

Ms. Mary A. Manning
Mr. Manny Cruz
Ms. Amanda Campbell



Ms. Beth Anne Cornell
Dr. Kristin Pangallo

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: April 20, 2023

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on April 24, 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/82841522297?pwd=dnpuD2g3dWhSaW1kbU5VK0dXV1c3Zz09>

Passcode: 130024


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/z9wYZoEKdZeSRmANA>. 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 April 3, 2023
- B. Approval of Warrants: 4/6/2023 - \$416,687.90; 4/13/2023 - \$289,418.63; 4/20/2023 - \$444,226.14

IV. Public Comment

See above instructions for participating in public comment.

V. Student Showcase - Early Childhood Center

VI. Superintendent's Report

- a. Reimagining middle school discussion
- b. Moms Demand Action Resolution

VII. Student Representative Report

VIII. Action Items: Old Business

IX. Action Items: New Business

- a. Deliberation and vote on approval of Arbor Day tree plantings
- b. Deliberation and vote on approval to declare (7) vision screening machines as surplus and to donate to NH schools

X. Finance & Operations Report

- a. Teaching & Learning Transfer
- b. Special Education transfer for Transportation Costs

XI. Subcommittee Reports

- a. Policies for third reading:
 - Policy 1700 - School Parent Associations - no substantial changes
 - Policy 1701 - Parent Involvement - for deletion

XII. School Committee Concerns and Resolutions

XIII. Adjournment

Respectfully submitted by,

Krista Perry

Executive Assistant to the School Committee & Superintendent

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

*Sra. Mary A. Manning
Sr. Manny Cruz
Sra. Amanda Campbell*



*Sra. Beth Anne Cornell
Dra. Kristin Pangallo*

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 20 de abril 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 24 de abril de 2023 a las 7:00 p.m.** Esta reunión se llevará a cabo en persona en 29 Highland Ave., Rm. 227, Salem, MA. También puede unirse a través de Zoom utilizando el enlace a continuación.

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

<https://us06web.zoom.us/j/82841522297?pwd=dnpUd2g3dWhSaW1kbU5VK0dXV1c3Zz09>

Contraseña: [130024](#)


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/z9wYZoEKdZeSRmANA> 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 617-285-7567 si tiene alguna pregunta o para informar de cualquier dificultad técnica que experimente.

Sra. Mary A. Manning
Sr. Manny Cruz
Sra. Amanda Campbell



Sra. Beth Anne Cornell
Dra. Kristin Pangallo

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”

II. Aprobación de la Agenda

III. Aprobación de la Agenda Consensuada

A. Aprobación del acta de la reunión ordinaria del Comité Escolar celebrada el 3 de abril de 2023

B. Aprobación de las órdenes de pago: **6-abr-2023** - \$416,687.90; **13-abr-2023** - \$289,418.63; **20-abr-2023** - \$444,226.14

IV. Comentario Público

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

V. Exhibición de los estudiantes - Centro de educación infantil (ECC por sus siglas en inglés)

VI. Reporte del Superintendente

- a. Debate sobre la reinversión de la enseñanza intermedia
- b. Resolución de Moms Demand Action

VII. Reporte de la Estudiante Representativa

VIII. Elementos de Acción: Asuntos Antiguos

IX. Elementos de Acción: Asuntos Nuevos

- a. Deliberación y votación sobre la aprobación de la plantación de árboles el Día del Árbol
- b. Deliberación y votación sobre la aprobación para declarar excedentes (7) máquinas de detección de enfermedades visuales y donarlas a escuelas de NH

X. Reporte de Finanzas y Operaciones

- a. Transferencia de Enseñanza y Aprendizaje
- b. Transferencia de Educación Especial para Gastos de Transporte

XI. Reportes de los Subcomités

***Sra. Mary A. Manning
Sr. Manny Cruz
Sra. Amanda Campbell***



***Sra. Beth Anne Cornell
Dra. Kristin Pangallo***

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”

a. Políticas para tercera lectura:

Política 1700 - Asociaciones escolares de padres - sin cambios sustanciales

Política 1701 - Participación de los padres - para su eliminación

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
April 3, 2023

On April 3, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

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

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

Call of Meeting to Order

Acting Mayor Robert McCarthy calls the meeting to order at 7:06pm 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.

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

Mr. Cruz moves to take the agenda out of order this evening for the celebration of the retirement of our dear colleague and friend, Mr. James Fleming. Seconded by Ms. Cornell.

Mr. Cruz notes he would like to extend his thanks to Mr. Fleming.

Mayor McCarthy and Mr. Cruz recognized Senator Joan Lovely joining the School Committee meeting. Senator Lovely gives thanks to Mr. Fleming and comendes his decades of public service to the grateful Salem community. Senator Lovely also presents Mr. Fleming with a citation from the Senate.

Mr. Cruz presents Mr. Fleming a citation from the House of Representatives. Mayor McCarthy also presents Mr. Fleming with a City of Salem seal.

Superintendent Dr. Zrike presents a gift including school swag to Mr. Fleming as well.

Ms. Manning notes her appreciation and expertise that was received from Mr. Fleming through the years. Ms. Manning would also like to acknowledge Jim’s sister, Sally, who provided support and interest through the system.

Ms. Beth Kontos, President of the American Federation of Teachers and Salem High School social studies teacher, states Mr. Fleming had lots of advice and through the years always agreed to do what was best for the students.

Mr. Cruz makes a motion for a three minute recess. Mr. Fleming seconded the motion.

Approval of Agenda

Acting Mayor Robert McCarthy requested a motion to approve the Consent Agenda. 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
Acting Mayor Robert McCarthy	Yes
Motion carries 7-0	

Approval of Consent Agenda

Acting Mayor Robert McCarthy requested a motion to approve the Consent Agenda. Mr. Fleming moved and was 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	

Public Comment

Ms. Ann Berman, 1401 Cranebrook Way Peabody, notes she is here tonight to talk about Mental Health. There are counselors in every school and now we are able to offer services through cartwheel throughout our district. However the needs of our educators are not being met. We have dealt with loss over the past few years, trauma around school violence, and not doing enough for our kids. Educators are left with little or no support. Educators are expected to show up and teach. We need to find a way to get services for our educators. The GIC health insurance only offers three visits a year for mental health services for our educators. Therapy is hard to find for everyone. Educators are desperate for help but cannot find it. This is happening far too

often. Please find support for our educators and if you are aware someone is in crisis, please give them some grace so they know you care.

Student Showcase - Witchcraft Heights Elementary School

Principal Susan Carmona notes the student voice project led by Mr. Michael Collins. A group of extraordinary students presents in an attempt to give them a student voice. This is an opportunity for each student to tell their story. The 14 students included in the brotherhood are Jayden, Kenny, Alvin, Kyler, Jhariel, Yariel, Ericksander, Noah, JJ, Peter, Joseph, Josh, Jamo, and Ryan. Mr. Collins notes restorative justice circles, personal stories shared, journals, contract of expectations, collaboration to agree on a topic, and a lot of organized chaotic discussions. One topic discussed was why school shootings happen, what type of person does this, and what can we do to prevent this? Next step was to distribute a survey to grades 4 and 5 students. Reviewed and discussed the NPR article School Shooters: Understanding their path to violence. It is our hope that through this Student Voice project we have provided students with an inclusionary platform to express their thoughts and feelings about some very difficult topics. We hope to continue these conversations and discoveries to give students the equity and voice they deserve.

Superintendent's Report

Presentation on School Choice Participation for SY 23-24

Superintendent Dr. Zrike notes we will be workin with the City to help migrant families and offer the support they need. Dr. Zrike will not be recommending any changes for the School Choice Participation for SY 23-24. The only minor change is to New Liberty. Reduce 5 students instead of 15 students for New Liberty. November 1st will be the deadline for applying for school choice. Dr. Zrike's recommendation is to continue to participate in School Choice with the guidance he provided in the memo.

Dr. Pangallo asks about the New Liberty change?

Dr. Zrike notes New Liberty just does not have the space for 15 students so 5 will be the restrictions. We also plan to advertise for School Choice .

Recommendation for the Executive Director of Special Education Position

Superintendent Dr. Zrike notes his recommendation for the new Executive Director of Special Education position with a copy of resume and contract for Mrs. Jennifer Doucette-Ly. Ms. Doucette-Ly founded the successful food and clothing pantry at Salem High School. She has also facilitated book drives at Salem High School and Bates School. She did distinguish herself through the interview process.

Presentation on Arbor Day Tree Planting

Ms. Darleen Melis presents on the Arbor Day Tree planting. Celebrating Arbor Day at Collins

Middle School with the Massachusetts Department of Conservation and Recreation and the Salem Tree Commission. Arbor Day means tree in latin. Since 1182, schools have celebrated Arbor Day by planting trees on school grounds. Trees benefit our community, environment, and us by providing shade, cooling our city through evaporation and transpiration. It also provides habitat for local wildlife and slows storm waters. Five trees will be planted along the parking lot at the Broad Street playground.

Mr. Cruz notes that the Arbor day tree planting is not listed on the agenda as an action item so we would have to take this up for deliberation and vote at the next School Committee meeting.

Dr. Zrike notes we wanted the opportunity to see and hear the presentation for the School Committee to review and then at the next meeting we will vote.

Ms. Manning notes she would like to encourage and include an action plan for watering the trees in the future.

Student Representative Report

Ms. Natalia Feliz notes last week the student representatives met with Superintendent Dr. Zrike to discuss how we wanted to incorporate Collins Middle School into what we do. We are trying to schedule a half day to meet with Collins and Saltonstall. We want to push for middle schoolers to be ready for high school. We want to mentor and guide them.

Mr. Cruz notes the School Committee secretary can work with the student representative to send out a doodle poll to help organize a date and time that would work for the students as well as the School Committee members.

