

**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”

REVISED

DATE POSTED: March 17, 2022

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on March 21, 2022 at 7 p.m.** This is an on-line Zoom meeting.

Zoom Link to participate:

<https://us06web.zoom.us/j/83425629143?pwd=SFpDY2FNMzdiYk8ySEk5TEExZcmJjdz09>

Passcode: b1z6rf


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/LHjt1qvPbPME3bkg8>. 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 Jensen Frost at jfrost@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 the Regular School Committee meeting held on 03/07/22
- b. Approval of Warrants: 3/10/2022 - \$276,780.31; 3/17/2022 - \$233,426.41

IV. Public Comment

- Please see above for instructions on participating in public comment.
- V. **Student Showcase - Salem High School**
 - VI. **Superintendent's Report**
 - a. Bentley Academy Innovation School proposed schedule & configuration
 - b. SHS redesign presentation
 - VII. **Report from the Student Representative – Hawa Tabayi**
 - VIII. **Action Items: Old Business**
 - IX. **Action Items: New Business**
 - a. Deliberation and vote on proposed schedule and configuration change to the Bentley Academy Innovation School Innovation Plan
 - X. **Finance & Operations Report**
 - XI. **Subcommittee Reports**
 - a. Policy for first reading
 - i. 3601 Student Transportation Services
 - XII. **School Committee Concerns and Resolutions**
 - XIII. **Adjournment**

Respectfully submitted by,

Mindy Marino

Executive Assistant to the 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”

REVISADA

FECHA DE PUBLICACIÓN: 17 de marzo de 2022

Por la presente se notifica que el Comité Escolar de Salem llevará a cabo una **Reunión regular del Comité Escolar el 21 de marzo de 2022 a las 7 p.m.** Esta es una reunión en línea por Zoom.

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

<https://us06web.zoom.us/j/83425629143?pwd=SFpDY2FNMzdiYk8ySEk5TEExZmJjdz09>

Contraseña: **b1z6rf**


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/LHjt1qvPbPME3bkg8> 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 jfrost@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

- a. Aprobación del [acta](#) de la reunión regular del Comité Escolar celebrada el 7-mar-22.

- b. Aprobación de la orden: 10-mar-2022 - \$276,780.31; 17-mar-2022 - \$233,426.41
- IV. **Comentario Público**
Favor de ver arriba para instrucciones sobre cómo participar en los comentarios públicos.
- V. **Exposición de estudiantes - Salem High School**
- VI. **Reporte del Superintendente**
 - a. Propuesta de horario y configuración de la Escuela Bentley Academy Innovation
 - b. Presentación del rediseño de la escuela secundaria (SHS en inglés)
- VII. **Reporte de la Representante estudiantil-Hawa Tabayi**
- VIII. **Elementos de Acción: Asuntos Antiguos**
- IX. **Elementos de Acción: Asuntos Nuevos**
 - a. Deliberación y votación sobre la propuesta de cambio de horario y configuración del Plan de Innovación Escolar de Bentley Academy
- X. **Reporte de Finanzas y Operaciones**
- XI. **Reportes de los Subcomités**
 - a. Política para la primera lectura
 - i. 3601 Servicios de transporte para los estudiantes
- XII. **Inquietudes y Resoluciones del Comité Escolar**
- XIII. **Clausura**

Sometido respetuosamente por,

Mindy Marino

Asistente Ejecutiva 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.”

D R A F T
Salem Public Schools
Salem School Committee
Meeting Minutes
March 7, 2022

On March 7, 2022 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

Members Present: Mayor Driscoll, Ms. Mary Manning, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Kristin Pangallo, Ms. Beth Anne Cornell, and Mr. James Fleming

Others in Attendance: Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Chelsea Banks, Liz Polay-Wettengel, Marc LeBlanc, Linda Farinelli, Adam Colantuoni

Call of Meeting to Order

Mayor Driscoll calls the meeting to order at 7:01pm and requests a call of attendance. She explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

The school committee secretary called the attendance.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Mr. Fleming	Present
Ms. Manning	Present
Dr. Pangallo	Present
Mayor Driscoll	Present

Approval of Agenda

Ms. Manning requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Dr. Pangallo seconded. A roll call vote was taken as requested by the school committee secretary.

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

Motion carries 7-0

Approval of Consent Agenda

DRAFT

Ms. Manning requested a motion to approve the Consent Agenda. Consent agenda items include:

- Approval of minutes of the Regular School Committee meeting held on 02/28/22
- Approval of Warrants: 3/3/2022 - \$413,811.59

Mr. Fleming motioned and Dr. Pangallo seconded.

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

Motion carries 7-0

Public Comments

The School Committee Secretary reads aloud submitted comments and promote one community member to speak.

Donna Fritz
57 Summit Street

The school calendar information: why is the results of the survey not part of the information provided in the packet? Why do the survey if your not going to share the results? I'm not a fan of this idea but I'm particularly concerned you didn't share the communities response.

Masks, cases are as low as July! One a SHS student after playing in the basketball game Friday said " what a difference it was without the mask on! I didn't expect that, I was so used to wearing them." Time to let families make their own choice about masks wearing.

Laura Justice
10 Daniels St.

I believe Salem schools should make masks optional. As of today, there have been no increases in cases since the last meeting, and total cases throughout the state are extremely low. Because our family has decided that vaccinations are important, we are not as risk averse as those who haven't, and should not continue to be required to wear masks due to those who haven't made the same choice. Those students and staff who are immunocompromised should continue to wear a mask, and should be supported. Please vote to make masks optional.

Geoffrey Millar
29 Boardman St
Geoffrey Millar is promoted to talk.

