

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



Ms. Beth Anne Cornell
Dr. Kristin Pangallo
Ms. Veronica Miranda

Mayor Dominick Pangallo, 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: July 20, 2023

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on July 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/81914851185?pwd=aUJJackpRUHVkWmNpR0RzMDkwOW9Idz09>

Passcode: 654670

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.*

The members of the School Committee would like to remind the public that Salem Public School students regularly attend School Committee meetings. We encourage all meeting participants to model respectful and productive public discourse for our young learners.

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 following link to sign up and submit your comment electronically: <https://forms.gle/MuFE4MdT4Xex1sKo8>. 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 June 20, 2023
- B. Approval of Warrants: **6/22/23** - \$842,071.42; **6/29/23** - \$1,666,670.99; **7/12/23** - \$566,769.80; **7/19/23** - \$274,155.10; **7/26/23** - \$271,359.02; **7/27/23** - \$37,454.80

IV. Public Comment

See above instructions for participating in public comment.

V. Superintendent's Report

- A. State of Schools- update on District's progress towards goals
- B. Proposed Chapter 74 programs to be explored as part of the MSBA's feasibility study at the Salem High School site

VI. Student Representative Report

VII. Action Items: Old Business

VIII. Finance & Operations Report

IX. Action Items: New Business

- a. Deliberation and vote on the proposed Chapter 74 programs to be studied as part of the MSBA feasibility study at the Salem High School site

X. Subcommittee Reports

- a. Policy for third reading
Policy 6409 - Public Participation at School Committee Meetings/Public Hearings

XI. School Committee Concerns and Resolutions

XII. Adjournment

Respectfully submitted by,

Krista Perry

Executive Assistant to the School Committee & Superintendent

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

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



*Sra. Beth Anne Cornell
Dr. Kristin Pangallo
Sra. Veronica Miranda*

Alcalde Dominick Pangallo, 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 julio 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 julio 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/81914851185?pwd=aUJackpRUHVkWmNpR0RzMDkwQW9ldz09>

Contraseña: [654670](#)


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/MuFE4MdT4Xex1sKo8>. 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
Dr. Kristin Pangallo
Sra. Veronica Miranda***

Alcalde Dominick Pangallo, 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 regular del Comité Escolar celebrada el 20 de junio de 2023

B. Aprobación de ordenes de pagos: 22--jun-23 - \$842,071.42; 29-jun-/23 - \$1,666,670.99; 12-jul-23 - \$566,769.80; 19-jul-23 - \$274,155.10; 26-jul-23 - \$271,359.02; 27-jul-23 - \$37,454.80

IV. Comentario Público

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

V. Exhibición de estudiantes- Escuela Primaria Witchcraft Heights

VI. Reporte del Superintendente

- a. Estado de las Escuelas - actualización sobre el progreso del Distrito hacia las metas
- b. Programas propuestos del Capítulo 74 que se explorarán como parte del estudio de viabilidad de la Administración de edificios escolares en MASSachusetts (MSBA por sus siglas en inglés) en la sede de la Escuela superior de Salem.

VI. Reporte de la Representante Estudiantil

VII. Elementos de Acción: Asuntos Antiguos

VIII. Reporte de Finanzas y Operaciones

IX. Elementos de Acción: Asuntos Nuevos

- a. Deliberación y votación sobre los programas propuestos del Capítulo 74 que se estudiarán como parte del estudio de viabilidad de la Administración de edificios escolares en MASSachusetts (MSBA por sus siglas en inglés) en el recinto de la escuela Superior de Salem.

X. Reportes de los Subcomités

- b. Política para tercera lectura
- c. Norma 6409 - Participación del público en las reuniones/audiencias públicas del Comité Escolar

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



***Sra. Beth Anne Cornell
Dr. Kristin Pangallo
Sra. Veronica Miranda***

Alcalde Dominick Pangallo, 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”

XI. Inquietudes y Resoluciones del Comité Escolar

XII. 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
June 20, 2023

On June 20, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Mayor Dominick Pangallo, Ms. Mary Manning,
Ms. Amanda Campbell, Dr. Kristin Pangallo, Ms. Veronica Miranda

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Ms. Ellen Wingard, Marc LeBlanc, Ms. Jennifer Doucette-Ly

Members Absent: Mr. Manny Cruz and Ms. Beth Anne Cornell

Call of Meeting to Order

Mayor Pangallo calls the meeting to order at 7:00pm and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Mayor Pangallo recognizes the attendance with members absent and joining virtually.

Ms. Campbell	Present
Ms. Cornell	Not Present
Mr. Cruz	Not Present
Ms. Manning	Present
Dr. Pangallo	Present
Ms. Miranda	Present
Mayor Pangallo	Present

Approval of Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Campbell motioned and Ms. Manning seconded.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 5-0

Mayor Pangallo makes a motion to take item V. Recognition of FY23 retirees out of order. Ms. Cornell makes a motion and is seconded by Ms. Campbell.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 5-0

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Agenda and go back to the scheduled agenda items listed. Ms. Manning motioned to approve and Dr. Pangallo seconded.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 5-0

Public Comment

Ms. Cynthia Napierkowski, 19 Valley Street, notes the highlights of the most recent High School band field trip to New York City. On the first day, the students visited Carnegie Hall, the second day was visiting the American Museum of Natural History. The students visited Time Square and the Theatre District. Students explored Rockefeller Center as well. Ms. Napierkowski would like to publicly thank the many families and community members who support the students. Many thanks to the School Committee for approving this field trip as well.

Additional Recognition of FY23 retirees

Dr. Zrike recognizes Ms. Linda Farinelli, the Executive Director of Special Education. Ms. Farinelli stepped into this role during challenging times and she is fiercely dedicated to the children in this district. She has amazing relationships with families as well. Families felt well cared for. Her family is an important part of who she is and her legacy will be strong. Ms. Farinelli notes her appreciation to her family as they supported her through the years while performing in this career.

Dr. Zrike also recognizes Ms. Jeanette Dubois and her City Seal and plaque will be mailed to her as well.

Superintendent's Report

A. JROTC presentation

LtCol Thomas J. Grace and Sgt John Summer review the 2022-2023 school year by numbers noting they had 45 cadets, 26 cadets involved in other school activities, and 548 hours of combined community service. Also - the Summer leadership enrollment is at \$0 cost with two

instructor training courses - the senior marine instructor course and the raider training course.

LtCol Thomas J. Grace and Sgt John Summer review the Salem High School MCJROTC SY22-23 Wrap up. Sustained education on programs intent...applicable life skills and better citizens. Continued recruitment efforts to boost our cadet enrollment. Awaiting results and guidance from headquarters on grooming standards modification. Anticipated increase in enrollment should proposed changes be approved. Looking for community service opportunities that may come through the district. Participation in a national level event. Goal would be the Raider Competition in November 2023 Knox, Kentucky. Lastly, implementing recommendations from the Cadets end of year After Action papers.

