the proper number of judges/counters needed to efficiently run the meet. Provide a copy of the applicable portions of the reference to the judges/counters prior to the meet and discuss all standards with them at the 0745 judge/counters meeting.
- (c) Conduct the meet IAW the reference and this LOI.

4. Administration and Logistics

a. Administration:

- (1) Instructors are responsible to turn in a completed Parental Informed Consent and Hold Harmless/Release Agreement on each team member prior to the start of the meet.

(2) Halsey MCJROTC Instructors will provide all necessary forms needed to properly conduct the meet.

b. Logistics

(1) See enclosure (2) for a listing of local hotels.

(2) Halsey Health & Public Safety Academy is located at 641 South Street, Elizabeth NJ 07202. All vehicles are to park in the parking lot attached to the school. Guides will be provided to lead teams to the gym.

(3) Water will be provided at various locations throughout the venue.

5. Command and Signal. Point of contacts for this meet are SMI: Master Sergeant R. L. Geraldts (Geraldtsro@epsnj.org) (908) 436-6624.

R. L GERALDS



BATES, COLLINS, ECC, HMLS, SALTS, WHES
2023 - 2024 School Calendar

AUGUST 2023						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER 2023						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August

- 14-18 New Hire Orientation
- 23, 24, 28– Professional Development Days (full)
- 29 – First Day of School **Grades 1-12**

September

- 1 – No School
- 4 – Labor Day
- 5 - First Day of School **PK/Kindergarten**
- 20 – Professional Development Day (half)

October

- 09 - Indigenous Peoples' Day
- 18 - Professional Development Day (half)
- 30 – No School
- 31 – No School

November

- 7 – Professional Development Day (full)
- 10 – Veterans' Day observance
- 22 – Thanksgiving early release
- 23-24 - Thanksgiving Break

December

- 6 - Professional Development Day (half)
- 13 - Professional Development Day (half)
- 25-29 - Winter Break

January

- 1 – New Year's Day
- 2 – No School
- 15 – Dr. Martin L. King Day
- 24 – Professional Development Day (half)

February

- 19-23 – February Vacation
- 27 – Dominican Independence Day (school in session)

March

- 6 – Professional Development Day (full)
- 20 – Professional Development Day (half)
- 29 – Good Friday – No School

April

- 15-19 - April Vacation

May

- 22 - Professional Development Day (half)
- 27 - Memorial Day

June

- 13 – Last day of School (**PK/Kindergarten**)
- 17 – Last day of School (**Grades 1-12**)
- 19 – Juneteenth Independence Day
- 18, 20-21, 24-25 snow days as needed

JANUARY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

APRIL 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE 2024						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

	First Day (Grades 1-12)		Half Day: ½ day before holiday / Last day of school
	Schools Closed: Holiday or Vacation		First Day/Last Day of School (PreK/ K)
	Schools Closed: Staff Report, Professional Development		Snow Days as needed
	Half Day: Professional Development		Holidays/Observances



SALEM HIGH SCHOOL / SALEM PREP HIGH SCHOOL
2023 - 2024 School Calendar

AUGUST 2023						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER 2023						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JANUARY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August

14-18 New Hire Orientation
 22 - Scheduling Arena Day
 23, 24, 28- Professional Development Days (full)
 28 - First Day of School Grade 9
 29 - First Day of School Grades 10-12

September

1 - No School
 4 - Labor Day
 20 - Professional Development Day (half)
 21 - Meet The Teacher Night 6:00-8:00pm

October

06 - Mid Quarter - Quarter 1
 09 - Indigenous Peoples' Day
 16 - Progress Reports Posted
 18 - Professional Development Day (half)
 25 - Parent Conferences 2:40-3:40 pm
 30 - No School
 31 - No School

November

7 - Professional Development Day (full)
 10 - Veterans' Day observance
 22 - End of Quarter 1
 22 - Thanksgiving early release
 23-24 - Thanksgiving Break