A few notes on the calendar proposals. I found it interesting that, with the addition of an additional break, the last day of school would fall on June 20th which is a Tuesday and June 19th would be the holiday for Juneteenth, I can't imagine that June 20th after a three-day weekend June holiday would be the least attended day in Salem Public Schools history. So I think we need to look at whether or not that really makes sense. And maybe anowdays will clear that out and make that not a problem. The one comment I

DRAFT

submitted when answering the survey was that I hoped that we would parse the information received, because I had to say who my students were when I answered the survey. I hope we're taking a hard look at whether or not our populations are most at high-needs, DESE high-needs requirements. Whether or not those populations are served by an extra break or hurt by an extra break, because none of that has been published. But I hope you've all looked at that. Then one other point that I would like to make is that Carlton Innovation School controls its own calendar more than the rest of the district and for someone who has had two Carlton students over the years, this hasn't mattered to me but next year I will have one Carlton student and a Collins Middle School student and the idea of potentially having the district adopt a November break and Carlton not adopting that - I asked around a little but and I think there is a high possibility of that if the district adopts a November break, it does not lessen stress on those families but probably increases it quite a bit. So I think there needs to be understanding before you make a decision on this as far as what the Carlton decision would be, whether it would follow that or not. Moving onto the mask decision before you, I'm not exactly sure who or what SalemHealth Advisors is, but I encourage you all to make this decision based on the currently available data rather than fear. I have been very pro-mask, pro-vaccination, I think that's definitely the way we should have gone but if you look at the current data for Salem Public Schools - I'm judging by the weekly newsletter that came out on Friday - there's very little COVID in the Salem Public Schools. The outcomes are not negative and I completely grant there are long term impacts that nobody knows about at this point but if we are going by the data, I think the data does support a move to parental choice at this point. I'll also add in, one little run off - I have a child in the Salem Public Schools that failed their vision test this year and recently got eye glasses and they're having a very hard time wearing those glasses in class with a mask on and they fog up, they're taking the glasses off, can't see what's going on in the front of the room still, and I think there are a lot of impacts like this that we are not really talking about. I believe at your last meeting there was a school psychologist who talked about some of the negative impacts of masking on some of the highest need students so I'm hoping that we're going to continue to be science-based and data-based - thank you very much.

Lise Hansen-Damato
53 Hathorne Street

I'm writing to strongly support the addition of a fall (November) break in the 2022-2023 school calendar.

I have been a longtime supporter of the intersession break at Saltonstall and have appeared before the committee annually in its support. To quote former Saltonstall Principal, Dr. Nick Gesualdi, intersession/fall break "allow[s] for a more natural break in the schedule so that students and staff would have a more natural break in the fall semester, and so that students and staff are in a better position to maximize learning throughout fall until Christmas break. By having a brief break after 6-8 weeks of instruction, the thought process is that our instructional time can be used in a more fruitful manner. "

I completely agree with Dr. Gesualdi's assessment and wholeheartedly believe that fall break has benefitted my son's mental and academic well-being.

Adding a fall break would potentially shorten summer break by a week. As a working parent, it is difficult to cobble together childcare for ten consecutive weeks during our lengthy summer break and I welcome any chance to shorten that, even by just a week.

Finally, travel during February and April breaks is exorbitantly expensive and a November break would allow families a cost-effective travel alternative. As an example, a flight to Puerto Rico over April break on Spirit airlines costs over \$700. The same flight costs \$283 (on a real airline) during the first week in November.

Thank you for your consideration.

DRAFT

Dr. Zrike gives a shout out to the performers of the Into the Woods program and boys' basketball team from their performance and winning game over the weekend. He also notes the upcoming performances and a shout out to the banquet for the SpEd athletics.

Recommendation from health advisors regarding masking and other mitigation strategies

Dr. Zrike notes he and Ms. Banks met with the health advisors on Friday (March 4) which aligned the recommendation being presented via screen share on Zoom. Dr. Zrike notes the folks in the health advisory committee including: Dr. Pangallo (Scientist/Chemist and SC Member), Mr. Greenbaum (SHS BOH), Dr. Moske-Weber (Director of Nursing), and Dr. Clovene Campbell (District Pediatrician).

Ms. Banks shares data graphs in multiple slides. The mirrored graphs are showing updates with February 2022 to Today metrics versus the metrics noted with the spike of the Omicron variant.

Dr. Zrike takes over the presentation and explains the recommendation as noted by the health advisory committee which includes making optional masking effective March 14th. A strong recommendation for immunocompromised students to remain masked. Other recommendations include encouraging meals outdoors, keeping hygiene a priority, filtered air, and mitigation protocols such as weekly testing.

He continues the presentation to note considerations which include maintaining a hold on metrics and data and analyzing to pivot if needed. Advisors suggest that optional masking should be for all grade levels, including pre-k, ensuring families stay home when sick, adequate masking for those masking should available in snug fit and appropriate filtration, and finally communicating and providing lesson plan support to staff and families to create a culture of respect for masking decisions moving forward.

Mayor Driscoll would like to hear a bit more about the pre-k decision and how that recommendation was made as a group. Dr. Pangallo shares the consensus of the group given that the adults around the pre-k students could be vaccinated and could be a source of adequate safety along with other mitigation measures.

Ms. Manning thanks the health advisory group. Ms. Manning makes a motion effective March 14th we lift the mandate to wear masks in the Salem Public Schools for all staff, students, and visitors; with the exception of those staff, students, and visitors at the ECC, and pre-k classrooms in Bates and HMLS. And the decision with pre-k classroom masking would be revisited at the school committee meeting following the April Vacation. Mr. Cruz seconded the motion.

Mr. Fleming questions Ms. Manning's motion to require pre-k students continue wearing masks despite the recommendation provided by the health advisors. Ms. Manning shares that the families of students in that population are not comfortable with mask optional yet and she, herself is not comfortable with it. Noting that this population of students is not eligible for vaccination at this time, waiting to assess data upon return of the April break to be reassured it's the safe way to go. Mr. Fleming asks what the data and science behind the decision is, rather than the opinion of community members. Ms. Manning states Mr. Fleming has taken the

DRAFT

opinion of folks and she is doing the same in return. She notes she doesn't see the problem with airing on the side of caution when it comes to this young population.

Ms. Cornell notes as a parent she understands where Ms. Manning is coming from. She notes as being on a board who is being advised from health professionals it's an important time to recognize that work and data presentation to make advised decisions.

Mr. Cruz shares the same concerns for the access of vaccines when it comes to the pre-k population. He notes the recommendation didn't necessarily point to data in that decision making but more of a universal approach. He notes possibly adding an amendment to Ms. Manning's motion in regard to vaccination updates. Mr. Cruz's access freezes and we move along to Dr. Pangallo.