Old Business

none

New Business

- a. Deliberation and vote on approval to reduce the 4 hr. minimum rental fees to 2 hrs. for men's amateur soccer league

Mr. Fleming notes that this matter be moved to the Building and Grounds subcommittee to further discussion and to talk with the representatives. Mr. Fleming makes a motion and Ms. Manning seconded.

- b. Deliberation and vote on approval for the Executive Director of Special Education Position

Ms. Manning moves to approve and seconded by Mr. Fleming. A roll call vote is taken.

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

c. Vote to support the superintendent’s recommendation for school choice participation

Mr. Fleming makes a motion and is seconded by Dr. Pangallo. A roll call is taken.

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 Report

Ms. Elizabeth Pauley confirms there is no finance report this evening.

Subcommittee Reports

- a. Policies for second reading:
 - Policy 1700 - School Parent Associations - no substantial changes
 - Ms. Cornell makes a motion and Mr. Cruz seconded.

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 1701 - Parent Involvement - for deletion
 Ms. Cornell makes a motion and Ms. Manning seconded.

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. Policies for third reading:

- Policy 5602 - Hall of Fame
- Policy 1507.01 - Public Complaints
- Policy 1507.02 - Public Complaints - for deletion
- Policy 1507.03 - Public Complaints - for deletion
- Policy 1505 - Parent Information Center - for deletion

Ms. Cornell makes a motion to take all five policies up for third reading together instead of individually. Ms. Cornell moves to approve and Mr. Cruz seconded.

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 notes at this time we would like to move into Executive Session and to inform the public we will be discussing collaborative bargaining and we will not be returning to open session. Mr. Fleming makes this motion and 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	

Motion carries 7-0. Meeting adjourned at 8:30pm.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent

The Salem Early Childhood Center



Student Showcase April 24, 2023



WELCOME to the DAY!



Each day students come to school ready to ready to learn! A typical day looks like the following:

- Welcome and Breakfast
- Morning Meeting
- Story Time
- Specialist Enrichment
- Centers
- Lunch
- Outside
- Math
- Play





SOCIAL EMOTIONAL LEARNING



Each day students take part in Restorative Justice or Talking Circles. At the beginning of the day they share about themselves and at the end of the day they share about how their day went. If something should come up during the day the teacher may call the class together to discuss what happened and what might be solutions to the situation.



Three Cheers
for PreK Mood
Meter

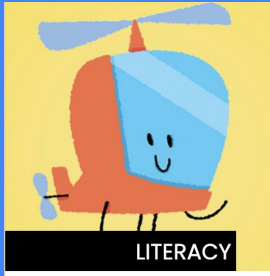


STORY TIME



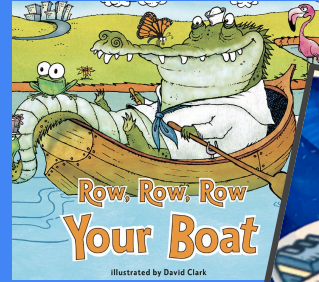
Each day students hear read alouds that are related to the theme of the month and other books such as *Windows* and *Mirrors* books. These books provide a look into other lives as if through a window as well as a look at themselves as if looking in the mirror. Students also have a time to practice independent book handling skills.





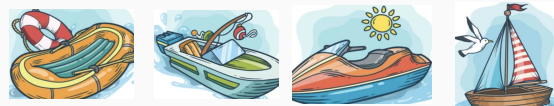
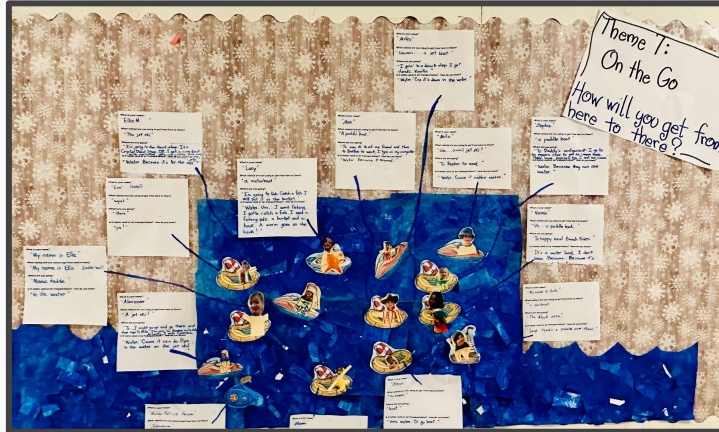
Three Cheers for Pre-K-K 2022

LITERACY



Everyday students have a literacy focus lesson and take part in literacy activities. This is an example of a writing in response to the theme "On the Go".

Theme 1:
On the Go
How will you get from here to there?



What is your name?

"Lucy"

What vehicle are you using to get from here to there?

"a motorboat"

Where are you going?

"I'm going to fish. Catch a fish. I will put it in the bucket."

Is it water, land or air transportation? How do you know?

"Water. Um... I went fishing. I gotta catch a fish. I need a fishing pole, a bucket and a hook. A worm goes on the hook!"





PHONICS AND PHONEMIC AWARENESS



Phonics describes the relationships between the sounds of language and letters. When students learn these relationships, they are able to "decode" print more efficiently. Phonemic awareness is the ability to identify and manipulate individual sounds (phonemes) in spoken words. We know that a student's skill in phonological awareness is a good predictor of later reading success or difficulty.





MATH



Each day students engage in a math focus lesson and participate in math centers.

Here they are seen:

- Learning about 3 dimensional shapes
- Video is AAB patterns
- Comparing heights of towers - taller / shorter





SCIENCE



Science is an exciting part of the daily curriculum. Here students are learning about how angle affects speed and about planting and growing. These represent our most recent Three Cheers for PREK themes - Farm to table and "On the Go!"



DRAMATIC PLAY





BLOCKS



The benefits of block and construction play include the development of concentration, spatial awareness, shape recognition, problem-solving skills and social skills.

Students play with blocks each day during purposeful play time and centers that align to the current theme. This shows examples of "Hello School" and "On the Go."





SENSORY EXPLORATION



Sensory play activities often involve touching, pouring, pinching, sorting, and moving actions. Preschoolers primarily use their hands to explore, and in doing so, they build upon their fine motor skills that will later be used for writing and self help skills like dressing and eating.





SPECIALIST ENRICHMENT

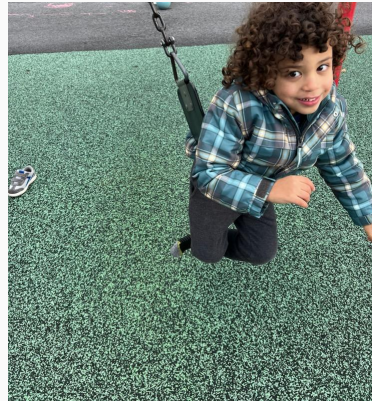


This year for the first time ECC students take part in the same specialist enrichment activities as elementary school students. This includes, PE, Art, Music, Science and STEAM.





PLAYGROUND





SERVICES

More than 50% of our ECC students receive services as part of their IEPs. They may receive Speech, OT or PT.



[Speech video 1](#)
[Speech video 2](#)



FAMILIES and the COMMUNITY



Pizza and Pajamas



Family Fun Night

Cocoa and Candy Cane Hunt



Popsicles with the Principal



Family Night at the Library

Haunted Happenings Parade





THANK YOU and QUESTIONS





SALEM
PUBLIC SCHOOLS
Where belonging leads to opportunity.

Reimagining Middle School Task Force

Report to the Salem School
Committee

April 24, 2023



Agenda

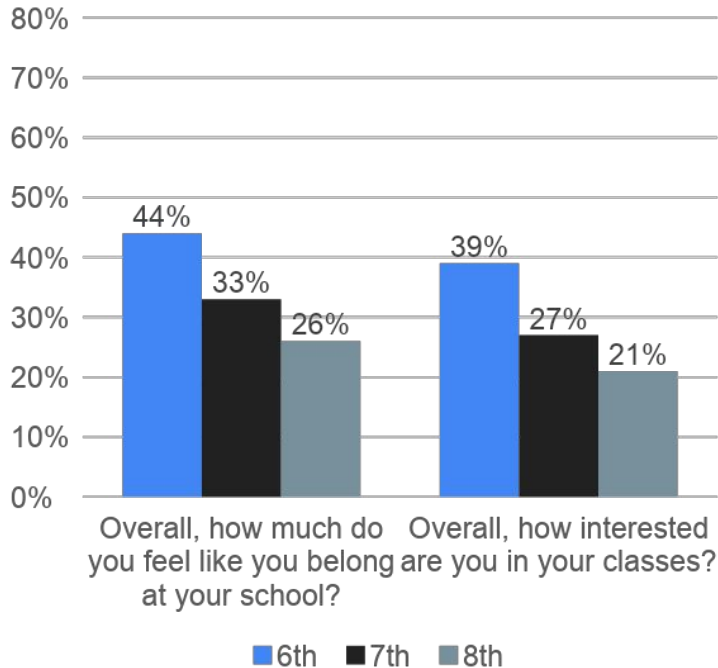
Reimagining Middle School School Committee Presentation 24 April 2023



1. Why reimagine middle school?
2. Review of the public engagement process
3. What did we learn from the community?
4. Presenting our Middle School Portrait of a Graduate
5. How will stakeholders use the Middle School Portrait of a Graduate?
6. Feedback, Questions, and Next Steps

Why Reimagine Middle School?