Ms. Manning asks about the community service requirements. Also, the end of year action reports. Ms. Manning would like to see these reports as well.

LtCol Grace notes some students have trouble completing their community service over the weekends.

B. Summer Work Project Update

Ms. Elizabeth Pauley notes the planned summer projects such as the repairs, ongoing maintenance, emergencies, and restarting walk-throughs. Some highlights from this year include new tile at Witchcraft Elementary School, new LED lights at Salem High School, replaced locks at doors at Bentley so they can be locked from the inside, parking lot LED lights at Salem High School, and last the access controls at every school. Some repairs are the Bates generator, the rooftop gas unit that provides heat to the gym at Salem High School, all bathrooms received cosmetic upgrades, and installed cameras at Salem High School and Collins Middle School. Some emergencies consisted of a blown transformer at the High School, broken Basketball hoop at New Liberty, water in the Horace Mann hallway, and flood at Witchcraft Elementary. Our goal was preventative maintenance. Ms. Pauley notes the safety concerns to replace all sprinklers, elevator call buttons, and vestibule at Horace Mann. All buildings will be deep cleaned and painted. Plumbing repairs at every school and ceiling tiles and light bulb replacement. Changing of air filters in every classroom and RTU. Time permitting requests will be making the water filling stations closer to the BAIS library, mismatched parking signs at Collins Middle School, and entry lights at Saltonstall. The biggest project this summer will be beginning the construction on the new Witchcraft Heights Elementary School playground.

Ms. Pauley notes equipment has been ordered and we hope to select a vendor who will construct the building in July. Our goal in the year ahead is clean classrooms and safe spaces. The new efforts will be implementing a new workflow platform and continuing to increase energy efficiency.

Dr. Zrike notes there were walks completed at the end of the school year and made a list of problem spots. Collins and Saltonstall will need the most cleaning. Both buildings are used frequently.

Dr. Pangallo asks about clarity on the electricity cost.

Ms. Pauley is still working on retrieving the clarity.

Ms. Manning asks if there is a plan to have painters on the payroll.

Dr. Zrike notes we will tackle the highest need areas first. We do need a stronger painting plan.

C. Assistant Superintendent of Finance & Operations permanent appointment

Dr. Zrike notes when we hired Ms. Pauley did not have her certification and she was hired interim. Since then, she has received her certification and Dr. Zrike is asking the School Committee to appoint her in this permanent position. Dr. Zrike would like to lift Interim from her tag by the School Committee.

D. CTE MOU Beverly Public Schools

Dr. Zrike notes this opportunity offers students in other districts to engage in our CTE programs. The state has named it the “after dark” program but it is offered during the school year. We will get additional funding from the Beverly Public Schools and Dr. Zrike is bringing this news to the School Committee so they are aware. It does not require a vote. This is a pilot and we will see how it goes. There will be approximately 15 students from Beverly Public Schools. The funding will come from the Department of Education.

Dr. Zrike notes we have in house drivers to help transport students. Some students zoom in from Salem Prep. Salem Public Schools students will get precedence over any Beverly students.

Dr. Pangallo asks the four programs specified.

Dr. Zrike notes we can not offer all programs due to staffing but the most interested CTE program from the Beverly students was automotive.

Student Representative Report

none

Old Business

none

Finance Report

Transfer of supervision of crossing guards to Salem Police Department

Ms. Pauley notes to transfer the oversight of the school crossing guards over to the Salem Police Department. They have been housed for years but we believe having the police department

hiring the crossing guards will help with safety and to better position where we need crossing guards. Going forward, the 20 crossing guards, this responsibility become the Police departments and assume the budgetary costs.

Dr. Zrike notes the police department can also provide support and training.

Ms. Miranda asks what we will do to support the retention of the current crossing guards.

Ms. Pauley notes all of the crossing guards are now making minimum wage and they work about two to three hours a day. Last year the salaries were lifted.

- a. Budget Transfers - Ms. Pauley has calculated payrolls for the end of year and now we have a better sense of where personnel are. Ms. Pauley is making a request to move funds to assist paying for homeless transportation, unspent payroll dollars, underbilled for gas bills, and the last line requesting e rate funds to be paid with unspent payroll dollars. E rate meaning funds from the federal government to pay for the internet.

Mayor Pangallo requested a motion to approve the Agenda and go back to the scheduled agenda items listed. Ms. Manning motioned to approve and Dr. Pangallo seconded.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes
Motion Carries 5-0	

New Business

- a. **Deliberation and vote on approval to appoint Ms. Elizabeth Pauley as the permanent Assistant Superintendent for Finance and Operations**

Mayor Pangallo requested a motion to approve the Agenda and go back to the scheduled agenda items listed. Ms. Manning motioned to approve and Dr. Pangallo seconded.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes
Motion Carries 5-0	

- b. **Deliberation and vote on approval of the transfer of supervision for crossing guards to the Salem Police Department**

Mayor Pangallo requested a motion to approve the Agenda and go back to the scheduled agenda items listed. Ms. Manning motioned to approve and Dr. Pangallo seconded.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 5-0

Subcommittee Reports

a. Policies for second reading

Policy 6409 - Public Participation at School Committee Meetings/Public Hearings

Mayor Pangallo requested a motion to approve the Agenda and go back to the scheduled agenda items listed. Ms. Campbell motioned to approve and Dr. Pangallo seconded.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 5-0

b. Policies for third reading

Policy 4103 - Staff Health & Safety

Mayor Pangallo requested a motion to approve the Agenda and go back to the scheduled agenda items listed. Dr. Pangallo motioned to approve and Ms. Manning seconded.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 5-0

School Committee Concerns and Resolutions

Adjournment

Mayor Pangallo requested a motion to adjourn. Ms. Campbell motions to adjourn and Dr. Pangallo seconded the motion.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 5-0

Meeting adjourned at 8:29PM

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent



SALEM
PUBLIC SCHOOLS
Where belonging leads to opportunity.