Dr. Pangallo notes the science is limited right now and right now it's a judgment call. Science is ever changing. Some experts say it's time to remove masks and others say it's not the time. Dr. Pangallo notes that school is a special place and a place where they are legally required to attend and she is leaning more cautiously with this specific decision. Dr. Pangallo notes all the levels and steps taken throughout COVID to ensure safety to all and right now is a time that science cannot support when there are many different outlooks. She also notes social-emotional issues that are being suppressed by masking. She notes a variety of considerations: Omicron variant being the most vicious strain of what we've seen of COVID, children are not, vaccination is an important factor to health and wellness, vaccination is an inequitable measure, and boosting is important to protecting yourself. She continues to share information about the concern of COVID-19. This respiratory virus is fundamentally different from other respiratory viruses as noted as:

1. you can transmit when presymptomatic
2. extremely contagious
3. reproduction type of being infected to infecting someone else

She finishes with removing masks that will not remove the virus, will not remove the pandemic, and will not remove the stress and fatigue from the result of the pandemic. We're going from a community approach to an individual approach which doesn't work as well. She believes it's premature to go mask optional at this point. She notes this not being a science decision but a community decision.

Mr. Cruz picks-up his concerns noting that it's hard to be persuaded to universal mask optional and supports Ms. Manning's motion as is; and if there is changing data prior to the date noted, reconsideration could be had.

Ms. Campbell agrees with Dr. Pangallo and notes the presentation provided shows an interpretation of the data as the recommendation has been presented by health officials. She states there are many other health professionals who are offering a different interpretation of the data. She notes the science as presented has different interpretations. She shares hesitancy when it comes to the pre-k population. She notes families with a lack of making "same choices" as other families could be due to eligibility of vaccination because of age or access. She notes hesitancy for K-5 in terms of efficacy of dosing as well as concern of the vaccine rates across the district. Having a universal approach in response to data that isn't universal is concerning.

DRAFT

Ms. Campbell asks for clarification on eating meals outdoors, and how the recommendation could be made when the advisory committee would be okay with students going maskless all day long in the classroom but having distancing and outdoor eating as a mitigation strategy for lunch. She wonders how the advisory could be comfortable with one and not the other.

She also asks about small-sized masks being available, but there was no explanation of how they are being provided to families, what specific kinds of masks they are, or how many are available. She notes “expanding mask sizes” and wants to know what sizes we do not currently have and what we will be getting.

Dr. Zrike responds to the masking question, noting a variety of masks are currently available but more options have been ordered and will be available for all students who need one.

Ms. Banks notes the lessons from COVID not going away so to keep outdoor dining available is important especially for the students who would still be wearing masks as an opportunity to remove masks for socialization and fresh air outdoors.

Ms. Campbell shares hesitation about the presentation of having masks of a variety of properly fitting masking, noting that it sounds like the district is hopeful or thinking that the masks will be available and when going mask optional, these items need to be accessible. She adds onto the pre-k situation as the presentation notes it’s okay for the students of the pre-k population to remove masks as the adults around them CAN be vaccinated, not that they ARE vaccinated and that preschoolers struggle to keep on their masks - which isn’t necessarily to be the case. She mirrors the situation to a child forgetting to wash their hands, and it wouldn’t result in abandoning that practice. She doesn’t believe the case for pre-k is that strong.

Mayor Driscoll asks for clarification as she heard Dr. Zrike states we have enough masks for all. Dr. Zrike states we have plenty of masks for all students in the smaller size to fit the faces of young students but we are hoping to have a variety of sizes to accommodate the best fit. We have plenty of masks currently.

Ms. Cornell notes that she would support Ms. Manning’s motion. She also mentions she’s not comfortable picking and choosing information presented from the health advisory committee. I’m uncomfortable with the process but would like to revisit the role of the health advisory group and the extent of which we will take their guidance and recommendation.

Mayor Driscoll notes that one week ago the school committee did not want to give the health advisors the ability to make the decision, and this week we have the recommendation provided to us at pause with concern on how to undertake the choices and decisions to make moving forward. She notes these are imperfect times and difficult times to be making tough decisions mentioning all the committees who have had to review data and make informed decisions over the past few years.

Ms. Manning thinks she hears Mr. Cruz noted waiting until the week before April break to lift masking for pre-k students; but she clarifies she is wanting to wait until the week following April

DRAFT

break. She also reiterates the role of the advisory committee not being a decision-making committee. She notes she is in agreement with the 13 out of 14 grade levels the health advisor has recommended and is merely just asking to wait a bit longer.

Mr. Cruz notes his timeline he mentioned was specifically if the vaccine for the pre-k population were to become widely available ahead of the timeframe she's put in her motion. He also provides background to Ms. Cornell context regarding the COVID advisory committee as far as the suggestions and recommendations being presented to the school committee for refinement and decision-making. He explains the importance of the school committee role needing to act upon and amend.

Mr. Fleming agrees with Ms. Cornell regarding the component of having information and data recommended and the motion on the floor does not derive from that recommendation. He notes his dissatisfaction with the motion on the floor as he believe with the lack of science driving the masks remain for pre-k students isn't available and doesn't support the motion made.

Old Business

None

New Business

Deliberation and vote to enter into a Power Purchase Agreement with SolectEnergy for solar installations at Saltonstall and Collins Middle School

Mr. Fleming makes a motion to adopt this agreement and installation. Mr. Cruz seconded. Mr. Fleming notes a consensus of the B&G committee that it was a good deal and a great transition for powering the city.

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

Motion carries 7-0

Deliberation and vote on the 22-23 Bates, BAIS, CMS, ECC, HMLS, Saltonstall, WHES school calendar

Mayor Driscoll notes the three proposals noted. One, being a Halloween break, an early November break, or an extension of next year's winter break. She asks if anyone would like to share their opinions or make a motion. Dr. Zrike responds to public comments requesting data information for the survey to the families. He notes the survey was specific to a November pause and provides the results. He notes the additional suggestions have since been considered and are now being proposed to the school committee for a vote.

DRAFT

Mr. Fleming makes a motion to approve the calendar with the extension to winter break adding January 2nd-January 6th. He notes it makes much more sense in terms of the dates and with the demographics of the population in our district, he notes losing many students in attendance around this time and thinks it's important to consider. Mayor Driscoll notes energy saving as an option with this consideration.