Fall 2022 Panorama Survey -
Example Data Snapshot



“The middle school years are a time of tremendous opportunity for adolescents to find their voice, form meaningful relationships, and develop interests, knowledge, and skills. Over the last two years, **I have received significant feedback from staff, students, and families that we must work to enhance the middle school experience across the Salem Public Schools.** We have seen that the pandemic has fueled tremendous anxiety, depression, and isolation among our students, particularly those in grades 5-8. We see students struggling with academics, attendance, and self-regulation. As students have returned to school full-time, there is a level of disengagement and apathy towards school that is concerning and requires a **call to action.**”

- Superintendent Zrike’s message to the community in launching the RMS Task Force



The RMS Team

Launched by Superintendent Zrike
Supported by school leaders, school committee, and district leadership

RMS Project Facilitators



Chelsea Banks
*Dean of
Innovation, Middle
School Learning
Pilot*



Laura Tavares
*Executive Director
WPS Institute*

WPS has been in
Salem since
summer 2022
launching the Pilot

A Task Force, with representation from:

- 3 students
- 3 parents
- 5 educators (2 middle school educators, 1 coach, 1 special educator, 1 high school educator)
- 1 family engagement facilitator
- 3 administrators
- 2 school committee members
- 1 higher education administrator

We also convened an Educator Design Team of 20 educators across all different positions who provided input & feedback on this work.



The Public Engagement Process



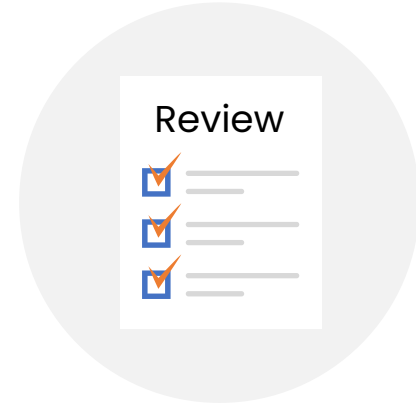
Before: Brainstorm & Design Input

How might we best design an inclusive and effective process to lead us to a Portrait of a Graduate?



During: Inclusive Engagement

How might this team help ensure all voices are empowered and honored during inclusive Design Sessions?



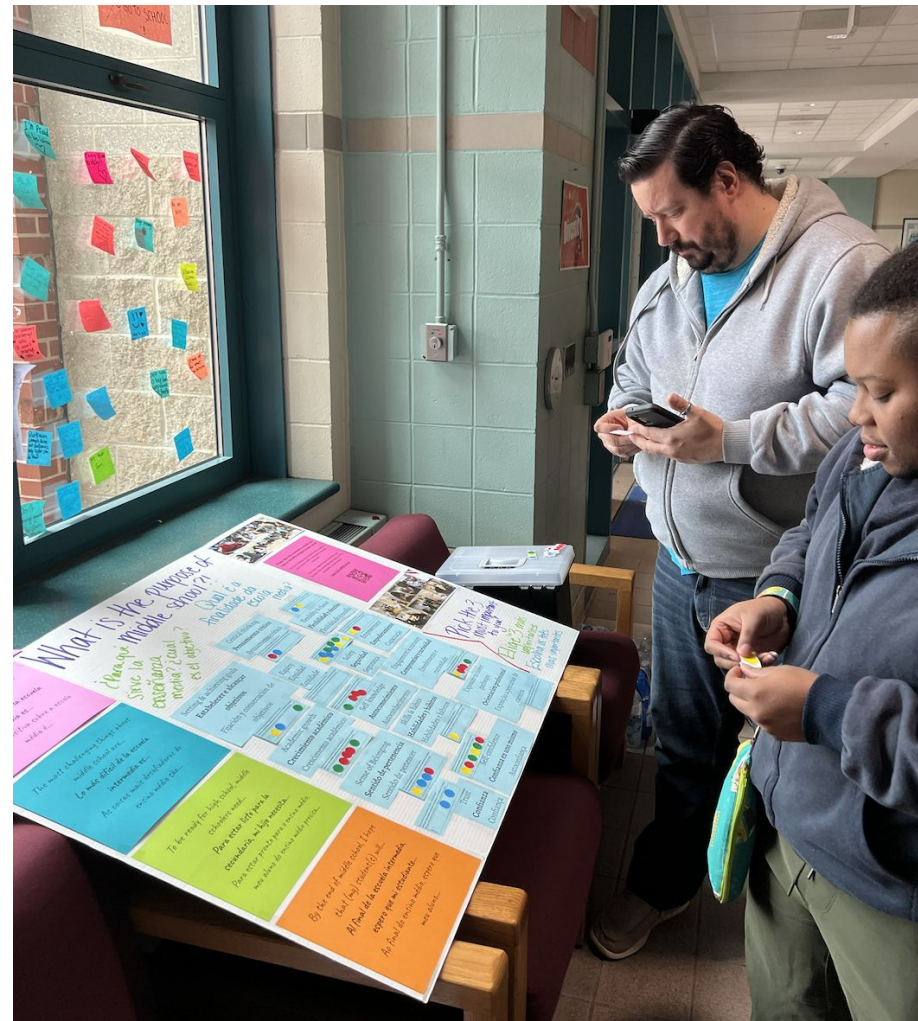
After: Synthesis & Feedback

How can we best make meaning of the input in a way that represents the diversity of voices and perspectives while providing a clear vision for our middle schools?

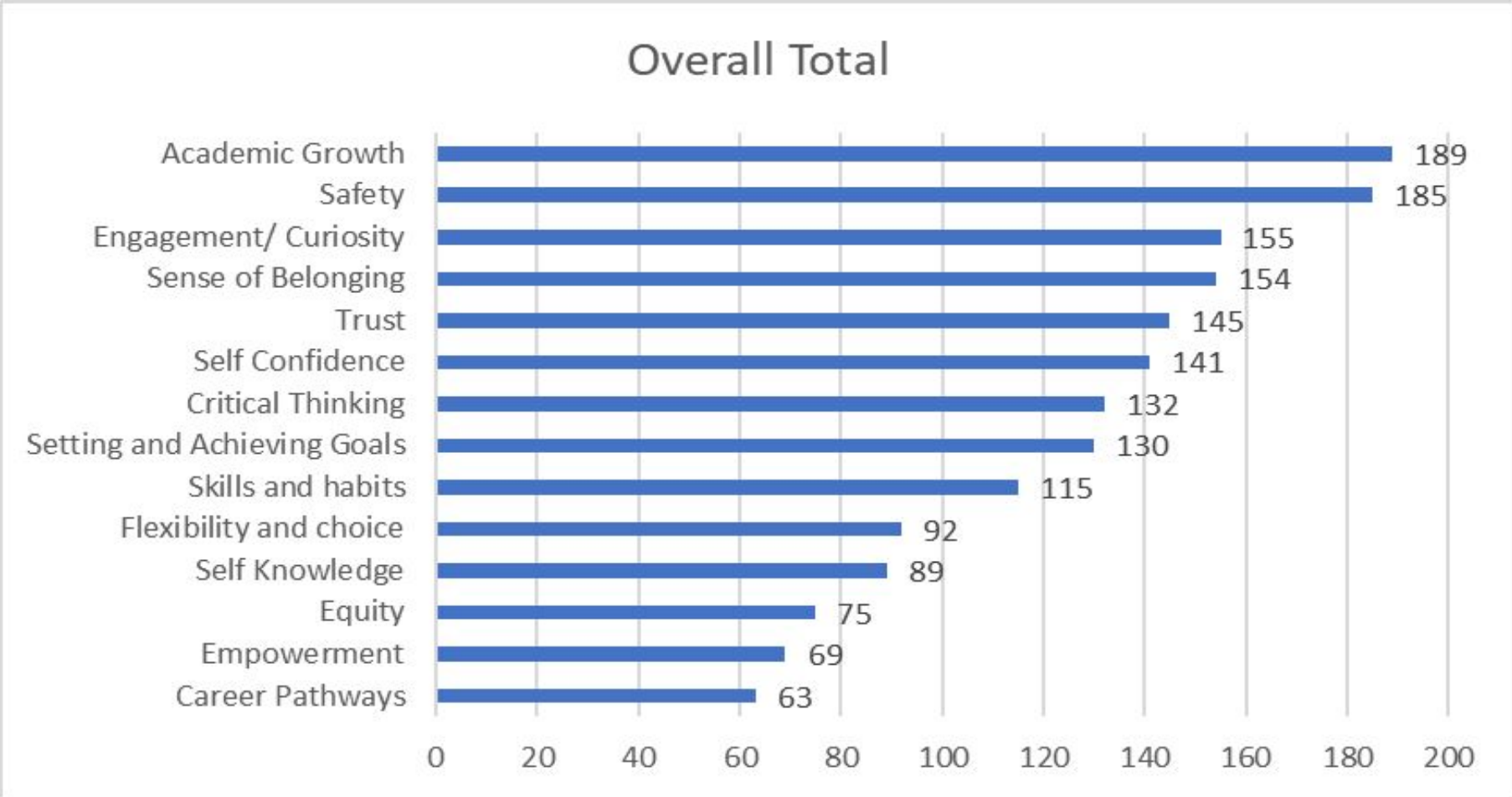


An Inclusive Process: Overall Engagements (Surveys, Events, 1:1s, Pop-Ups)

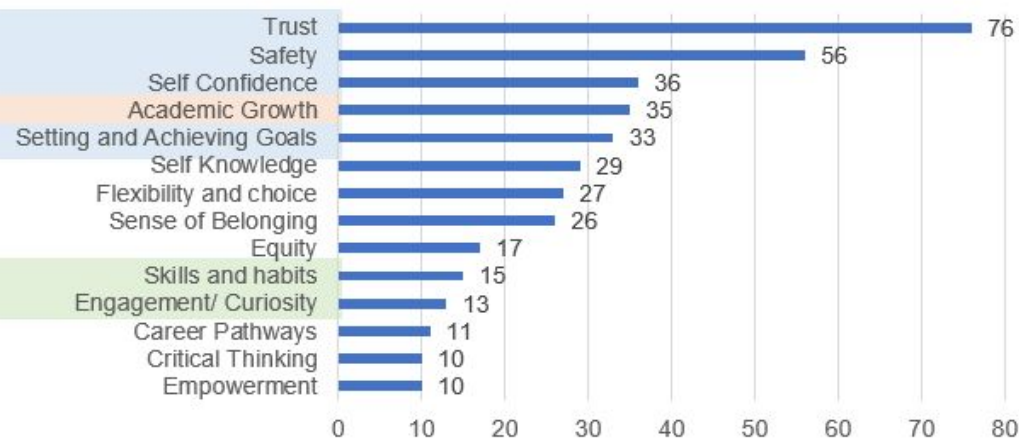
Family/ Community Members	Educators
236	77
Students	Total
165	478



What does the community value in Middle School?