State of the Schools



School Committee: July 24, 2023



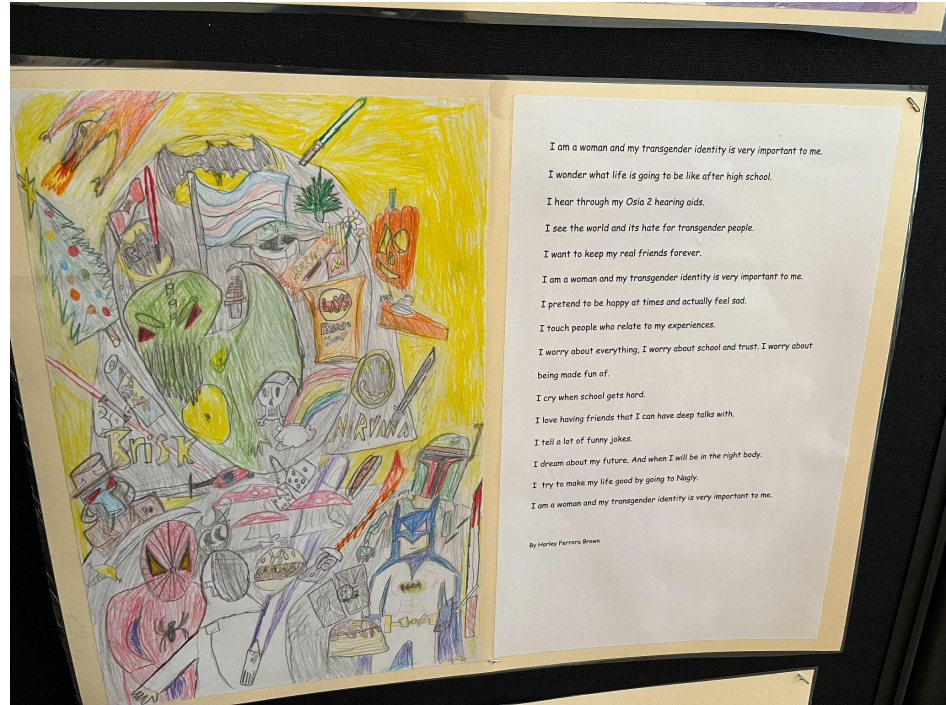
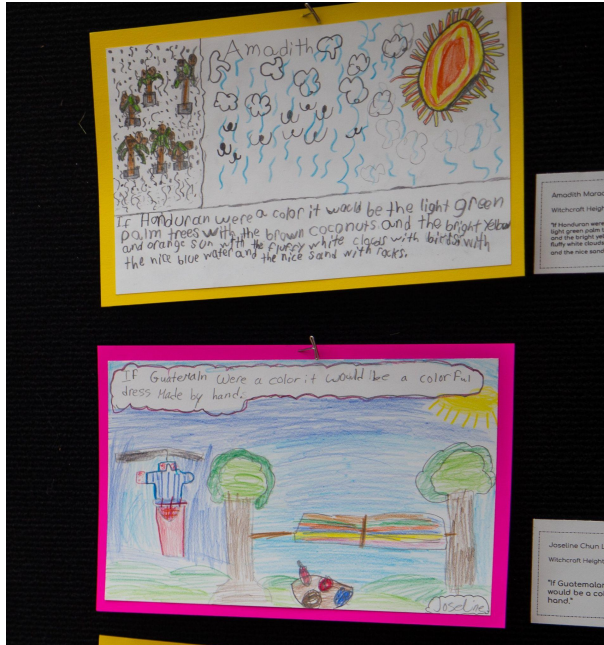
Who Are We



Who Are We



See Me!



What Do We Believe?

SPS Mission Statement

Salem Public Schools is a diverse and welcoming community that promotes the academic, social, emotional, and physical development of each student through the equitable delivery of challenging, relevant, and joyful learning experiences. We empower all students to chart a personalized path to success that includes a commitment to the common good.

SPS Vision Statement

All students will be locally engaged, globally connected, and fully prepared to thrive in a diverse and changing world.



Core Values

Equity – We believe in promoting social justice to ensure an inclusive school community where all members are empowered and engaged.

Belonging – We believe all members of our community are valued and that our relationships are built on empathy and respect.

Opportunity – We believe all students should receive a personalized experience to achieve academic success, find joy in their learning, and have multiple choices for their post-secondary plans.



Strategic Priorities and Initiatives



1. Educator Development

1A. Build a diverse workforce

1B. Cultivate culturally & linguistically responsive teaching

1C. Empower leaders as the unit of change



2. Academic excellence

2A. Expand high-quality Pre-K

2B. Develop independent learners

2C. Shared, equity-driven vision for high school



3. Support Systems

3A. Empower all students

3B. Engage families as partners

3C. Align structures for SEL supports



4. Strategic and efficient systems

4A. Strategic resource allocation

4B. Strong systems of accountability

4C. Effective data systems

Our North Star

- Increase the percent of educators/staff who represent the racial, ethnic and linguistic diversity of student
- Increase the percent of educators and staff who are retained annually
- Increase the percent of three and four-year-olds in high quality Pre-K seats
- Decrease student chronic absenteeism as measured by the percent of students who are absent 10%+ days of the year
- Decrease the number of suspensions and close the gaps in disproportionality of suspensions based on student race
- Increase the percent of students who feel their teachers care about them (as measured by Panorama survey)
- Increase the percent of students who report that their identity and culture is respected and embraced at school (to be measured by Panorama survey)

High School outcomes:

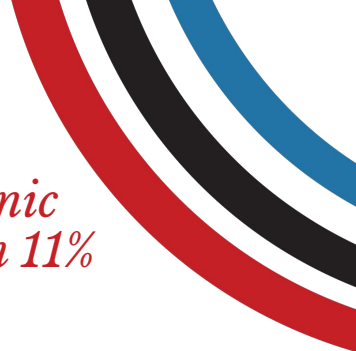
- Increase the percent of students who graduate in 4 years
- Decrease the percent of students who dropout on an annual basis
- Increase the percent of students accessing advanced coursework

Overall performance as measured by MCAS:

- Increase the outcomes of our lowest performing students, as measured by the new school accountability reporting by DESE
- Increase the percent of students who are at/above grade level in math, ELA, & science
- Increase the percent of schools who meet/exceed DESE performance targets



Educators and Staff



Increase the percent of educators and staff who represent the racial, ethnic and linguistic diversity of students from 6% to 9% for teachers and from 11% to 15% for all staff