Ms. Manning mentions CMS and Salts being on the same calendar. She notes concern surrounding the three high schools and the number of half days and concern of professional development. Ms. Manning shares she is in favor of a Halloween break. Based on the date and the days following. She mentions hearing some folks saying around that time, kids are tired, teachers are tired, and it can be a good time for a break.

Ms. Cornell asks for clarification on why there may be opposition surrounding the November break. She notes seeing a downside to October as it's pretty soon after the school year begins. She mentions the 50/50 November survey results as presented by staff votes. Dr. Zrike clarifies the concern for the November break reiterating the comments made from STU president, Ann Berman regarding the reasoning why there was concern for a break ahead of the holiday break.

Ms. Campbell mentioned Dr. Zrike mentioned at the last meeting regarding whether the same positions noted who would be impacted in November would be impacted by the extension of the winter break. She asks what the main concern is whether it's ahead of or after the holiday break. Dr. Zrike restates the comments of Ann Berman noting the decision was in favor of a break extension in December/January versus November. Ms. Campbell notes she's okay with moving on this decision with that information but also mentions for folks to not get comfortable with this decision remaining for future meetings as a vote in March 2023 could result in a different vote on the 23-24 calendar.

Dr. Pangallo shares COVID data between November-January and with no reason to suspect next year will be any different, having the longer winter break makes the most sense to support families with travel plans as well as being a bit more protective of the time following New Year's in respect of increased case counts.

Dr. Pangallo seconded the motion.

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

Mayor Driscoll leaves the meeting at 8:30pm and turns over the meeting to Mr. Cruz.

Deliberation and vote on the 22-23 Salem High School calendar

DRAFT

Mr. Fleming makes a motion to approve the 22-23 SHS Calendar. Ms. Cornell seconded. Mr. Cruz opens for further discussion. No further discussion, the roll is called.

Ms. Manning	Yes
Mr. Fleming	Yes
Mr. Cruz	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Mayor Driscoll	Not Present

Motion carries 6-0.

Deliberation and vote on the 22-23 Salem Prep High School calendar

Mr. Fleming makes a motion to approve the 22-23 Salem Prep High School Calendar. Ms. Cornell seconded. Mr. Cruz opens for further discussion. No further discussion, the roll is called.

Ms. Manning	Yes
Mr. Fleming	Yes
Mr. Cruz	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Mayor Driscoll	Not Present

Motion carries 6-0

Deliberation and vote on the 22-23 New Liberty Innovation School calendar

Mr. Fleming makes a motion to approve the 22-23 New Liberty Innovation School Calendar. Ms. Manning seconded. Mr. Cruz opens for further discussion. No further discussion, the roll is called.

Ms. Manning	Yes
Mr. Fleming	Yes
Mr. Cruz	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Mayor Driscoll	Not Present

Motion carries 6-0

Deliberation and vote on the 22-23 Carlton Innovation School calendar

Mr. Fleming makes a motion to approve the 22-23 Carlton Innovation School Calendar. Ms. Manning seconded. Mr. Cruz opens for further discussion. No further discussion, the roll is called.

Ms. Manning	Yes
Mr. Fleming	Yes

DRAFT

Mr. Cruz Yes
Dr. Pangallo Yes
Ms. Cornell Yes
Ms. Campbell Yes
Mayor Driscoll Not Present
Motion carries 6-0

Deliberation and vote on the recommendation from health advisors regarding masking and other mitigation strategies.

Ms. Manning thanks the health advisory group. Ms. Manning makes a motion effective March 14th we lift the mandate to wear masks in the Salem Public Schools for all staff, students, and visitors; with the exception of those staff, students, and visitors at the ECC, and pre-k classrooms in Bates and HMLS. And the decision with pre-k classroom masking would be revisited at the school committee meeting following the April Vacation. Mr. Cruz seconded the motion.

Ms. Campbell No
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo No
Mayor Driscoll Yes
Motion carries 5-2

Dr. Pangallo notes the responsibility to be greater to ensure vaccination rates rise among the student body as masking has been lifted. Mayor Driscoll notes the different strategies with respect ensuring access to vaccines as easy as possible.

Dr. Zrike notes a vaccination clinic at BAIS tomorrow, March 8th from 1p-5p - it's a second dose clinic but it's also a walk-up clinic for anyone to join.

Mayor Driscoll notes continuing to watch data and metrics and should that change, mask optional will change as well.

Finance Report

None

Subcommittee Reports

Mr. Cruz requests a motion to move the following policies to third reading:

- Policies for Third Reading
 - 1103 Distribution of Notices
 - 1105 Media Relations/News Releases
 - 1107 Public's Right to Know

Ms. Manning made the motion and Ms. Cornell seconded the motion. Ms. Manning asks which policies are up for review and Dr. Pangallo notes the policies on the table. Mr. Cruz notes the

DRAFT

policies were reviewed during the time in which Ana Nuncio held a seat on the school committee in A roll call vote is taken:

Ms. Manning	Yes
Mr. Fleming	Yes
Mr. Cruz	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Mayor Driscoll	Not Present

Motion carries 6-0.

School Committee Concerns and Resolutions

None

Adjournment

Mr. Cruz requested a motion to adjourn. Mr. Fleming motioned and Dr. Pangallo seconded. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Mr. Cruz	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Mayor Driscoll	Not Present

Motion carries 6-0. Meeting adjourned at 8:41p.m.

Respectfully submitted by,

Jensen Frost

Executive Administrative Assistant to Assistant Superintendent



Bentley Academy Innovation School

Proposed Changes for SY 2022-23

Presented to Salem School Committee on March 21, 2022



Innovation Plan & Proposed Changes

Bentley Academy Innovation Plan



The Bentley plan was approved January 10, 2020 and is a 5-year plan.



Regulations allow the Superintendent to work with the School Committee to revise the plan as necessary.



Any revisions that propose a change to the collective bargaining unit require a two-thirds vote from the teachers in the school.

Two recommended revisions to the BAIS Innovation Plan



Length of the school day



Conversion to a full dual language school

Two recommended revisions to the BAIS Innovation Plan



Length of the school day



Conversion to a full dual language school

Length of the School Day

Why reflect on the length of the school day?