December

1 - Report Cards Posted
 6 - Professional Development Day (half)
 7 - Parent Conferences 6:00-8:00 pm
 13 - Professional Development Day (half)
 22 - Mid Quarter - Quarter 2
 25-29 - Winter Break

January

1 - New Year's Day
 2 - No School
 9 - Progress Reports Posted
 15 - Dr. Martin L. King Day
 24 - Professional Development Day (half)

February

2 - End of Quarter 2
 9 - Report Cards Posted
 15 - Parent Conferences 2:40-3:40 pm
 27 - Dominican Independence Day (school in session)
 19-23 - February Vacation
 27 - Dominican Independence Day (school in session)

March

6 - Professional Development Day (full)
 12 - Mid Quarter - Quarter 3
 19 - Progress Reports Posted
 20 - Professional Development Day (half)
 26 - Parent Conferences 2:40- 3:40 pm
 29 - Good Friday - No School

FEBRUARY 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

APRIL 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE 2024						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

April

12 - End of Quarter 3
 15-19 - April Vacation
 26 - Report Cards Posted

May

10 - Mid Quarter - Quarter 4
 17 - Progress Reports Posted
 22 - Professional Development Day (half)
 27 - Memorial Day

June

6 - Salem Prep High Graduation
 7 - Salem High School Graduation
 17 - Last day of School
 19 - Juneteenth Independence Day
 18, 20-21, 24-25 snow days as needed

First Day (Gr. 10 -12)	Half Day: Professional Development	First Day Gr. 9 & Staff Development Day
Schools Closed: Holiday or Vacation	Half Day: ½ day before holiday / last day of school	Parent Conferences - Afternoon
Schools Closed: Staff Report, Professional Development	Holidays/Observances	Parent Conferences - Evening
Salem Prep High graduation	Salem High graduation	Snow Days as needed



NEW LIBERTY INNOVATION SCHOOL 2023 - 2024 School Calendar

AUGUST 2023						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER 2023						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August

- 14-18 New Hire Orientation
- 23, 24, 28 – Professional Development Day (full)
- 29 – First Day of School **Grades 1-12**

September

- 1 – No School
- 4 – Labor Day
- 6, 13, 20, 27 – Professional Development early release

October

- 09 - Indigenous Peoples' Day
- 30-31 – No School
- 4, 11, 18, 25 – Professional Development early release

November

- 7 – Professional Development Day (full)
- 10 – Veterans' Day observance
- 22 – Thanksgiving early release
- 23-24 - Thanksgiving Break
- 1, 8, 15, 29 – Professional Development early release

December

- 6, 13, 20 - Professional Development early release
- 25-29 - Winter Break

January

- 1 – New Year's Day
- 2 – No School
- 15 – Dr. Martin L. King Day
- 3, 10, 17, 24, 31 – Professional Development early release

February

- 7, 14, 28 – Professional Development early release
- 19-23 – February Vacation
- 27 – Dominican Independence Day (school in session)

March

- 6 – Professional Development Day (full)
- 13, 20, 27 – Professional Development early release
- 29 – Good Friday – No School

April

- 3, 10, 24 – Professional Development early release
- 15-19 - April Vacation

May

- 1, 8, 15, 22, 29 - Professional Development Day early release
- 27 - Memorial Day

June

- 5, 12 – Professional Development early release
- 17 – Last day of School (**Grades 1-12**)
- 19 – Juneteenth Independence Day
- 18, 20-21, 24-25 snow days as needed

JANUARY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

APRIL 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE 2024						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

	First Day (Grades 1-12)		Half Day: ½ day before holiday / Last day of school
	Schools Closed: Holiday or Vacation		Holidays/Observances
	Schools Closed: Staff Report, Professional Development		Snow Days as needed
	Early Release: Professional Development		