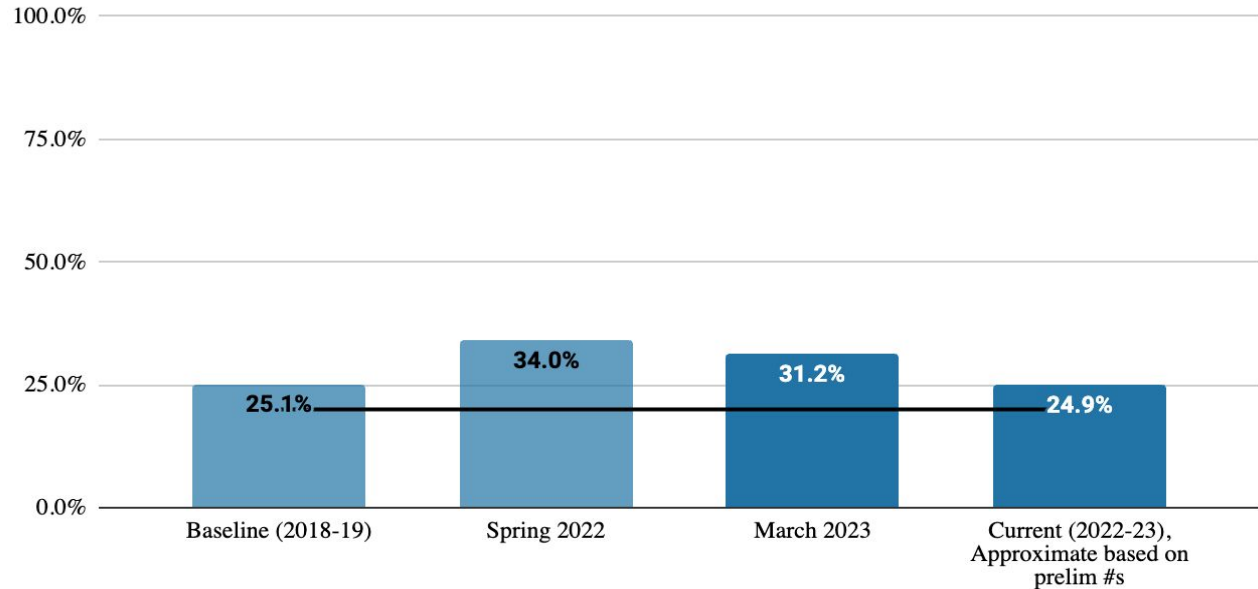
	18-19	19-20	20-21	21-22	22-23	% Increase from 18-19
% Staff of Color	9%	10%	11%	14%	18%	9%
% Teachers of Color	7%	8%	6%	9%	13%	6%



Chronic Absenteeism

Decrease student chronic absenteeism from 25.1% of students (2018-19) to 20%

Chronically Absent (10% or more)



Sources: *MASS DOE*

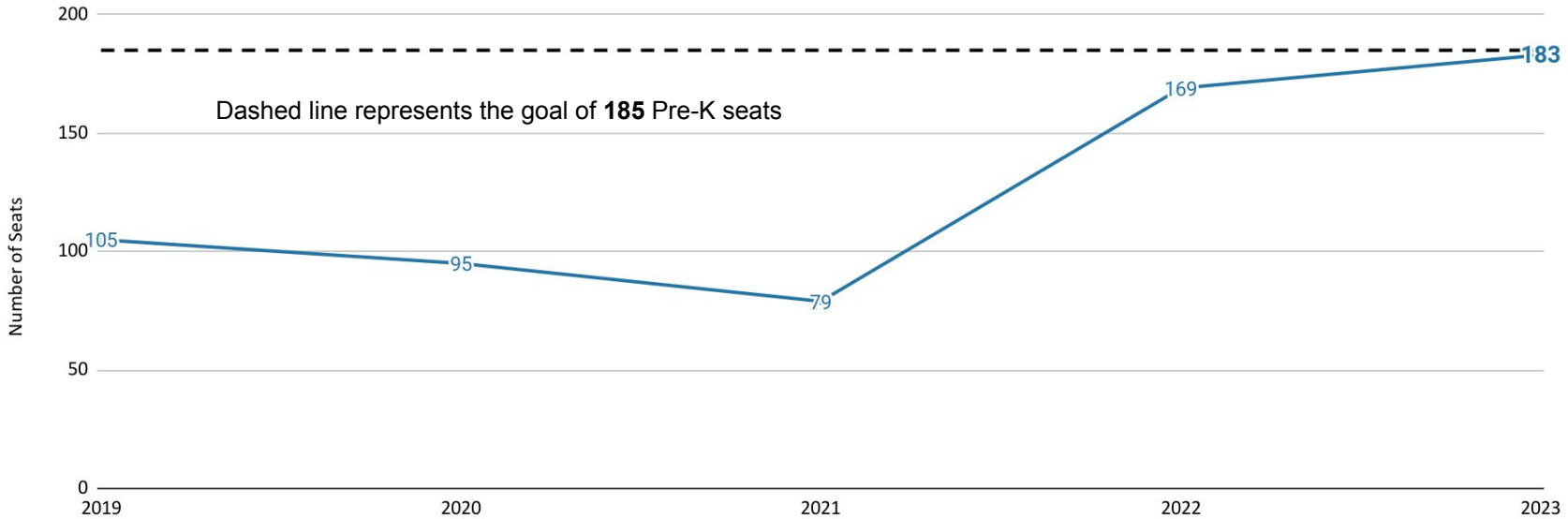
*Data and
Accountability
Report, Open*

*Architects: Student
Absence Dashboard*



Pre-K Enrollment

Increase the number of 3-4 year-olds in high quality Pre-K seats across the Salem Public Schools from 87 students (2019-20) to 185 students



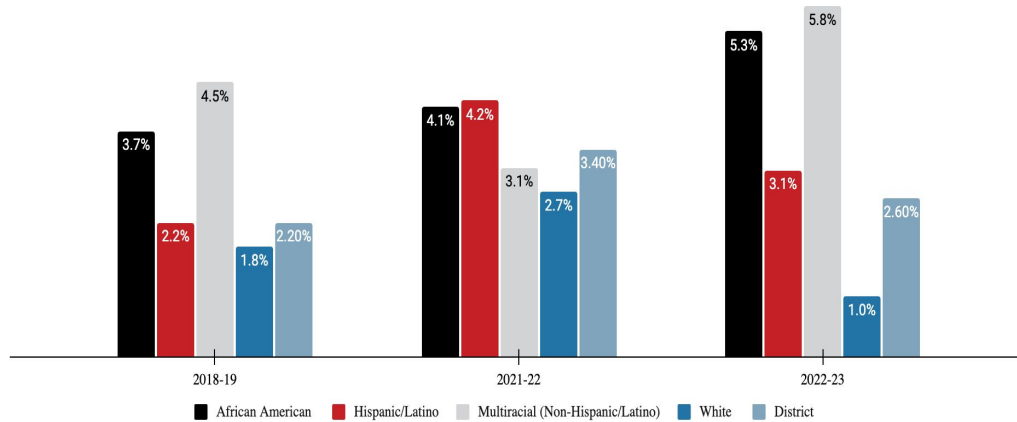
Source: SIMS Report: Enrollment Statistics



Salem Public Schools

Student Suspensions

Reduce the disproportionality of suspensions by subgroup as compared to the district average by 50%



Flat in terms of overall suspensions, but a growing disproportionality between district average and subgroups (Black and Latino students)

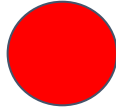
Sources: **DESE** School and District Profiles *Student Discipline Data Report*, "Open Architects: Student Behavior Dashboard"