- *7 hour 35 minute day for young students is very long*
- *Data points to increased dysregulated behavior later in the school day*
- *Teachers report fatigue which is one root cause for staff turnover*

Staff and Family Input Gathered

- *46 out of 51 staff voted to shorten the day to 7 hour day for students and a 7.5 hour day for staff*
- *58% of families agreed that shortening the day made sense for Bentley going forward*



Length of the School Day

PROPOSAL:

- Reduce the student day from 7 hrs. and 35 minutes to 7.0 hrs.
- Reduce the educator day from 8.0 to 7 hrs. 25 minutes

NOTE: Actual start and end times are still in flux.



BAIS will plan before-school care for families who are interested.



Two recommended revisions to the BAIS Innovation Plan



Length of the school day



Conversion to a full dual language school

Conversion to a full dual language school

What prompted discussion about converting BAIS to a full dual language school?

1. Opened K and Gr. 1 classes at BAIS without closing any elsewhere in the district
2. Declining enrollment in the district overall
3. Fewer requests for BAIS during Kindergarten registration
4. Increased interest during Kindergarten registration to participate in the dual language lottery
5. There is a waitlist for dual language seats

BAIS 21-22 Enrollment		
	K	Gr. 1
Total Enrollment	57	60
Total GenEd/SEI Enrollment	19	29
Total DL Enrollment (*with waitlist)	38*	31*

District Enrollment Trends			
Year	2019-20	2020-21	2021-22
K-5 Enrollment	2110	1965	1861

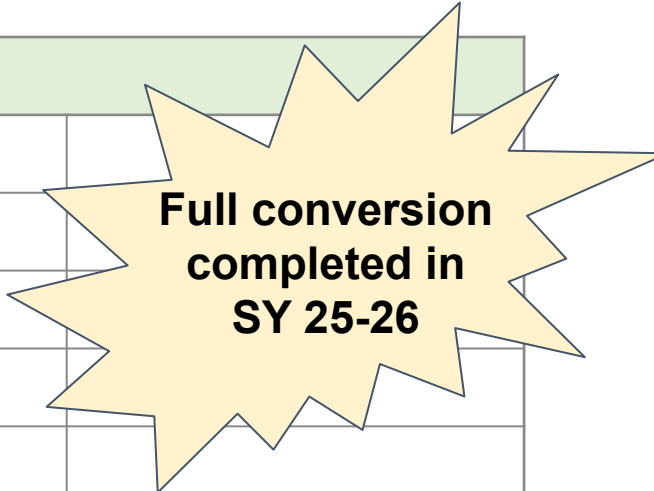
2022-23 K Registration Requests for BAIS	Dual Language	Gen Ed/SEI
	26	8

Transition Plan – [Link to full conversion plan](#)

Current Configuration				
Kindergarten	DL	DL	General Ed/SEI	General Ed/SEI
Grade 1	DL	DL	General Ed/SEI	General Ed/SEI
Grade 2	General Ed/SEI	General Ed/SEI	General Ed/SEI	

Proposed Configuration for SY 2022-23				
Kindergarten	DL	DL	DL	
Grade 1	DL	DL		
Grade 2	DL	DL	General Ed/SEI	General Ed/SEI
Grades 3-5	General Ed/SEI	General Ed/SEI	General Ed/SEI	

Proposed Configuration for SY 2023-24				
Kindergarten	DL	DL	DL	
Grade 1	DL	DL	DL	
Grade 2	DL	DL		
Grades 3	DL	DL		
Grades 4-5	General Ed/SEI	General Ed/SEI	General Ed/SEI	



Transition plan considerations

**#s on this slide and the next slide are as of 3.15*

Proposed Incoming Kindergarten Registration Process

BATCH 1

- **15 applications for BAIS as 1st choice**
- All of these students have opted to participate in the dual language lottery
- One of these students has an older sibling at BAIS

After the dual language lottery:

- If child did not get into dual language program, will call families to discuss program changes and ask family to select another 1st choice for K
- If family with older sibling wants both children at same school, PIC will arrange for transfer for older sibling to same school as Kindergartener is assigned **OR** they can enter the dual language program based on sibling preference.

- **11 requested to participate in dual language lottery but chose other schools as 1st choice**

- No follow-up required

- **8 requested BAIS General Ed/ SEI (1 sibling)**

- If family with older sibling wants both children at same school, PIC will arrange for transfer for older sibling to same school as Kindergartener is assigned
- They can choose to participate in the dual language lottery.

BATCH 2

- Bentley General Ed/SEI option would be eliminated

Transition plan considerations

Proposed Family Engagement for Current Kindergarteners*

*Students who will be in Gr. 1 in SY 2022-23

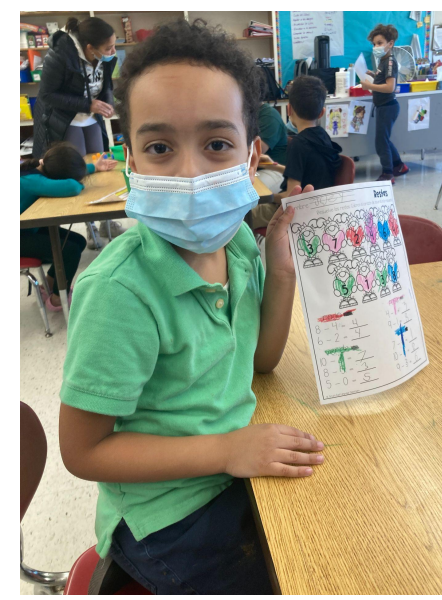
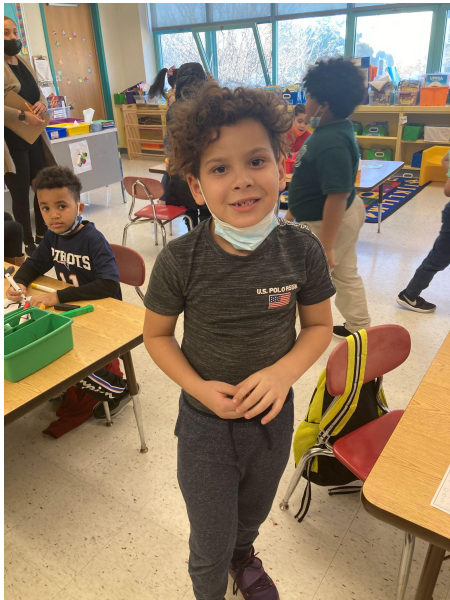
19 students