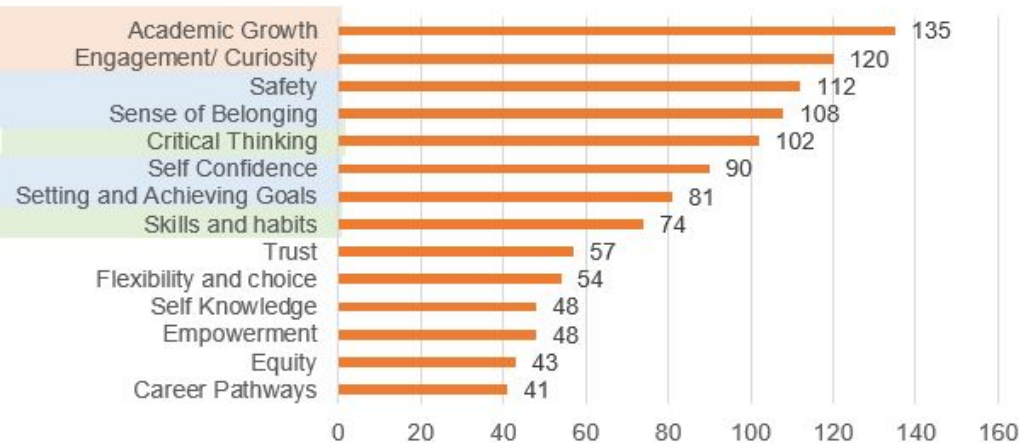


Students



While there are trends across groups, the highest priorities do shift slightly depending on the stakeholders

Family/Community



Educators



Voices from the Community

By the end of Middle School, I hope my student/s will...

“Se conhecer melhor, conhecer o mundo que ele encontrará quando começar a lidar com a comunidade e os problemas que ela traz. Além de descobrir o seu talento e trabalhar para aperfeiçoar a fazer o que ama cada vez melhor.”

“Knowing himself better, knowing the world he will find when he starts to deal with the community and the problems it brings. In addition to discovering your talent and working to perfect it to do what you love better and better.”

“Care to make the most of themselves and their education.”

“Be a kind, compassionate member of the community; be a leader and a learner; someone not jaded by ...his peers.”

“Survive with as little scars as possible.”





Voices from the Community

To be ready for high school, middle schoolers need...

"Confidence, trust in the system and all staff they will encounter, to have good study skills, to have at least one peer connection before starting school so they don't feel alone."

"To know how to make healthy choices. To be identifying what's important to them and how to let others know what's important to them."

"Overall academic and personal growth. They need to be in a trusting and caring environment where their hopes and dreams can be fulfilled."

"A strong foundation of how to be a student, having self-motivation and drive to want better for their future selves."

"To have more ownership of their learning, engagement, respect"; "to know how important effort is."

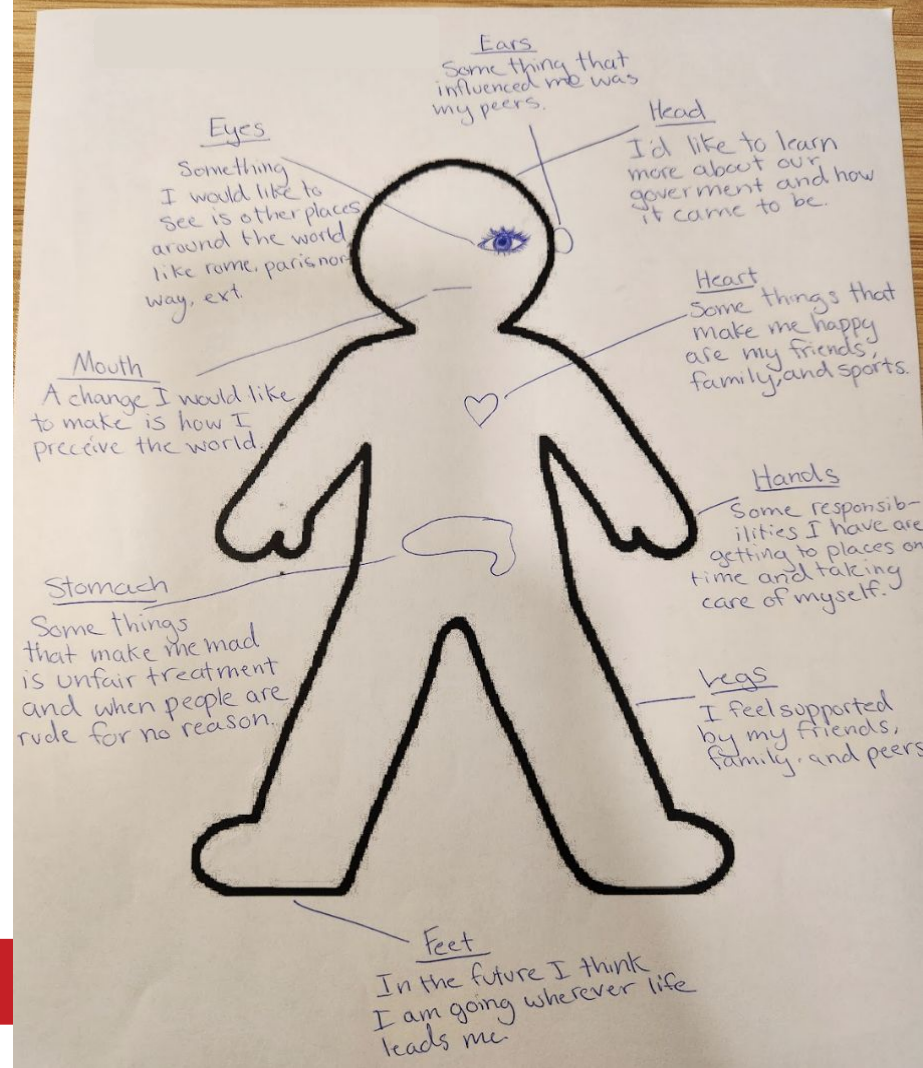
Student Voices

By the end of Middle School, I hope I will:

- Be the best version of myself
- Have some good grades
- Not care what other people think
- Go somewhere I feel safe
- Have enough experience for high school
- Be happy
- Make an impact on others' lives
- Improve my academics and be more mature

To be ready for High School, I need:

- Self-confidence and self-knowledge
- To pay attention to school
- To study hard and try my best
- To learn in middle school so I know the content being presented in high school
- To listen to the teachers and start paying attention more in classes
- Better confidence



The Task Force's Rubric - Our Final Product Should:

For Everyone

- Clearly communicate shared goals and values using accessible words and images
- Express a sense of purpose
- Inspire
- Relate to a developmental understanding of our students

For Students

Answer the question, "Why am I in school?"

For Educators

Set a vision that can help to set priorities for how time and money are spent; provide a basis for selecting and designing learning experiences

For Families

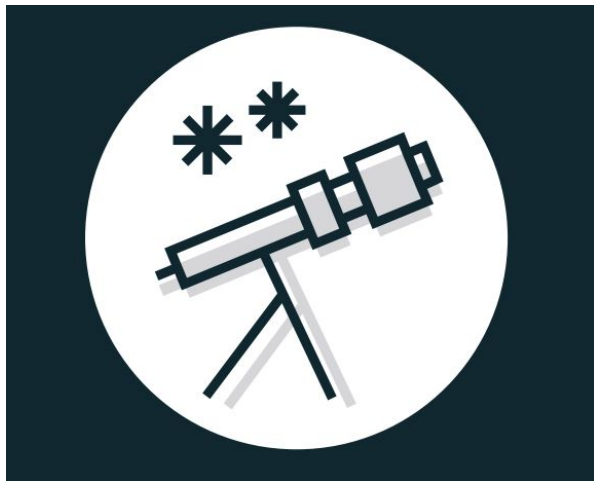
A tool to help determine if a student is making progress, and to hold the school accountable

Discovery



The story you're telling

Adolescence is a critical period of discovery and opportunity.



Glossary of words that communicate the discovery metaphors

Laboratory
Experiment
Testing hypotheses
Trying out
Figuring out
Exploring
Unearthing
Studying

Collecting information
Equipment
Asking questions
Finding the answers
to questions
Discovering
Mapping out
Navigating new
landscapes

Finding their path
Heading in a direction
Equip them for
the journey
Forming and
testing theories
Think critically

Portrait of a Middle School Graduate

Powered by relationships, trust, & a sense of belonging...

... I've developed my identity, skills & mindsets...

... that empower me to navigate my learning, chart my course & engage with my community, to reach my academic and life potential.