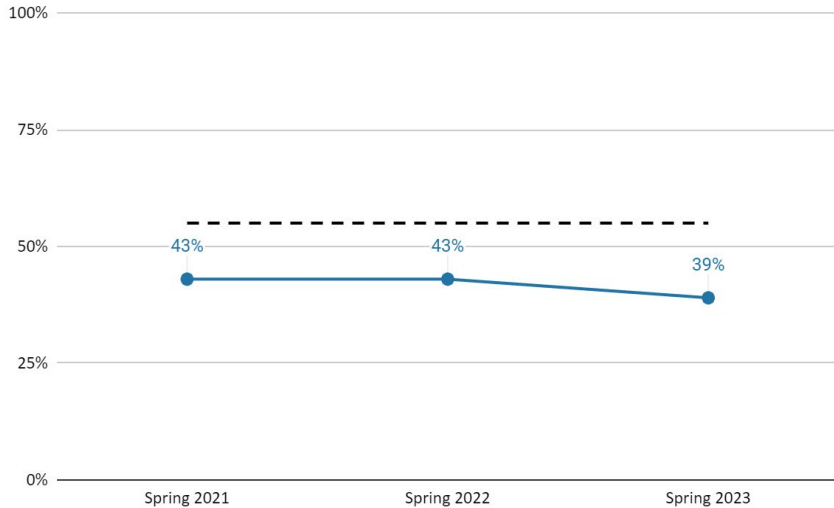
Cultural Awareness and Action

Increase the percent of students who report that they learn about, discuss and confront issues of race, ethnicity and culture in school (as measured by the annual Panorama survey) from 43% favorability to 55% favorability (grades 3-5) and from 38% favorability to 50% favorability (grades 6-12)

Grades 3-5



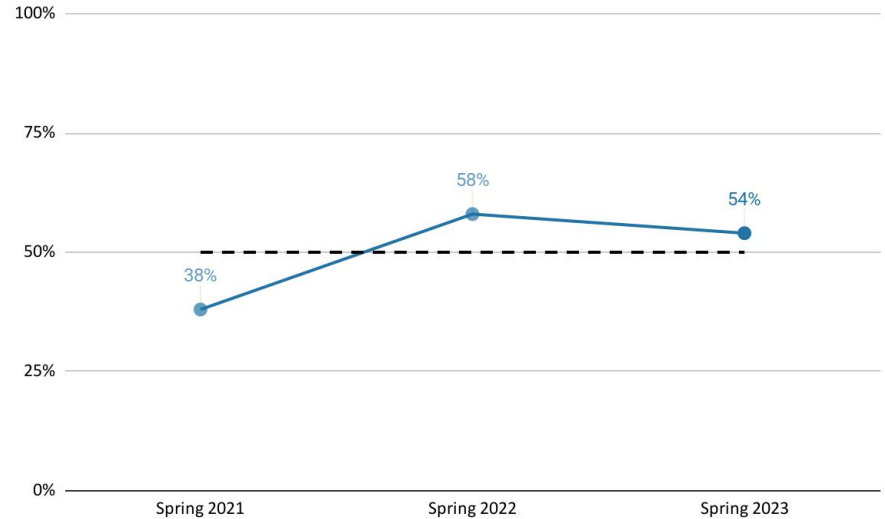
Dashed line represents the goal of **55%**



Grades 6-12

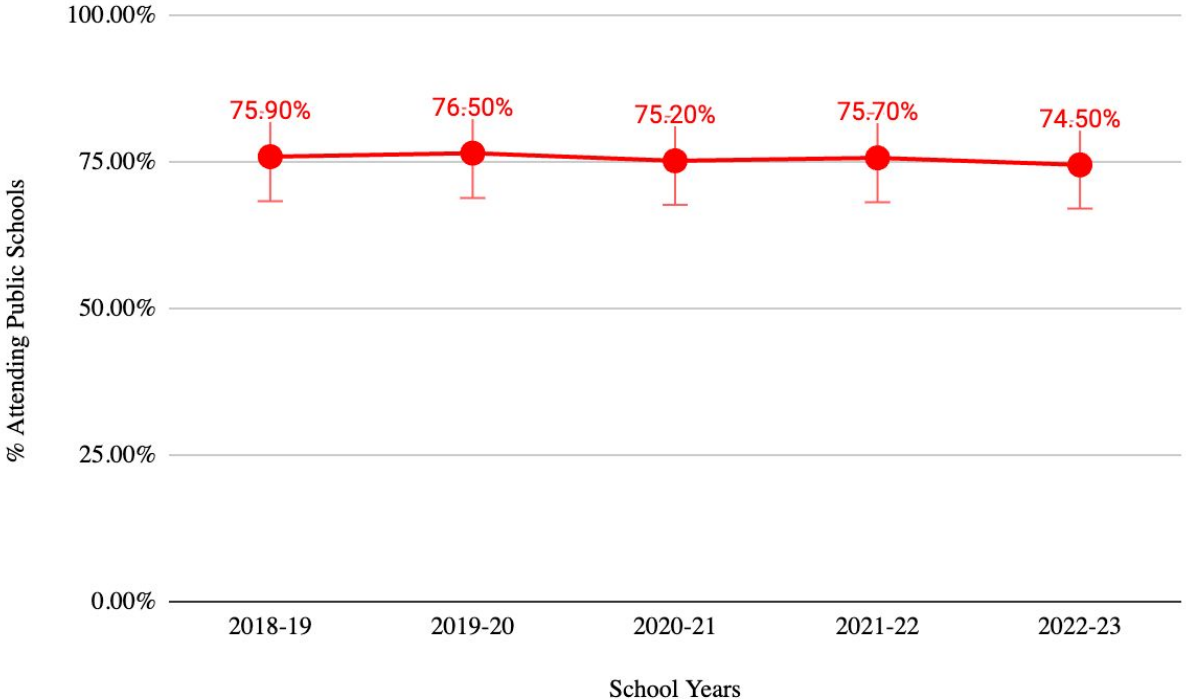
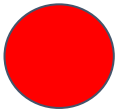


Dashed line represents the goal of **50%**



Salem Students Attending SPS

Increase the percent of Salem residents who attend the Salem Public Schools from 76% to 80%

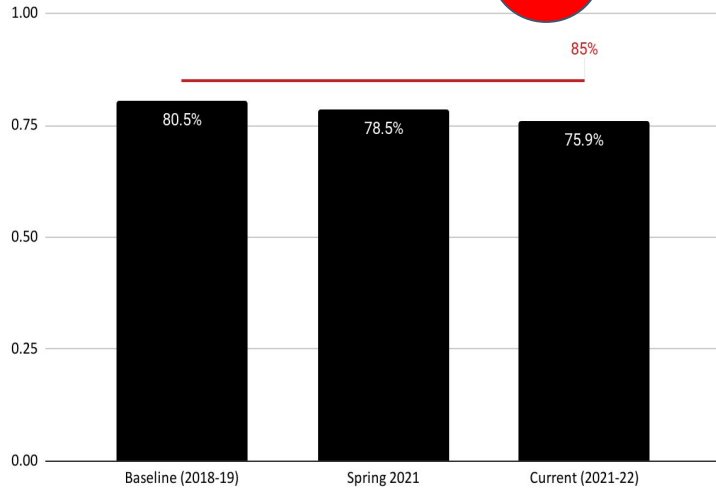
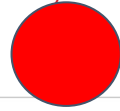