- | | |
|--|--|
| <ul style="list-style-type: none">• 7 on dual language waitlist | <ul style="list-style-type: none">• Will call families to offer their student a seat in a dual language 1st grade class |
| <ul style="list-style-type: none">• 12 additional students (1 sibling) | <ul style="list-style-type: none">• Will discuss BAIS configuration changes and discuss dual language and/or transfer options |



Staff Implications

3 teachers with professional status	<ul style="list-style-type: none">• These teachers will be offered a position at Bentley School or another position for which they are qualified in the district
3 teachers who do not have professional status	<ul style="list-style-type: none">• Teachers in good standing will be offered a position in the district as long as there are open positions that are a strong match for their experience
2 paras	<ul style="list-style-type: none">• As per the PRSP contract, assignments shall be in accordance with the displacement pool procedure outlined in the CBA.



Initial Communication

March 9

- Principal Rogers and Dr. Zrike met with impacted staff.
- A whole school faculty meeting was held by Principal Rogers to share details and discuss the proposal.
- A letter introducing the proposal and timeline was sent to families.

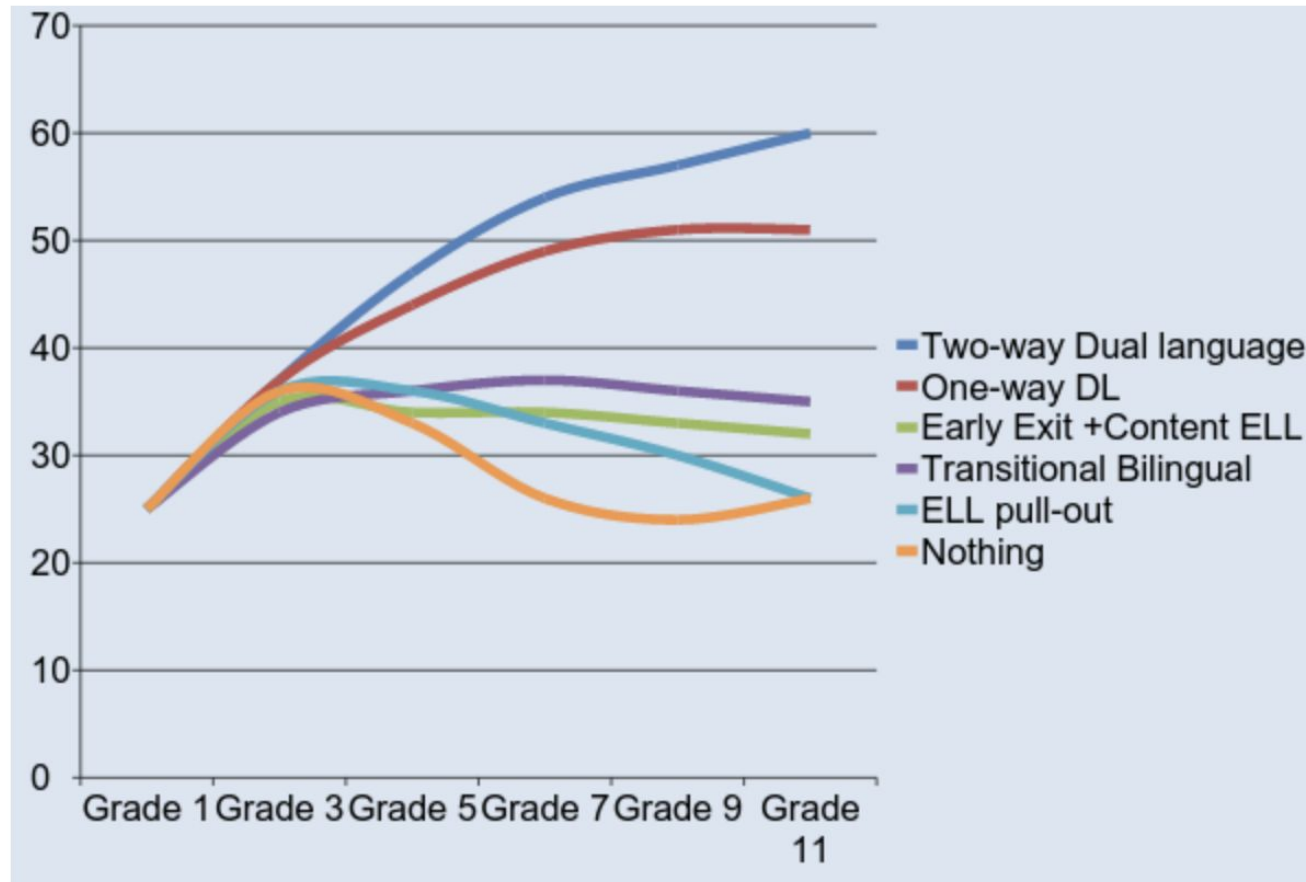
March 15

- Family meeting held.



Benefits of Dual Language Programming

Dual Language Program Impact



reference W. Thomas y V. Collier, 2001-2009



Benefits of a Whole-School Two-Way Immersion Dual Language Program

Benefits exist in all program models (strand and whole-school) but these elements are more accentuated in a whole-school program:

- **A clear, school-wide vision** where all students are subject to the same language production expectations, facilitating collaboration between teachers, specialists, and administrators (1)
- **Equitable distribution of resources** school-wide (1)
- **Increased staff cohesion** and an overall more positive school climate (2)
- **Communication** from the school is more easily and frequently shared in both languages (including during assemblies and in-school/after-school events) (3)
- **All decisions** made at the school level can focus on the needs of the dual language program (4)