Carlton Innovation School 2023 - 2024 School Calendar

AUGUST 2023						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August

- 14-18 - Assessment Camp/New Hire Orientation
- 22-24 - Professional Development Days (full)
- 25 - No School
- 28 - First Day (Grades 1-12)
- 31 - First Day (P1)

September

- 4 - Labor Day

October

- 9 - Indigenous Peoples' Day
- 18 - Professional Development Day (half)
- 30 - No School
- 31 - No School

November

- 1 - Professional Development Day (full)
- 10 - Veterans' Day observance
- 17 - PD Day/Transition Day (half)
- 22 - Thanksgiving Early Release
- 23-24 - Thanksgiving Break

December

- 6 - PD Day/Caregiver Conferences (half)
- 22-29 - Winter Break

January

- 1 - New Year's Day
- 2 - No School
- 15 - Dr. Martin L. King Day
- 24 - Professional Development Day (half)

February

- 19-23 - February Vacation
- 27 - Dominican Independence Day (school in session)

March

- 8 - PD Day/Transition Day (half)
- 20 - PD Day/Caregiver Conferences (half)
- 29 - Good Friday (No School)

April

- 15-19 - April Vacation

May

- 22 - Professional Development Day (half)
- 27 - Memorial Day

June

- 3 - PD Day/Transition Day (full)
- 12 - Last Day of School (P1)
- 14 - Last Day of School (Grades 1-12) *Half Day
- 17, 18, 20, 21, 24 Snow Days as needed
- 19 - Juneteenth Independence Day (No School)

JANUARY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER 2023						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

APRIL 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE 2024						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

	First Day (Grades 1-12)		Half Day: ½ day before holiday / Last day of school
	Schools Closed: Holiday or Vacation		First Day/Last Day of School (PreK/ K)
	Schools Closed: Staff Report, Professional Development		Snow Days as needed
	Half Day: Professional Development		Holidays/Observances

High School Hall of Fame

Awarding Inductees into the Hall of Fame

The High School Athletic Director will oversee a standing committee consisting of staff, alumni, and community members to serve on the Hall of Fame Committee. The Athletic Director will work closely with the high school principals to identify and appoint members. The committee is solely responsible for developing the process by which Salem High School alumni are chosen for induction into the High School Athletic Hall of Fame, the terms of which will be reviewed by the School Committee. The Hall of Fame Committee will call for and evaluate nominations, determine the timeline for collecting and processing nominations, and coordinate and host any and all ceremonies associated with induction into the Hall of Fame. All inductees will be recognized at the first School Committee meeting following the induction ceremony. All committee by-laws, processes, and nomination forms will be public documents available via the Salem Public Schools webpage, and all Hall of Fame records will be maintained and distributed through the office of the Athletic Director.

Retiring of Athletic Numbers and Jerseys

The Hall of Fame Committee will develop a process for the ceremonial retirement of a specific athlete's number and jersey and that process will be subject to approval by the School Committee.

In the event of a petition for the ceremonial retirement of a specific athlete's number and jersey, Hall of Fame Committee members will evaluate the request using the process established by said Committee. Upon approval of the retirement of a jersey or number by the Hall of Fame Committee, the Athletic Director will formally notify the School Committee.

COMMUNITY RELATIONS **1000**

EDUCATION REFORM ACT OF 1993 1600

ELECTION OF SCHOOL COUNCILS 1602

It is the policy of the Salem School Committee that in accordance with Massachusetts General Laws Chapter 71, Section 59C that each elementary, middle and high school shall establish a school council. School councils should be broadly representative of the racial and ethnic diversity of the school building and community.

School councils shall consist of the principal, who shall co-chair the council, parents of students attending the school, teachers from the school, and community representatives. At Salem High School at least one student shall sit on the school council and shall be elected by the student council. Membership of the non-school members of the school council shall not be more than 50% of the makeup of the Council. Non-school members shall mean those members of the council other than parents, teachers, students and staff of the school.