Based on the School Attending Report on DESE profiles

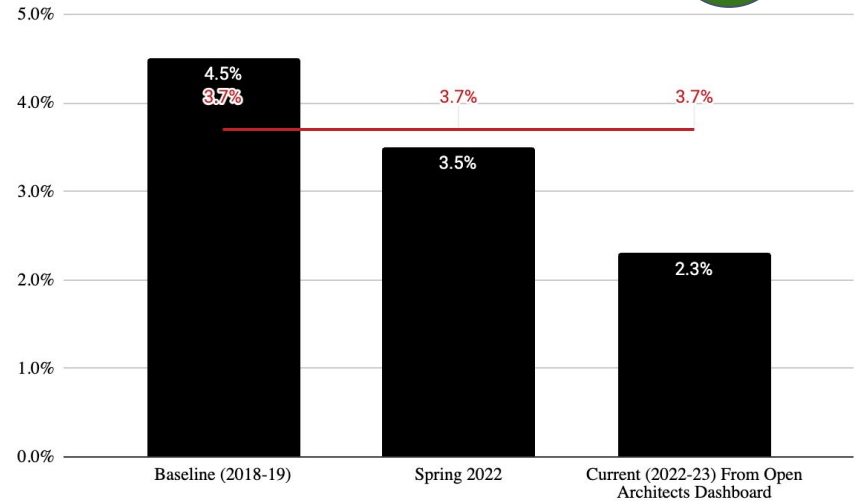


High School Outcomes

Grad Rate- Increase the percent of students who graduate in 4 years from 80.5% (2018-19) to 85%



Dropout Rate- Decrease the percent of students who dropout on an annual basis from 4.5% (2018-19) to 3.7%



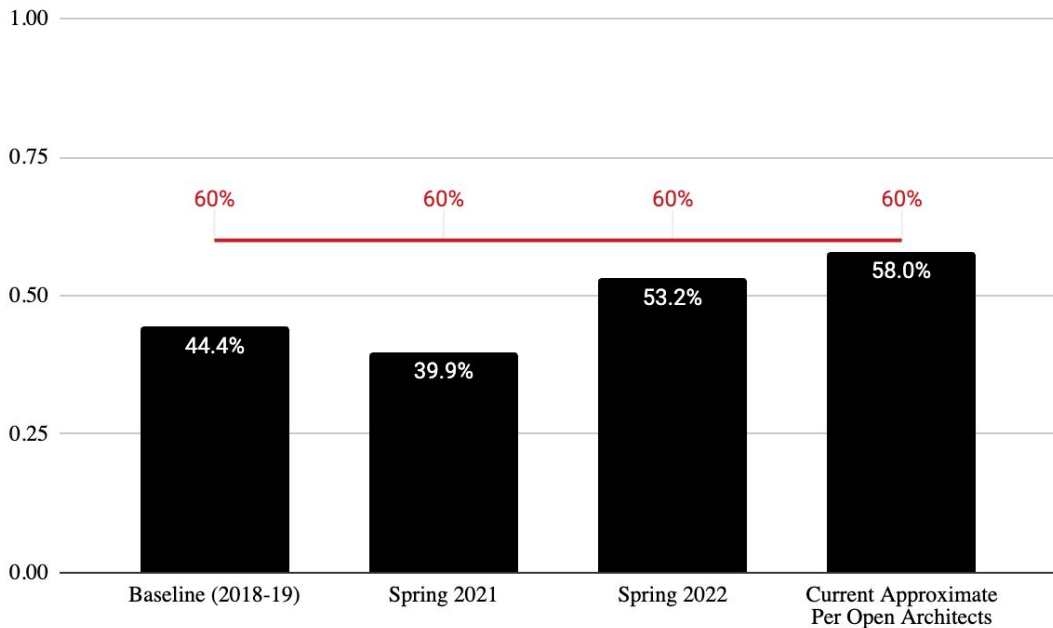
Source: **DESE** School and District Profiles: Graduate Cohort and Dropout Report



High School Outcomes (continued)



Students Accessing Advanced Coursework: Increase the percent of students accessing advanced coursework from 44.4% (2018-19) to 60%



Source: **DESE**
School and
District Profiles:
Advanced
Coursework

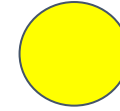
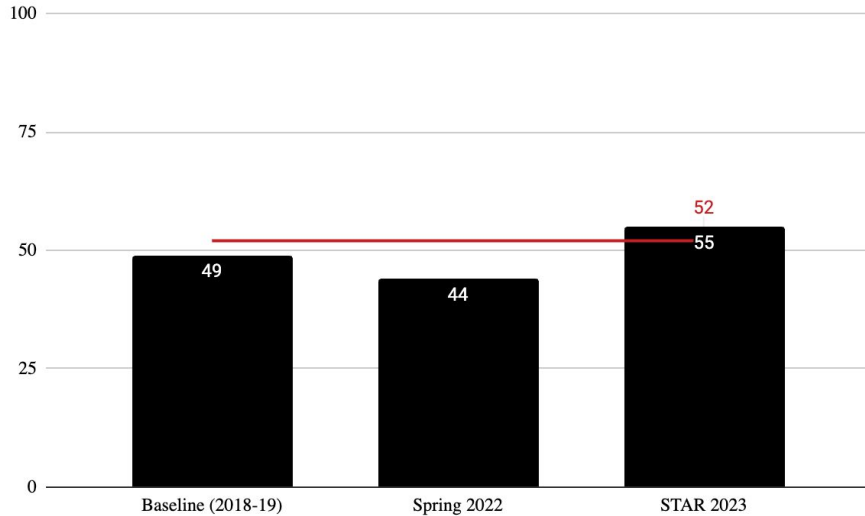


ELA MCAS Growth

- Increase Grade 3-8 ELA growth from 49 (2018-19) to 52
- Increase Grade 10 ELA growth from 50 (2018-19) to 53