Opportunity

Choice

Discovery

Relevance



Alignment with quotes from stakeholders:

<p>Powered by relationships, trust and belonging within my diverse community,</p>	<p>I've developed identity, mindsets, & skills</p>	<p>That empower me to navigate my learning, chart my course & engage with my community, to reach my academic and life potential.</p>
<p><i>To be ready for HS, middle schoolers need...</i> “Confidence, trust in the system and all staff they will encounter, to have good study skills, to have at least one peer connection before starting school so they don't feel alone.”</p>	<p><i>To be ready for HS, middle schoolers need...</i> "To have more ownership of their learning, engagement, respect" ; "to know how important effort is"; “Care to make the most of themselves and their education.”</p>	<p><i>By the end of MS, I hope my student will...</i> “Be ready and prepared for when they face a challenge. I want them to feel excited and motivated to solve challenges in their lives, both inside and outside of school.”</p>
<p><i>By the end of MS, I hope my student will...</i> “Be a kind, compassionate member of the community; be a leader and a learner; someone not jaded by ... his peers.” “Continue to show kindness, have a core group of friends and be prepared for learning in high school.”</p>	<p>“A strong foundation of how to be a student, having self-motivation and drive to want better for their future selves.”</p> <p>Students – I want:</p> <ul style="list-style-type: none"> • “Better confidence” • “More [self]-management skills” • “To be able to regulate my emotions” 	<p>“Knowing himself better, knowing the world he will find when he starts to deal with the community and the problems it brings. In addition to discovering your talent and working to perfect it to do what you love better and better.”</p> <p>“I want to figure out who I want to be.”</p>
<p>“I want to belong and feel comfortable.”</p>	<p>“I want to have organizational skills and confidence for high school.”</p>	<p>“To prepare me for a new school, new people, new teachers, new work.”</p>

Salem Public Schools Middle School Update



The middle school years are a time of tremendous opportunity for adolescents to find their voice, form meaningful relationships, and develop interests, knowledge and skills. As we reckon with the effects of the COVID-19 pandemic, including challenges with student engagement, mental health, and self-regulation, we are rethinking how best to serve our middle school students in Salem Public Schools. The district's commitment to enhancing the middle school experience is visible in three key areas:

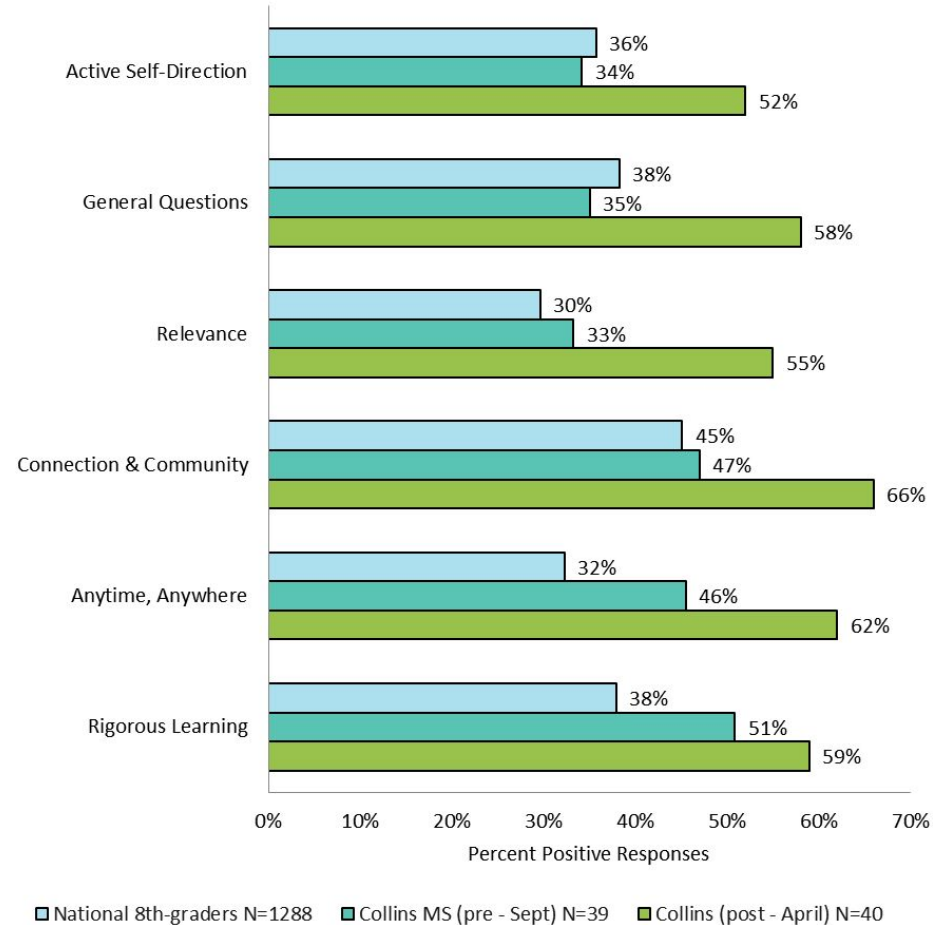
- **The Reimagining Middle School Project:** Launched in February 2023, an intensive community engagement process to create a "Portrait of a Middle School Graduate."
- **School-wide focus at Collins & Saltonstall:** Building off of the Reimagining Middle School Project, Collins' and Saltonstall's middle grades will focus on building cultures of connection and learning under the leadership of their new principals.
- **Middle School Pilot Year 2:** Originally launched in August 2022 with a cohort of 43 8th graders, the Pilot will continue for a second year and will expand to include both 7th and 8th graders in 2023-2024. Some of its most successful learning experiences will also be available to all Collins students at key points during the year.

Growing the Middle School Pilot

- Expand to serve both 7th and 8th grade
 - Maintain two 8th grade homerooms (~45 students)
 - Add two 7th grade homerooms (~45 students)
 - Conduct recruitment & lottery this spring
- Grow team to five teachers (core subjects plus inclusion supports) and continue to share specialists, ML supports, and SEL supports with Collins Middle School
- Collaborate closely with middle school leadership to ensure all students have access to “tastes” of what we believe is working



MS Pilot Pre/Post Compared to National 8th Graders



Next Steps:

- Work with educators and students to unpack, define, and prioritize elements of the Portrait at each school
 - For example, how will we build the relationships, trust, & sense of belonging?
- Establish clear measures to track progress
- Map the work from 5th and 6th grade to 8th grade, i.e. how do we establish the foundation and build upon it over the course of middle school?



Thank you to the RMS Team

A Representative & Diverse Task Force:

- **Students:** Tyri Bascomb (7), Savannah Muasya (8), Julissa Telemaco (8)
- **Madison Andrews** - Saltonstall Teacher
- **Christian Bednar** - Parent, Dean of Liberal Studies, North Shore CC
- **Manny Brito** - CMS Teacher
- **Ruben Carmona** - Executive Director of Family, Community, and Employee Engagement
- **Eliza Cassella** - Director of Social Emotional Learning, Culture, and Climate
- **Jenni Espinal** - Family Engagement Facilitator, Saltonstall
- **Johanny Hlathswayo-Canada** - CMS Math Coach, Parent of SPS Alumni
- **Bethann Jellison** - Current Principal - Carlton Elementary, Incoming Principal - Saltonstall
- **Mary Manning** - Former MS Principal, School Committee Member
- **Kristin Pangallo** - Parent, School Committee Member, SSU Professor
- **Rosa Saldivar** - SHS Connect for Success & Community Office Facilitator
- **Gavin Softic** - Current Principal - Bates Elementary, Incoming Principal - CMS
- **Cydney Thurman** - Parent
- **Karen Tucker** - CMS Teacher
- **Facilitators: Chelsea Banks** - Dean of Innovation, MS Pilot; **Laura Tavares** - Executive Director, WPS Institute



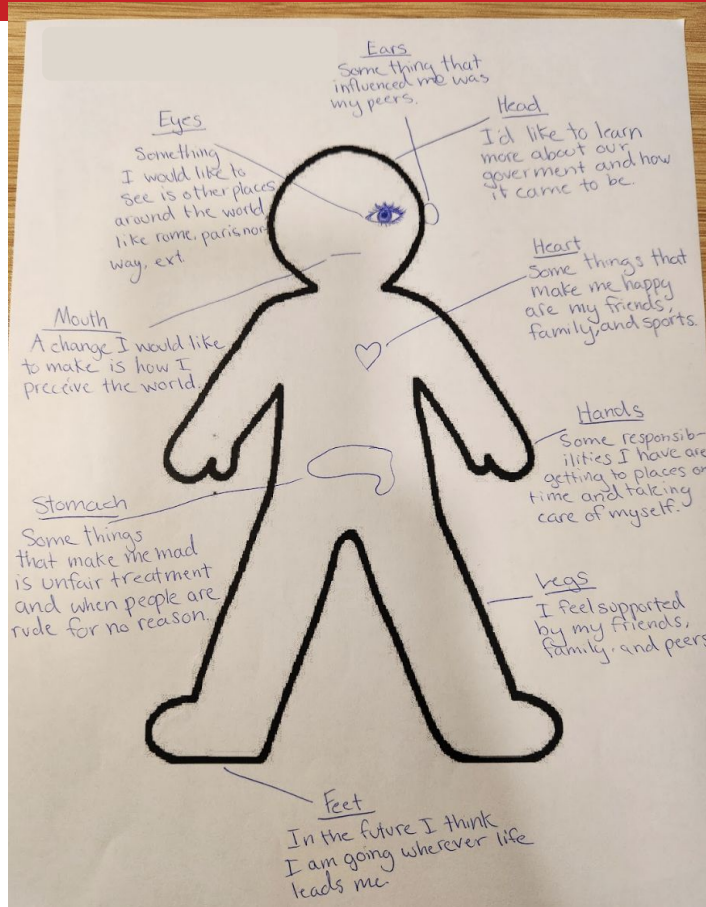
Appendix



7th & 8th Grade Learning Options Side-by-Side

Program	Collins	Saltonstall	Pilot
# of Students in 7th-8th grade	160 per grade (2 clusters of 80 students each)	90 across 7th and 8th	90 across 7th and 8th
Classroom Structure	Separate Grade Level	Part-time Separate Grade Level & Part-time Mixed Grade Level	Part-time Separate Grade Level & Part-time Mixed Grade Level
Core Subjects	Math · ELA · Social Studies Science · Spanish	Math · ELA · Social Studies Science	Math · ELA · Social Studies Science · Design Studio
Choice/Enrichment	Specialists (Art, Music, STEM, etc.), Band, Chorus, Career Tech	Specialists (Art, Music, STEM, etc.), Band	Choices within core subjects and Specialists, Band, Chorus
Leadership Opportunities	School-Based: Junior Coaches · Student Voice Project · Student Government	School-Based: K-8: Student Voice Project, Cross-grade collaboration with K-8	School-Based & Community-Based: Conferences · Community presentations
Pace & High-Quality Curriculum	Classes move through curricula together; Accelerated Math	Classes move through their curricula together	Core lessons together & personalized pacing in ELA & Math
World Language	Spanish as a core subject: Hablantes & traditional Spanish	Spanish as a Specialist	Access to various languages (virtual classes)
Off-Campus Learning	One to three grade-level field trips per year	At least one to three grade-level field trips per year	Weekly off-campus learning