Sources

1. Two-Way Bilingual Education in Boston Public Schools: Required Features, Guidelines and Recommendations (Diez, Virginia, and Karp, Faye) University of Massachusetts Boston, Gastón Institute Publications.
2. Effective Practices in Bilingual Education Program Model Implementation: A Review of the Literature (Barbara Kennedy, Ed.D. Texas Education Agency Division of English Learner Support)
<https://tea.texas.gov/sites/default/files/Bilingual%20Education%20Programs%20Literature%20Review%20Jan%202019.pdf>
3. EQUITY IN SPANISH/ENGLISH DUAL LANGUAGE EDUCATION: PRACTITIONERS' PERSPECTIVES (Sugarman, Julie, Ph.D. 2012). University of Maryland
4. California Center for Applied Linguistics (www.cal.org/twi/faq/faq23.htm)

Building Internal Capacity to Grow & Sustain High-Quality Dual Language Instruction/Programming in the Salem Public Schools

Gateway City Grant for High Quality Intensive EL Learning Programs

\$170,000 Grant from the Department of Elementary and Secondary Education

- \$10,000 will be used to stipend Dual Language teachers to **mentor our Dual Language paraprofessionals** and build our “Grow Your Own” teacher pipeline
- \$10,000 will be used to stipend staff to do **literacy outreach to families**
- \$10,000 for Bilingual staff to perform **family outreach**
- \$140,000 will be used to provide college classes to our Dual Language teachers through Boston College to enable them to **earn the Bilingual Educator Endorsement** and to take their MTEs



Dual Language Transition Plan

Current Configuration				
Kindergarten	DL	DL	General Ed/SEI (9)	General Ed/SEI (8)
Grade 1	DL	DL	General Ed/SEI	General Ed/SEI
Grade 2	General Ed/SEI	General Ed/SEI	General Ed/SEI	
Proposed Configuration for SY202-23				
Kindergarten	DL	DL	DL	
Grade 1	DL	DL		
Grade 2	DL	DL	General Ed/SEI	General Ed/SEI
Grades 3-5	General Ed/SEI	General Ed/SEI	General Ed/SEI	
Proposed Configuration for SY 2023-24				
Kindergarten	DL	DL	DL	
Grade 1	DL	DL	DL	
Grade 2	DL	DL		
Grade 3	DL	DL		
Grade 4-5	General Ed/SEI	General Ed/SEI	General Ed/SEI	
Proposed Configuration for SY 2024-25				
Kindergarten	DL	DL	DL	
Grade 1	DL	DL	DL	
Grade 2	DL	DL	DL	
Grade 3	DL	DL		
Grade 4	DL	DL		
Grade 5	General Ed/SEI	General Ed/SEI	General Ed/SEI	
Proposed Configuration for SY 2025-26				
Kindergarten	DL	DL	DL	
Grade 1	DL	DL	DL	
Grade 2	DL	DL	DL	
Grade 3	DL	DL	DL	
Grade 4	DL	DL		
Grade 5	DL	DL		

Proposed Configuration for SY 2026-27

Kindergarten	DL	DL	DL	
Grade 1	DL	DL	DL	
Grade 2	DL	DL	DL	
Grade 3	DL	DL	DL	
Grade 4	DL	DL	DL	
Grade 5	DL	DL		

Proposed Configuration for SY 2027-28

Kindergarten	DL	DL	DL	
Grade 1	DL	DL	DL	
Grade 2	DL	DL	DL	
Grade 3	DL	DL	DL	
Grade 4	DL	DL	DL	
Grade 5	DL	DL	DL	



Salem High School

Update for the School Committee

March 7, 2022



Supporting 9th Graders To Stay “On Track”

Strong 8-9 Transition

- **Planning**
SHS members meet with middle school students and faculty throughout year.
- **Summer programming**
Community Picnic
9th grade dinner
- **Culture Week**
Build Culture through
Mentoring
Crew Period

Supports

- **Connect for Success**
Support period scheduled that builds a personalized learning plan and provides direct feedback.
- **+ Blocks**
Academic support period

- **BARR Meetings**
Team Meetings at each grade. Student support plans are developed to support learning experience.
- **Risk Review**
Specialized team to develop wrap around service plan

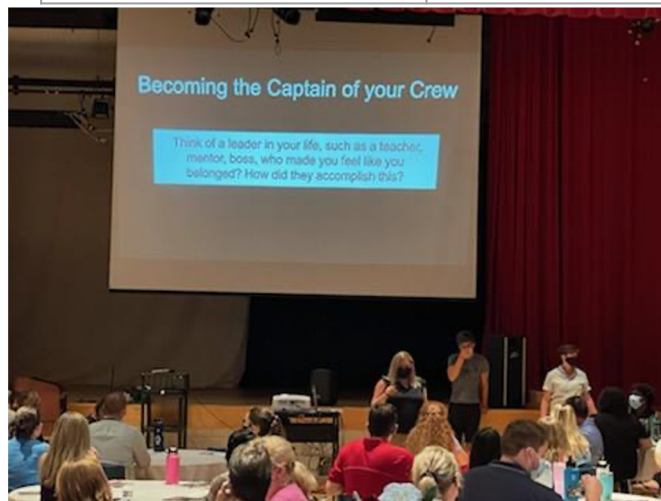
MyCap

- **MyCap**
MyCAP is student-driven and it is the development of an individual student's self-defined goals and unique interests that guide his/her plan for academic, personal/social, and workplace readiness skill attainment. This is a plan that is updated in grades 9-12.

Culture of Belonging

*Grade 9 On Track

2018 - 2019	49.6%
2019 - 2020	34.1%
2020 - 2021	39.6%
Current (Term 2)	74%



*On Track is defined as passing all scheduled classes

Culture of Belonging

Attendance

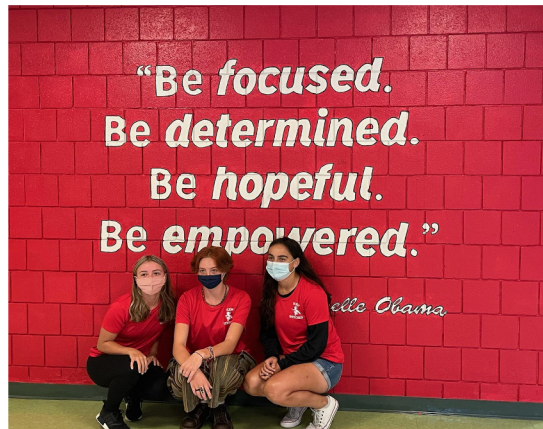
Year	Average Daily
2018 - 2019	88.5%
2019 - 2020	88.9%
2020 - 2021	82.6%
Current	90%

Dropout Rate

Year	Dropout Rate
2018 - 2019	25
2019 - 2020	18
2020 - 2021	24
Current	9

Suspension Rate

Year	Suspension Rate
2018 - 2019	3.9%
2019 - 2020	2.4%
2020 - 2021	.8%
Current	1%



Improving Vocational Programming

Quality of Equipment and Resources

→Planning

- ◆ Guaranteeing an experience aligned to the MA Technical Vocational Education Frameworks

→Upgrades

- ◆ Connection to North Shore Community College for advanced coursework in field of trade.