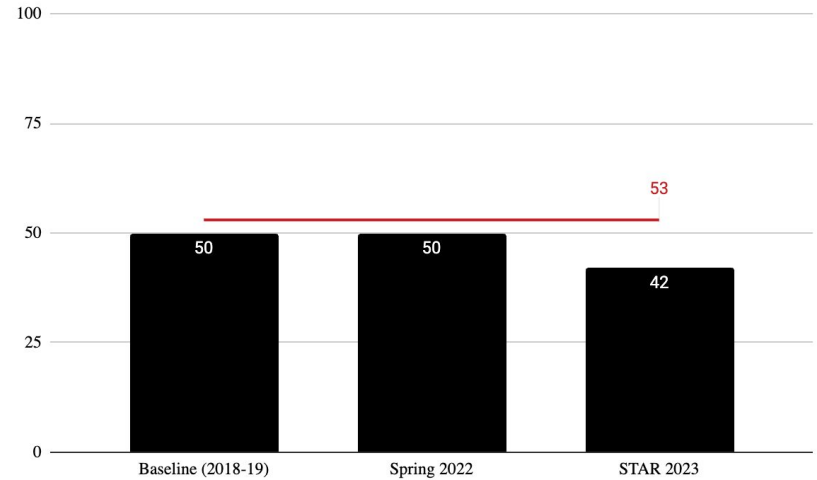
Grades 3-8

The red line represents the goal of **52 SGP**



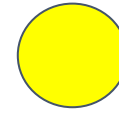
Grade 10

The red line represents the goal of **53 SGP**



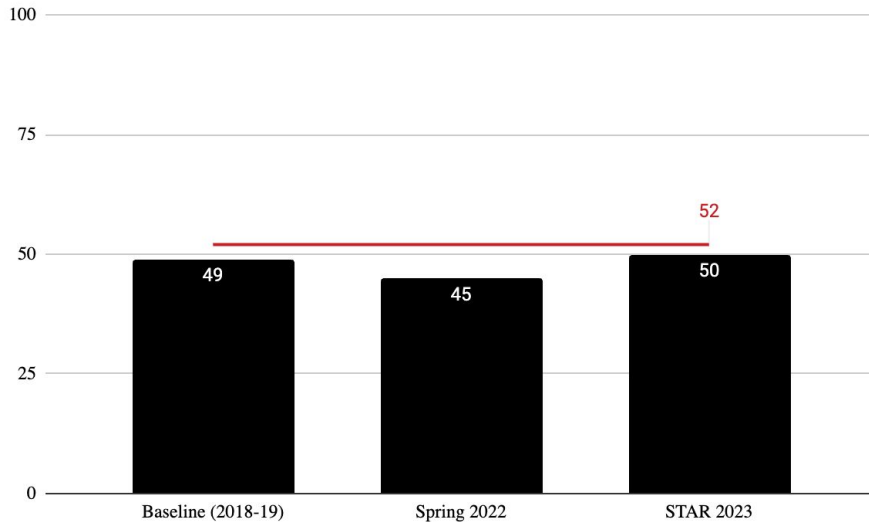
Math MCAS Growth

- Increase Grade 3-8 Math growth from 49.1 (2018-19) to 52
- Increase Grade 10 Math growth from 42 (2018-19) to 48



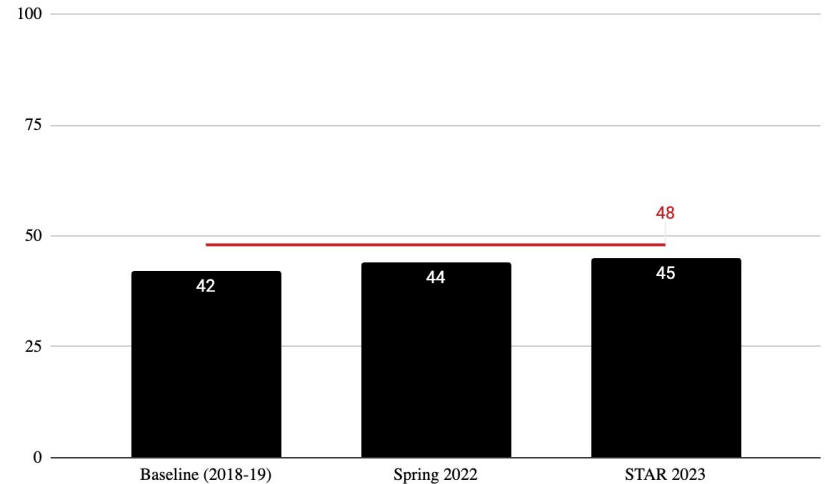
Grades 3-8

The red line represents the goal of **52 SGP**



Grade 10

The red line represents the goal of **48 SGP**



Reflections

Top Successes	Top Challenges
<ul style="list-style-type: none">● Staff diversification● Schools with strong perception data seeing impressive improvement● Leading indicators- attendance, discipline, dropouts, access to advanced coursework, etc.● Grade 2-5 Reading STAR data● Implementation of high quality materials● Expansion of CTE, early college and early childhood offerings● Educator perception data about amount/quality of feedback/coaching● Launch of data informed instruction (DII)● Student support system building● MSBA new construction program	<ul style="list-style-type: none">● Stagnant academic outcomes● Consistent access to cognitively demanding work● Educator turnover● Clarity of how students learn best across schools● Special education identification rates● High discipline rates for students with disabilities● Student sense of belonging and engagement in grades 6-12● Supporting the needs of multilingual students



Where Are We Going?

Where Belonging Leads to Opportunity



Strategic Priorities

#1: Elevate Learning: Build and maintain a district-wide culture of universally high academic expectations for every learner.

#2: Empower Educators: Make the Salem Public Schools an inclusive district where student-centered, innovative, and highly-effective educators want to work, grow, and stay.

#3: Center Belonging: Build joyful, welcoming, and supportive school communities.

#4: Strengthen our Foundation: Develop consistent, reliable systems and structures to disrupt inequities and support the work of the district.



Our Work 2023-24

Four Key Drivers

- Establish a playbook to roll out clear routines and procedures that create a positive culture and platform for learning
- Strengthen quantity and quality of feedback and observation
- Use targeted high-leverage and evidenced-based instructional practices (SEI strategies)
- Consistently implement a process that results in Data Informed Instruction (DII)



SALEM HIGH SCHOOL

Committed to Excellence





CAREER & TECHNICAL EDUCATION

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CTE Director

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Ch. 74 Vocational Technical Education Viability

- *What programs do we currently offer*
- *What programs are we looking to sustain*
- *What programs are we working to expand*
- *What programs do we want to offer*



***This will allow the board to vote to authorize the district to proceed into the schematic design phase.**

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CTE Viability

- **What programs do we currently offer?**
Automotive Technologies, Building and Property Maintenance, Culinary, Early Education & Care, Electrical, Medical Assisting, *Carpentry, *Computer Programming & Web, *Graphics Communication, and *Marine Services Technology
*Non-Chapter 74 programs.
- **What programs are we looking to sustain?**
All of the above programs .
- **What programs are we working to expand?**
Applying for Chapter 74 approval for current non-Chapter 74 Carpentry, Computer Programming & Web, Graphics Communication, and Marine Services Technology.
- **What programs do we want to offer?**
Evaluate adding two to three additional programs to allow for all Salem scholars to take CTE programs.



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CTE Viability

- **Why should we expand the current non-chapter 74 programs?**

Applying for Chapter 74 approval for the current *Non-Chapter 74 programs will allow Salem High School to get additional funding for scholars in those programs. Currently Non-chapter 74 programs are district and Perkins funded only. This will also increase the amount of MSBA funding for chapter 74 spaces, as well as increasing partnerships with industry professionals via the advisory board. This is in alignment with Salem High School's portrait of a graduate, where every scholar graduates not only with a diploma, but also college credits or industry recognized certificates or credentials.