The principal shall have the responsibility for defining the composition of and forming the council pursuant to a representative process approved by the superintendent of schools and the Salem School Committee. While state law provides local leeway in the election process it does affirm the principle of peer selection as follows:

Parent members are to be selected by parents of students attending the school in an election process held by the local recognized Parent Teacher Organization.

The PTO responsible for holding elections for parent representatives to the school council is that PTO which is most representative of the entire parent constituency. The electing organization needs to be open to all parents of all school children in the school;

Teacher members are to be selected by the teachers in the school;

Student council elections or other representative processes should be used to select student members;

Non-school members may be recruited by the principal directly or selected by the organizations that are invited to send representatives to the council.

The election process is to be supervised by the principal of the school but he or she may not exert any influence over the nomination or election process. The School Committee and superintendent may choose to approve the election process once instead of on an annual basis. In the case of an election where the number of candidates equals the number of spots open, the principal will hold an election in any event. In the case of unexpected vacancies on the school council due to members declining appointment after being elected / selected, or failing to attend meetings regularly, the

COMMUNITY RELATIONS	1000
<u>EDUCATION REFORM ACT OF 1993</u>	1600
ELECTION OF SCHOOL COUNCILS	1602

principal will hold a special election in order to fill that vacancy or offer the vacancy to the person who received the next highest number of votes or, if that person declines, offer the vacancy to any of the other unsuccessful candidates

It is strongly suggested that the principal utilize a number of possible options in order to advertise and generate interest for the school council. Several options may be considered, among them:

Posting recruitment notices in the school and local papers, posting notices on bulletin boards and web sites;

Gathering recommendations for community organizations and constituencies from which council members may be recruited. These groups may include higher education, cultural and human service agencies, local business, senior citizens groups etc;

Identify a pool of community partners and representative organizations with an interest in supporting school improvement;

Invite parents in the community to an informational meeting at which school council is explained and volunteer nominations are sought.

The first meeting of the school council shall convene not more than 40 days after the first day of school, at which meeting a co-chairperson shall be selected. Meetings of the school council shall be subject to the provisions of the Open Meeting Law and shall be required to post notice of such meetings with the Salem City Clerk at least 48 hours including Saturdays but not Sundays prior to the meeting.

Approved: 12/3/07

Reviewed-December 2016: 2/17/23

COMMUNITY RELATIONS	1000
<u>PUBLIC PARTICIPATION</u>	1500
COMPLAINTS	1507
PUBLIC COMPLAINTS	1507.01

No person will be denied the right to bring complaints to the School Committee. The committee will refer complaints back through the proper administrative channels for solutions before investigation or action by the committee. Exceptions will only be made when the complaints concern committee actions or committee operations, **in which case the complaint may be referred to council.**

The School Committee believes that complaints are best handled and resolved as close to their origin as possible and that the professional staff should be given every opportunity to consider the issues and attempt to resolve the problem prior to involvement of the School Committee. The proper channeling of complaints **other than personnel** ~~regarding instruction, discipline or learning materials~~ will be as follows:

- Teachers or other staff;
- School building administrators;
- Appropriate Central Office Staff;**
- Superintendent;
- School Committee.

For complaints regarding personnel see Policy 2109, Chain of Command.

~~If a complaint, which was presented to the committee and referred back through the proper channels, is adjusted before it comes back to the committee, a report of the disposition of the matter will be made to the committee and then placed in the official files.~~



Matters referred to the superintendent and/or School Committee must be in writing and should be specific in terms of action desired. Anonymous complaints may be disregarded.

The School Committee expects the professional staff to receive complaints courteously and to make a proper reply to a complainant.