→Upgrades Cont.

- ◆ Auto: Revamped shop including extensive tool and equipment upgrades.
- ◆ Electric: Creation of shop that allows hands on approach for both residential and commercial applications.
- ◆ Culinary: new kitchen and partnerships to enhance learning experiences.

Supports

→Advisory Boards

- ◆ Convened advisory boards with members from across multiple industries

→ Robust Exploratory and Lottery admissions process

Internships

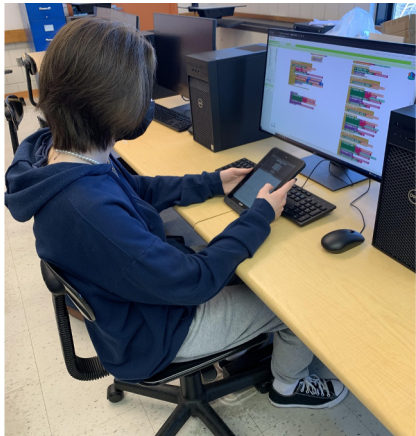
*Currently 25 Opportunities



Culture of Academic and Career Excellence

Vocational Retention

Year	Completed Exploratory	Continued in a Vocational Track	% Continued on Vocational Track
2018 - 2019	99	48	48%
2019 - 2020	120	82	68%
2020 - 2021	124	96	77%
Current	129	119	92%



Culture of Academic and Career Excellence



NEW LIBERTY
INNOVATION SCHOOL

Career Technical Education

Program	# Students
Carpentry	4
Culinary	9

Next Steps:

- Analysis of programs and how to best meet the vocational requirements for NLIS and Salem Prep
- Alignment of schedules so that barriers can be overcome
- Sharing best practices from all three campuses; SEL, student goal setting, and internships

2021-2022:

- Mini bus starts February 28
 - Internships
 - Off Site Learning Experiences
 - Transportation between campuses
- Curriculum
 - Maker Space at Salem Prep (Wood Shop Focus)
 - Advanced Coursework at Salem Prep: PLTW Computer Science
 - Bridging Medical Assisting Program between SHS and NLIS

Salem Prep

Est 2007

Culture of Academic and Career Excellence

Internship Opportunities

Opportunities	# Students
26	95



- Brooksby Village
- Ecobrics
- Habitat for Humanity ReStore
- Michigan Justice Advocacy
- NE Bio Labs
- Orthopaedics Plus
- Peabody Essex Museum
- Read Trust Internship
- Root
- Salem Access TV
- Salem Hospital
- Salem Sound Coastwatch
- Talbot Electric

- Saltonstall School
- SHS Athletic Department
- SHS Athletic Training
- SHS Art Department
- SHS Automotive
- SHS Community Office
- SHS Information Technology
- SHS Internship Assistant
- SHS Library
- SHS News
- SHS Urban Agriculture
- SPS Information Technology
- Witchcraft Elementary

Advanced Coursework

Programming

- **Planning**
Building Pathways that align to student interests and workforce demand.
- **Early College**
Defining new course sequences that deepen learning currently happening at SHS.
- **Expand Offerings**
Dual Enrollment and PLTW

Supports

- **+Blocks**
Academic support periods for all learners in ELA and Math
- **College and Career Counseling**
Advising that pushes student thinking to align to their post high school goals

Engagement

- **Clarity**
Course selection process that is student centered and robust
- **Parent Engagement**
Increased opportunities for families to be part of course selection process

Culture of Academic and Career Excellence

Advanced Coursework* Enrollment

Year	Number of Students in A.C.	% of 11th and 12th Graders in A.C.
2018 - 2019	199	43.4%
2019 - 2020	213	47%
2020 - 2021	172	42.5%
Current	191	55%

Early College

Year	Number of Students in E.C.
2018 - 2019	45
2019 - 2020	57
2020 - 2021	58
Current	112

*Advanced Coursework - Percentage of all students enrolled in 11th and 12th grade that complete at least one advanced course, including but not limited to Advanced Placement (AP), International Baccalaureate (IB), Project Lead the Way (PLTW), dual enrollment for credit, Chapter 74-approved vocational/technical secondary cooperative education programs and articulation agreement courses, and other DESE-selected rigorous courses.

Culture of Academic and Career Excellence



**Grade 10:
Course**

First Year Seminar

Grade 11:

**Intro to Entrepreneurship
Marketing Principles
Intro to Sociology
Speech**

Grade 12:

**Business Law
Business Accounting
Liberal Arts choice**

**Grade 10:
Environment**

Engagement

Grade 11:

**Outdoor Recreation and the
Communication and Civic**

**Foundations of Writing
US Constitutional Government**

Grade 12:

**Pathway Choice:
Criminal Justice
Healthcare**

By the Numbers

55% ↑

- Advanced Coursework taken by juniors and seniors. The list of courses that meet advanced coursework is provided by DESE.

25% ↑

- 25% of the student body participated in a winter athletic program.

92% ↑

- 15% Increase from SY 2020-2021 and 40% increase from SY 2018-2019 of students taking vocational exploratory courses and choosing to remain in vocational programming.



Shifts for next year

Early College Growth: Increased Course offerings and on campus experiences



College Exploration: College and University Tours for students and families

Summer Learning : Opportunities for credit recovery as well as activities aligned with college and career planning



College and Career Nights: Bringing back alumni and industry professionals to share their experiences

Upgrades: Continue upgrade of vocational spaces including pharmacy technician training spaces next to medical assisting lab.



MyCap: Personalized learning experience based on every child's goals