Portrait of a Middle Schooler



Think of a middle schooler – a student, a family member, yourself – and then create a portrait using at least 3 of the prompts below:

EYES	What does this young person see (at home, at school, from adults, from peers, in the world around them)?
EARS	What does this young person hear?
MOUTH	What does this young person say?
HEAD	What is on this young person's mind? What are they often thinking about?
HEART	What are some things this young person loves and cares about?
STOMACH	What does this young person worry about?
ARMS	What are some strengths of this young person?
FEET	How is this young person changing? Where might they be going in the future?

To be ready for high school, middle schoolers need...



INDEPENDENT LEARNERS & GLOBALLY ENGAGED CITIZENS



Critical Thinking

Our graduates research, identify, collect and analyze relevant information in order to make sound judgments and decisions based on effective reasoning. They apply systems-thinking processes to examine real-world issues and essential questions.



Creative Problem Solving

Our graduates are resilient and flexible innovators who identify and solve problems.



Collaboration

Our graduates are empathetic listeners who embrace multiple perspectives and are able to effectively work with a team.



Communication

Our graduates confidently express their thoughts and ideas to diverse audiences. They know how to professionally and effectively advocate for themselves and others.



Self-Awareness

Our graduates know themselves and have the drive and the skills to develop and follow an action plan in pursuit of their personal and professional goals.



Cultural Competence

Our graduates value, embrace, and honor diversity. They promote acceptance and inclusion as they engage with all members of the community with dignity.

Salem Public Schools:

High School Portrait of a Graduate

The Salem Portrait of a Graduate is explicitly linked to two research-based frameworks:

1. The Independent Learner as defined by Zaretta Hammond's *Culturally Responsive Teaching & the Brain: Promoting Authentic Engagement and Rigor Among Culturally and Linguistically Diverse Students* (2015)
2. Self-Awareness as defined and enhanced by the components of The CASEL Framework from the Collaborative for Academic, Social and Emotional Learning (casel.org)

Proposal

Raise Awareness About Secure Firearm Storage and MA Secure Storage Laws to Reduce Preventable Gun Violence



It's up to all of us to protect our kids.



- We all want kids to grow up happy and healthy.
- We each have the right to make responsible decisions about how to protect our homes, families and communities—including whether or not to have a gun in our home.
- If we can prevent even one child gun death, or injury, it's our responsibility to do so.

Firearms are now the leading cause of death for children and teens¹

More than
1,800

children under the age of 18 are killed with guns every year - an average of 5 every day²

4.6
million

children live in homes with at least one one loaded, unlocked firearm⁴

In school shootings,
76%

of shooters under the age of 18 obtained the guns from their home or the homes or relatives or friends⁶

6000

children under age 18 suffer gun injuries every year³

Over
80%

of minors who die by gun suicide use a gun accessible to them from their own home or that of a family member⁵

Multiple Causes – Multiple Solutions

There is *no one solution* to reducing gun violence.

There are MANY evidence-based solutions.

- Raising public awareness about secure firearm storage is one of the solutions.

Secure storage practices are promoted by the American Academy of Pediatrics, the National Shooting Sports Foundation, National PTA, and many other organizations.

Secure storage practices are codified in our MA State laws.

The Be SMART program focuses on how all responsible adults (both gun owners and non-gun owners) can help prevent kids from accessing firearms by storing them securely, and encouraging others to do the same.

Why Adopt a Secure Storage Notification Resolution?

- MA schools have already undertaken measures to increase student safety.
 - They inform their communities about threats and/or relevant gun violence-related issues.
 - Some schools have implemented threat assessment programs, hardened physical infrastructure, adopted Sandy Hook Promise 'Know the Signs' programs, ALICE training, etc.
- Schools should also *proactively* raise awareness.
- Schools care about, and have a vested interest in **all aspects of student safety**. Raising awareness about the life-saving effects of secure firearm storage should be included in school safety messaging.

Secure Storage Notification Policies in Schools



Over 8.5 million K-12 students nationwide will attend schools next school year with firearm storage awareness policies in place. (ET Press Release Dec. 2022)

Resolutions have been passed in at least 73 school districts in 17 states:
AR, AZ, CA, CO, FL, GA, IL, MI, MA, MO, NJ, OR, RI, SC, TX, VT, WI

Be SMART materials have been sent to families, in virtual backpacks or on school district websites in 25 states: AZ, AK, CA, CO, FL, GA, IL, KS, KY, MA, MD, MI, MO, NJ, NM, OH, OR, PA, SC, SD, TN, TX, VA, WA, WI

Pro-active, evidence-based, cost-free, promote a simple message, empower the public, AND no extra work for teachers!

What does the MA Secure Storage Notification Resolution *Model Document* ask of School Committees?

- Resolve, That the School Committee directs the Superintendent and staff to update the Student Handbook to include information about parents' legal obligations regarding the secure storage of firearms;
- Resolve, That the School Committee directs the Superintendent to create an appropriate communication in the form of a letter or email to parents and guardians, that explains the importance of secure firearm storage to protect children and teens from unauthorized access to unsecured firearms, and their legal obligations consistent with Massachusetts safe storage law. Notification will be done as soon as possible and included on the district website, and in annual registration materials at each school site.
- Resolve, that the School Committee and the Superintendent will continue to work with local law enforcement agencies, health agencies and non-profit organizations to collaborate and increase efforts to inform District parents and guardians of their obligations regarding secure storage of firearms in their homes and vehicles.

Promoting secure firearm storage in the school community → Increased student safety

The ASK



SALEM
PUBLIC SCHOOLS
Where belonging leads to opportunity.

Adopt
a Secure Storage Notification Resolution,
including Be SMART programming

Notifying the School Community

As soon as possible and annually (*e.g.* in registration materials)

Notification methods (at school district's discretion), such as:

- Direct communication to parents (Letter, email), which may require a signature to acknowledge their awareness
- Student Handbook update
- Superintendent's Newsletter
- School website and social media outreach
- Press release



It's up to all of us to protect our kids.

Contact us at: SecureStorageSchools.ma@gmail.com

Secure Firearm Storage Notification Resolution Salem Public Schools

One of the Salem Public School District's highest priorities is school safety. While we focus on all areas of safety, this particular resolution has a focus on gun violence prevention through the leadership of the district, information sharing, empowerment, and education of our school community.

Whereas, The safety and well-being of our students, teachers, and staff is a top priority of Salem Public Schools;

Whereas, In the United States, gun violence is the leading cause of death in children and teens;¹

Whereas, Evidence strongly suggests that secure firearm storage is an essential component to any effective strategy to keep schools and students safe;

Whereas, An estimated 4.6 million American children live in households with at least one loaded, unlocked firearm;²

Whereas, Every year, roughly 350 children under the age of 18 unintentionally shoot themselves or someone else,³ about one unintentional shooting per day, and 70 percent of these incidents take place inside a home;⁴

Whereas, 1200 children and teens die by gun suicide each year⁵ and over 80 percent of children under age 18 who died by firearm suicide used a gun belonging to a family member;⁶

Whereas, Research shows that secure firearm storage practices are associated with up to a 78 percent reduction in the risk of self-inflicted firearm injuries and up to an 85 percent reduction in the risk of unintentional firearm injuries among children and teens;⁷

Whereas, In incidents of gun violence on school grounds, up to 80 percent of shooters under the age of 18 obtained their guns from their own home or that of relatives or friends;⁸

Whereas, the US Secret Service National Threat Assessment Center recommends the importance of appropriate storage of weapons because many school attackers used firearms acquired from their homes;

Whereas, Keeping students, teachers, and staff safe from the threat of gun violence should be the responsibility of all adult stakeholders at each of our school sites;

Whereas, Across the country, lawmakers, community members and local leaders are working together to implement public awareness campaigns, such as the Be SMART Program, which is endorsed by the National PTA and encourages secure gun storage practices and highlights the

public safety risks of unsecured guns;

Whereas, Secure storage of firearms is a legal requirement in Massachusetts pursuant to G.L. Chapter 140, sections 131L and 131C, and failure to comply with secure storage laws can lead to criminal prosecution, jail time, fines, and/or revocation of FID card or license, depending on the offense;

Whereas, the American Academy of Pediatrics recommends storing firearms unloaded, locked, and separate from ammunition;

Whereas, in order to continue with preventive measures to increase student and school safety we must act now; therefore, be it

Resolved, That the Salem School Committee directs the Superintendent and staff to update the Student Handbook to include information about parents' legal obligations regarding the secure storage of firearms;

Resolved, That the School Committee directs the Superintendent and staff to create an appropriate direct communication in the form of a letter or email to parents and guardians, that explains the importance of secure firearm storage to protect minors from accessing unsecured firearms, and their legal obligations consistent with Massachusetts safe storage law. Notification will be done as soon as possible, and included on the district website and in annual registration materials at each school site.