Approved: ~~January 3, 2017~~1/3/17
Reviewed: 2/17/23

SCHOOL COMMITTEE 6000 SCHOOL COMMITTEE ADVISORY COMMITTEES

6504 NAMING OF SCHOOL FACILITIES

Naming a school facility is an important matter that deserves thoughtful attention. Personal prejudice or favoritism, political pressure, or temporary popularity should not be an influence in choosing a name for a school, a portion of a school, or a portion of school grounds. Whenever possible, the wishes of the community should be considered in naming school facilities.

The School Committee has the authority to approve the naming and renaming of buildings, structures, and facilities located on school property. The School Committee also has the authority to name subsections of existing structures or facilities, such as classrooms, auditoriums, and gymnasiums.

Names and/or wording associated with school facilities shall be consistent with Salem Public Schools policies and promote messages aligned with the district's mission, vision, values, and goals, with a special focus on equity and inclusion. To the extent possible, names and/or wording should be designed not to restrict the use of a space or inhibit changing the function of the space should that become necessary in the future.

When the opportunity to name or dedicate a new school or school-related property, structure, or facility is forthcoming, an orderly procedure will be communicated at the next available School Committee meeting. The Committee's agendas should clearly reflect the intent to consider, review, and vote on naming opportunities.

Any current or former Salem resident or current or former member of SPS staff may submit a name for a school space in writing to the School Committee Chair. If a name is being initiated at the local school level, the principal must take reasonable steps to include the School Council and PTA/PTO in the nomination of the name before submission to the School Committee.

The written request should specify the intent of the requestor and the reasons why this particular name would fit the facility. It should offer appropriate background information on the person or organization after which the facility will be named. An offer of a financial contribution to the School District may accompany the naming request, but the School Committee is not obligated to accept or reject a name based upon financial considerations alone. Philanthropic contributions in support of the School District are encouraged by the School Committee. The School Committee may acknowledge generous donors by designating appropriate spaces within the School District's facilities consistent with the level of financial commitment. Such gifts shall be consistent with the School Committee's policy on Gifts and Solicitations.

When the naming of a school facility is not associated with a gift, but is rather intended to honor a particular person, organization, or historical event, the School Committee will give preference to those persons or organizations who, and events which, had a substantial impact upon the education of Salem's children. This guideline, however, shall not preclude consideration of names of persons of local,

state, national or international significance. ~~Names of persons currently employed by the City of Salem shall not be considered.~~

No building or part of a building will be named without three readings of the suggested name, at three separate school committee meetings.

~~It is the sole responsibility of the Salem School Committee to name public school buildings and parts of buildings. When buildings are renovated or newly constructed, the School Committee may form an ad hoc committee, appointed by the mayor, for the purpose of recommending names. The naming committee may include a representative from the School Committee, the building principal, faculty member(s), parent(s) and community member(s). ¶~~

~~Guidelines for naming a school building after a person include the following: ¶~~

~~The person must have made a significant contribution to Salem and/or public education. ¶~~

~~The person for whom the building may be named shall have been deceased for 10 years so that their contribution to the community will have stood the test of time. ¶~~

~~Parts of buildings such as a gymnasium, library, field house, cafeteria or auditorium, etc. **School facilities** may be named for any individual who has made a substantial and significant contribution (financially or otherwise) to Salem and/or public education.~~

~~No building or part of a building will be named without three readings of the suggested name, at three separate school committee meetings.~~

I don't see the procedures referenced- this should be referenced in the policy

Reviewed: ~~October 2016~~ January 27, 2023

COMMUNITY RELATIONS	1000
<u>PUBLIC PARTICIPATION</u>	1500
SCHOOL VOLUNTEERS	1506

The Salem School Department is pleased to accept the services of parents and other citizens who volunteer to work in the schools. ~~in such areas as special education, libraries, lunchrooms, and wherever appropriate skills are needed.~~

Volunteers will be required to go through the Criminal Offender Record Information process for safety and security reasons.

See Policy 4119 C.O.R.I. Requirements

APPROVED: 8/ 2/04
12/3/07

Reviewed: ~~December 2016~~ January 27, 2023