Resolved, the Salem School Committee and the Superintendent will continue to work with local law enforcement agencies, health agencies and non-profit organizations to collaborate and increase efforts to inform district parents, guardians, and caregivers of their obligations regarding secure storage of firearms in their homes and vehicles.

Submitted by

References:

¹ Centers for Disease Control and Prevention, National Center for Health Statistics. WONDER Online Database, Underlying Cause of Death, Injury Mechanism & All Other Leading Causes. Data from 2020. Analysis includes children and teens aged 1 to 19.

² Matthew Miller and Deborah Azrael, "Firearm Storage in US Households with Children: Findings from the 2021 National Firearm Survey," JAMA Network Open 5, no. 2 (2022): e2148823, <https://doi.org/10.1001/jamanetworkopen.2021.48823>

³ Everytown for Gun Safety. #NotAnAccident Index. 2020. <https://everytownresearch.org/maps/notanaccident/>. Analysis includes incidents that occurred between 2015 and 2019.

⁴ Everytown for Gun Safety. #NotAnAccident Index. 2020. <https://everytownresearch.org/maps/notanaccident/>. Analysis includes homes of the shooter, the victim, relatives' homes, friends' homes, and "other" homes.

⁵ Centers for Disease Control and Prevention, National Center for Health Statistics. WONDER Online Database, Underlying Cause of Death. A yearly average was developed using five years of the most recent available data: 2016 to 2020. Children and teens aged 0 to 19.

⁶ Johnson RM, Barber C, Azrael D, Clark DE, Hemenway D. Who are the owners of firearms used in adolescent suicides? *Suicide and Life-Threatening Behavior*. 2010;40(6):609-611.

DRAFT

FAQ's: Secure Storage Notification Resolutions for MA School Districts

What is a Secure Storage Notification Resolution?

A Secure Storage Notification Resolution directs the School Administration (or expresses its commitment) to inform parents, caregivers and the broad school community as soon as possible and on a regular basis (e.g. annual school registration materials) about the life-saving effects of secure firearm storage and parents' legal responsibilities to follow MA secure firearm storage laws. Raising awareness like this in the public is one evidence-based solution to prevent school shootings and other tragedies.

Various other actions, at the discretion of schools can follow: several ideas and resources are presented separately. Please request *'Resources for MA Schools - Implementing A Secure Storage Notification Resolution'* and *"Examples - Nationwide Implementation of Secure Firearm Storage Resolutions in Schools."*

What can we all agree on?

- We all want kids to grow up happy and healthy.
- We each have the right to make responsible decisions about how to protect our homes, families and communities—including whether or not to have a gun in our home.
- If we can prevent even one child's firearm death or injury, it's our responsibility to do so.

What are we advocating for in school districts?

We are advocating that school districts take a stronger role in raising awareness within the school community about the life-saving message of secure firearm storage, to prevent some forms of gun violence.

We are advocating for the passage of **Secure Storage Notification Resolutions** in school districts, that would reflect the schools' commitment forward-going, to helping prevent the tragedies that occur when unauthorized, unsupervised children and teens gain access to unsecured, loaded firearms.

Why should schools get involved?

In many cases, schools are already undertaking heightened security and threat assessment measures. In addition to these actions, raising the school community's awareness about the life-saving effects of secure firearm storage is key.

- Practicing secure firearm storage is a proactive, evidence-based, no cost approach to reducing risk. It does not entail any additional work for teachers.
- Schools are in a unique position to raise awareness through their broad outreach to parents and caregivers.
- Schools are in touch with students' mental health and behavior. And, the majority of school shooters are either current or former students of the school.
- Schools have been impacted by shootings. They have a responsibility to implement ways to reduce risks of school shootings within local communities.
- Schools have a vested interest in preventing gun violence, as stress related to gun violence and threats affects student performance and well-being in schools.

In the interest of preventing firearm deaths and injuries of children and teens, our goal is to normalize the conversation around guns, and include firearm secure storage with the many other safety topics that schools care about, like internet use, drugs, alcohol, vaping, suicide awareness, mental health, fire safety, etc.

What tragedies can be prevented?

When unsupervised, unauthorized children and teens gain access to unsecured firearms in their homes or vehicles, we see tragedies such as suicides, unintentional shootings, school shootings, and even some homicides.

Secure storage practices play a critical role in reducing the risks of gun violence. Given the unprecedented surge in gun sales during 2020 and 2021, and given that a large portion of sales were to first-time gun buyers who have limited safety training to understand the risks and responsibilities of having a gun in the home, this translates to a potential elevated risk of firearms within easy access of children and teens.

What are the facts?

- It is estimated that 54% of gun-owning households do not lock all their firearms securely.
- 4.6 million children in the US live in homes where there is at least one loaded, unsecured gun.
- 76% of school shooters under the age of 18 who commit gun violence on school grounds access the gun from their own home or the homes of family members and friends.
- According to the US Secret Service, addressing student access to guns is a critical component of any school-based threat assessment intervention plan.
- Over 80% of minors who die by firearm suicide accessed the gun from their own home or that of family members. Every year, 700 children under age 18 die by firearm suicide (1200 children and teens, ages 0-19) die by firearm suicide.
- Every year, nearly 350 children under age 18 unintentionally shoot themselves or someone else.
- A 2022 CDC survey showed that 20% of high school students reported having seriously considered attempting suicide. A study in 2015 showed that 41% of adolescents in gun-owning households reported having easy access to the firearms in their home.
- Households that lock both firearms and ammunition have a **78 percent lower risk of self-inflicted firearm injuries** among children and teenagers and an **85 percent lower risk of unintentional firearm injuries**.

Have schools in MA passed a Secure Storage Notification Resolution?

The Plymouth School District is the **first in MA** to have passed a Secure Storage Notification Resolution in May, 2021. Resolutions have also been passed by Newburyport (3/2022), Medford, Arlington (9/2022), Framingham (11/2022), Duxbury, Woburn (12/2022) Mt. Greylock Regional (1/2023), Pittsfield (2/2023), and Cambridge, Stoneham (3/2023). In addition, Beverly and Abington have partnered with Be SMART to promote this message to their school communities. Others will follow.

Have schools in the rest of the country passed Secure Storage Notification Resolutions?

Yes. According to a recent press release by Everytown for Gun Safety (Dec. 2022), next school year over 8.5 million students across the country will live in a district that requires schools to educate parents about the critical role of secure firearm storage in keeping students safe. Resolutions have been passed in at least 73 school districts in 17 states: AR, AZ, CA, CO, FL, GA, IL, MI, MA, MO, NJ, OR, RI, SC, TX, VT, WI. Be SMART materials have been sent to families, in virtual backpacks or on school district websites in 25 states: AZ, AK, CA, CO, FL, GA, IL, KS, KY, MA, MD, MI, MO, NJ, NM, OH, OR, PA, SC, SD, TN, TX, VA, WA, WI.

What is secure firearm storage?

Experts agree that in order to prevent unauthorized access, firearm storage practices should include three methods employed in combination - unloading the ammunition, locking the firearm, and storing the firearm and ammunition in separate locations. MA safe storage law requires secure storage unless the firearms are carried by or under the direct control of the owner or an authorized user. MA law distinguishes between storage in homes or vehicles. In homes, as long as the firearms are locked, they do not have to be unloaded, although this is recommended. In vehicles, they must be unloaded and locked, with a few exceptions depending on the type of firearm. One thing is clear: hiding a gun is not the same as securing the gun.

What is the Be SMART Program?

This program, endorsed by the National PTA, promotes 5 easy-to-remember behaviors for adults to help reduce tragedies which occur when unsupervised, unauthorized children and teens gain access to unsecured firearms. It centers around the importance of secure firearm storage. It involves gun owners and non-gun owners. **besmartforkids.org**. It is an integral part of the awareness-raising that would follow from adoption of a Secure Storage Notification Resolution.

What Secure Storage Notification Policies Do Schools Use?

Two common approaches are adopting a Secure Storage Notification Resolution and/or promoting a stand-alone Be SMART program. (1) A Resolution lays the framework for school messaging/activities related to secure storage awareness. It enables a more comprehensive approach when planning programming such as educational outreach, awareness-raising activities, etc. It involves collaboration with community organizations on educational topics (e.g. Be SMART, suicide prevention, explanation of MA secure storage law, etc.) A Secure Storage Notification Resolution commits to future action. (2) In the absence of a Resolution, promoting Be SMART messaging or programming is a narrower but very important activity, which may or may not reach everyone. Ideally it would be a recurring activity each school year. It is still a very useful activity but one that is only a subset of what is possible when adopting a Secure Storage Resolution.

Resources for MA Schools – Implementing A Secure Storage Notification Resolution

A Secure Storage Notification Resolution has been passed! This action reflects a school district's commitment to reducing risks of gun violence in schools and the school community by raising awareness of the life-saving importance of secure firearm storage. By this action, the school district is adding its important voice to a broad audience.

Passing a Resolution requires the School District Administration to implement ways to raise awareness in the school community. Depending on the language of the Resolution, typically what is expected is to:

- Notify school community members (parents, caregivers, staff) about the life-saving effects of secure firearm storage, current MA safe storage laws and their responsibility to follow them.
- Make an entry into the Student Handbook.
- Continue working with local law enforcement, health agencies, and nonprofits to collaborate and increase efforts to educate District members of their obligations regarding secure storage of firearms in their homes and vehicles.

A. Notifying School Community Members

Such notification should take place on a regular basis, such as in annual registration materials or other means during the school year. The goal for successful notification is to reach and gain the attention of the entire school community. The following information serves as a resource, to be used at the school district's discretion.

1. Examples of Notification Methods -- these have been used alone or in combination:

- Parent letter or email (a Model MA Parent Letter is available) – possibly requiring a signature
- Superintendent's newsletter
- Student handbook
- School website and social media
- School safety newsletter (if available, along with all school safety topics)
- Press release

2. Available Resources -- to support notification on an ongoing basis

- Example of school notifications (e.g. [Plymouth School District, MA](#), [Framingham School District, MA](#))
- Social media [Graphics for Be SMART](#)
- [Secure Firearm Storage Saves Lives](#)
 - Updated facts related to the risks of unsecure firearm storage (Nov. 2022)
 - Information on MA Safe Storage Laws

3. Guidance on Messaging to Promote Secure Firearm Storage

- It is important to communicate about gun safety as part of an overall approach to the many safety topics that schools and families care about (e.g. vaping, drugs, alcohol, internet safety, suicide awareness, mental health, fire safety, gun safety).

- Focus on gun violence from a public health and safety perspective – raising awareness is a *proactive*, evidence-based solution to prevent risk
- Appeal to a culture of gun safety: responsible gun owners securely storing firearms; public vigilance about asking about the presence of unsecured firearms in others’ homes before sending children to play or babysit; overall modeling of responsible behavior.
- Provide facts about how secure firearm storage saves lives.
- Provide Be SMART materials (card, brochure, flyer) to the school community (in English and Spanish)
- Provide links to information on the subject of secure firearm storage from a variety of organizations:
 - [Be SMART for Kids](#). Include a link to the [National PTA One Voice on Be SMART](#) message.
 - Local Law Enforcement website
 - Medical organizations, e.g. American Academy of Pediatrics’ [HealthyChildren.org](#)
 - [End Family Fire](#)
 - MA Attorney General’s Office: [MA Approved Firearm Safety Locks](#)
 - Everytown for Gun Safety: [What We Learned Today](#)
- REPETITION IS KEY. Education without repetition tends to fall by the wayside. Consider developing a quarterly plan for the entire school year, with periodic outreach to the school community. Some examples (thank you to Framingham and Plymouth School Districts for these ideas):
 - Plan outreach around certain dates/times of the year that coincide with key gun violence markers. For example:
 - Valentine’s Day/honoring the victims of the Parkland, FL tragedy and highlighting the school district’s Resolution
 - First Friday in June (National Gun Violence Awareness Day/weekend) “Wear Orange” ([wearorange.org](#)) - a possibility for a larger collaboration with city/town
 - September, beginning of school: a communication regarding National Suicide Awareness Month (September) and the role that unsecured guns play in youth suicide deaths
 - December 14th: Communication honoring victims of the Sandy Hook shooting and a reminder about the importance of secure storage ahead of the holiday break
 - City/town-wide Be SMART presentation to school PTO members sometime before summer break
 - Back to School or Spring Safety Fair

B. Work with local law enforcement, health agencies, and non-profits to collaborate and increase efforts to educate District parents, caregivers and staff about secure firearm storage and their obligations regarding secure storage of firearms in their homes and vehicles

These are longer term, ongoing activities to engage relevant groups within the community to educate, and to solidify the message. Again, the following ideas and suggestions can be considered for use at the school district’s discretion.

1. Educational Programming

- Parents: Series of parent educational programs presented by community stakeholders:
 - The National PTA-endorsed Be SMART Program – by Be SMART presenters
 - Suicide prevention in children and teens – by Suicide Prevention Organizations

- Current MA laws as they relate to secure storage of firearms – by Law Enforcement
- Talking to children and teens about guns – by medical provider, school psychologist
- School Staff: Raising awareness (*e.g.* through Teacher Development Days)
- Students: Some schools have implemented the Sandy Hook Promise Program – Know the Signs Program, which includes “Start with Hello,” “Signs of Suicide,” and “Say Something.”

2. Additional Ideas to Promote Secure Firearm Storage

- School Safety Newsletter, Fair or Symposium (including a combination of school safety topics)
- Resource table for Be SMART at school events
- School health forms or packets – raise awareness by highlighting the importance of secure firearm storage

Further Resource:

See also “[Examples - Nationwide Implementation of Secure Firearm Storage Resolutions in Schools](#)” for examples used across the country.

**Collins Middle School /
Broad Street Playground
Arbor Day Tree Planting
April 28, 2023**



Jackson Street



Collins School Parking Lot at the Broad St. Playground

Five full form Native shade trees in the grass area, East of parking lot

5 large native shade trees to cool the air and support native bio-diversity. These species are known to survive in tough urban areas with tough growing conditions.



Species	Common	Notes
<i>Tilia americana</i>	Basswood	center of row
<i>Celtis occidentalis</i>	Hackberry	Left and right of Basswo
<i>Liquidambar styraciflua</i>	Sweetgum	Ends



MEMORANDUM

TO: Salem School Committee
FROM: Jane Morrissey, Director of Nursing and Health Services
DATE: April 4, 2023
RE: Surplus Property Declaration

In accordance with Salem School Committee Policy 3205, Disposal of School Properties, we are requesting that the 7 vision testing machines listed below be declared surplus property.

According to the Massachusetts Vision Screening Protocols updated by the Massachusetts Department of Public Health (MDPH) on September 14, 2022, vision testing machines are discontinued. MDPH no longer recommends, for any age group, the use of vision testing machines (such as Optec, Titmus, Keystone View). Vision testing machines do not have reliable evidence-basis. Additionally, a child's behavior that may indicate a vision problem, such as squinting, is hidden from the screener using this method. As such, new vision screening tools were purchased and put into use by school nurses at the onset of the 2022-23 school year.

#	Model	Estimated Value*	Estimated Total Value
7	Optec 5000 Vision Screeners	\$749.00 - \$1,899.00	\$5,243.00 - \$13,293.00

** based on a search of recent sales on Ebay for same equipment.*

Once declared surplus, these machines will be donated to the New Hampshire School Nurses' Association in care of its past-president Paula McKinnon, RN to be put to good use in rural school districts in New Hampshire that have no funds to upgrade their vision testing equipment.

Thank you for your consideration of this request. Please feel free to contact me with any questions or if you need more information.





To: Salem School Committee

CC: Dr. Stephen Zrike

From: Elizabeth Pauley

Date: April 24, 2023

Re: FY23 Budget Transfer Requests

The Business Office requests the following transfers be made; each is over \$15,000. A brief rationale is included below the transfer. These will help to ensure funds are available in the correct organization and object code lines.

Additional transfer recommendations to ensure a balanced end to the fiscal year will be brought to the School Committee in May.

1. Teaching and Learning Transfer

Amount	From: Org/Object & Description	To: Org/Object & Description
\$93,190.57	13570141-5730, Dues & Subs 13570141-5320, Contracted Services 13990161-5317, Educational Training 13990161-5150, Stipends 13570140-5150, Fringe/Stipends	13570141-5514 Instructional Supplies

Rationale: This transfer will support the purchase of core instructional materials that will be used for the remainder of FY23. The accounts from which the funds will be transferred have funds that can be reprioritized.

2. **Special Education transfer for Transportation Costs**

Amount	From: Org/Object & Description	To: Org/Object & Description
\$141,836.50	13640181-5332 Out of District Transportation	13640181 5333 In-district Transportation

Rationale: Funds are needed for transportation expenses for in-district Special Education Transportation from NRT (including additional bus monitors that were not included in the original purchase order that was opened for NRT).

I recommend approval of these transfers.

Elizabeth A. Pauley

29 Highland Avenue,
Salem, Massachusetts 01970
Tel: (978) 740-1222
Email: epauley@salemk12.org

COMMUNITY RELATIONS

1000

SCHOOL PARENTS ASSOCIATION

1700

The School Committee recognizes the school-parent associations as private, non-profit adjuncts of the school department under its auspices.

The School Committee looks upon school-parent associations as integral parts of the school community that can aid substantially in promoting a finer educational program.

Among the many services, which such associations can offer, the School Committee especially endorses any advisory assistance that they can give in developing and maintaining a strong and effective communication between home and school.

School-parent associations are obliged to follow all School Committee policies with particular emphasis placed on the following:

Fundraising must be conducted in accordance with School Committee Policy 1303 Public Solicitation;

Funds must be spent in accordance with applicable laws.

The building principal, in accordance with School Committee policy, must approve enrichment opportunities and related activities.

Reviewed: March 2023

COMMUNITY RELATIONS **1000**

SCHOOL PARENTS ASSOCIATION 1700

PARENT INVOLVEMENT POLICY 1701

Parents are our children’s first and most important teachers. The Salem Public Schools are committed to building a partnership with parents to achieve the goals of having high expectations for children and to help them achieve success.

Parental involvement should provide opportunities for parents to hold a variety of roles: as teachers, learners, decision-makers, supporters, and advocates. Involvement promotes healthy, positive relationships between parents and children and conveys a value for learning. Involvement builds the shared responsibility and common goals essential for the building of a partnership among schools, families, and the community.

To achieve this vision, the Salem Public Schools, working through the administration are committed to:

Supporting parental participation on school councils, parent teaching organizations, and parent advisory councils;

Maintaining and improving two-way communication with all parents;

Developing strategies and programmatic structures at schools to enable parents to participate actively in their children’s education;

Providing support and coordination for school staff and parents to implement and sustain appropriate parent involvement from pre-kindergarten through grade twelve;

Utilizing schools to connect families with community services that provide educational enrichment and support.

Approved: 12/ 9/03

Reviewed: March 2023