- **What programs should we add**

High demand, high paying jobs that are in alignment with the Regional Blueprint. We want to ensure we do not saturate the regional market, but provide offerings that are regionally viable. According to a recent survey of families, scholars and business partners we would like to evaluate the need to open **Cosmetology, Environmental Science, Engineering, HVAC (Heating, Ventilation, and Air Conditioning)**, Biomedical, and Advanced Manufacturing.

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Chapter 74

- [Chapter 74 of the Massachusetts General Laws](#) establishes the rules under which vocational technical education is run in Massachusetts. This state law is furthered defined by Vocational Technical Regulations ([603 CMR 4.00](#)) adopted by the Massachusetts Board of Elementary and Secondary Education. Together, they outline rigorous standards for program approval, including curriculum, teaching, equipment, oversight, and review.
- In Massachusetts, state-approved vocational technical programs are often simply known as “Chapter 74 programs.” This label denotes quality. Because of the rigorous standards in Chapter 74 and the state’s unique vocational education delivery system, Massachusetts is generally acknowledged as the “gold standard” for vocational technical education.
- High-quality Chapter 74 programs are currently offered at roughly 90 Massachusetts schools, including regional vocational technical high schools, regional and county agricultural high schools, independent high schools, city vocational high schools, educational collaboratives, charter schools, academic high schools, and comprehensive high schools.

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CTE BY THE NUMBERS

SCHOLARS IN CTE

School Year 21/22

428 out of 863

School Year 22/23

606 out of 924

EXPLORATORY PARTICIPATION

School Year 21/22

124

School Year 22/23

218

"1.75 Applicants for every CTE seat in the State of MA."

- Steve Sharek, Executive Director of MAVA

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Why CTE

1. CTE Leads to Higher Graduation Rates

Students enrolled in CTE programs have a graduation rate of 93% compared to the national freshman average of 80%.

2. CTE Leads to Higher Student Achievement

“ninety-one percent of high school graduates who earned 2-3 CTE credits enrolled in college” (ACTE). CTE programs help students make connections between school and the real world.

3. Early Career Exploration Offers a Sense of Direction

Because CTE has a direct correlation with student achievement, there has been a greater push to move career exploration into the middle grades.

4. CTE Offers Targeted Career Focus

Through CTE programs, students can attain the skills they need in high school to be employable right after graduation.

5. Workforce Entry Ready

Future employers are looking for qualified candidates that have both technical skills as well as soft skills.

6. Funding to Implement and Grow Your CTE Programs

Perkins V, Chapter 74, and Career Development and Equipment grants.

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CTE FUNDING & PLANNING



Amatrol's Alternative Energy Learning System – Wind and Solar consists of a mobile workstation with real-world components commonly found in both commercial and residential applications. A combiner box and multiple-panel solar array allow learners to connect panels in series and parallel. The MPPT charge controller enables programming and communications via Ethernet from an LCD panel. The 400W wind turbine and diversion load controller provide experience with these units commonly found in small wind applications.



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QUESTIONS/RECOMMENDATIONS





SALEM PUBLIC SCHOOLS

Where belonging leads to opportunity.

Stephen K. Zrike, Jr., Ed.D.
Superintendent

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978-740-1212
szrike@salemk12.org

To: Salem School Committee
Cc: Dr. Stephen Zrike
From: Mario Sousa and Lisa Golden
Date: 7/24/23
Re: Chapter 74 Vocational Technical Education - MSBA Feasibility Study

In May, the Salem Public Schools officially entered into its Eligibility Period with the Massachusetts School Building Authority, launching a partnership that offers Salem the opportunity to build a new facility at the Salem High School site. As part of this process, Salem Public Schools must share information on enrollment and programming with the MSBA, including new programming that could be offered in a new, modern facility. By July 31, Salem Public Schools must show evidence of School Committee endorsement and support for Chapter 74 (CTE) programs that are under consideration for introduction or expansion. At the July 24th School Committee meeting, we will be presenting an overview of current Career and Technical offerings, and will describe programs that we would like to explore introducing or expanding. Following the presentation, we will ask for a vote of support to include the following as part of the forthcoming MSBA feasibility study:

- Expanding the size of existing Chapter 74 state-approved Vocational Technical Education programs;
- Add new Chapter 74 state-approved Vocational Technical Education programs.

With the support of the School Committee, these programs will be included in the feasibility study for the new high school. Below, we have provided a high level listing of the programs currently under consideration for a feasibility study.

Possible Expansion/Accreditation of Existing Programs

- In response to student demand, Salem High School will explore expansion of highly sought after programs, including: Carpentry, Marine Services Technologies, Graphics and Computer Programming and Web Development.

Possible New Programs

- Based on initial analysis and enthusiastic feedback from students and parents, Salem High School will explore creating courses and (potentially) pathways in **Cosmetology, Environmental Science, Engineering, HVAC (Heating, Ventilation, and Air Conditioning)**, Biomedical, and Advanced Manufacturing.

By offering relevant and in-demand education and training, our goal is to equip students with the necessary skills and knowledge to succeed in the evolving job market while meeting the region's growing demand for qualified professionals.



SCHOOL COMMITTEE 6000 SCHOOL COMMITTEE MEETINGS 6400

PUBLIC PARTICIPATION AT SCHOOL COMMITTEE MEETINGS/PUBLIC HEARINGS 6409

All regular and special meetings of the School Committee shall be open to the public. School Committee meetings, including executive sessions, are conducted in accordance with the Massachusetts Open Meeting Law.

The School Committee desires and encourages community members of the district to attend and/or participate in its meetings so that they may become better acquainted with the operations and the programs of our local public schools. In addition, the Committee would like the opportunity to hear from the public on issues that affect the school district and are within the scope of the Committee's responsibilities. Therefore, the Committee has set aside a period of time at each School Committee meeting to hear from the public.

This time shall be available at every School Committee meeting whether held in person, online, or combination of both.

Since Spanish is the second-most prevalent language in the city, interpreters will be available at all regular school committee meetings.

Public comment is intended to offer community members an opportunity to express their opinion on issues of School Committee business. Should the Chair believe that an issue or question falls outside the purview of the School Committee, he/she may request that citizens direct it to the appropriate person or body so that the matter is given proper consideration.

The following process will govern public comment and participation at every School Committee meeting, regardless of the format:

1. A summary of this policy shall be read aloud at the beginning of each meeting in both English and Spanish.
2. The School Committee will have one section for public comment at each School Committee meeting, which shall generally follow the opening of the meeting.
3. A sign-up sheet will be available as people enter the meeting for those participating in-person. Members of the public will be asked to sign up to speak **prior to the meeting being called to order in advance of the meeting**. People will speak in the order in which they sign up, unless more than one person wishes to speak on a single topic, in which case the Chair may call them together. People who arrive after the sign-in sheet has been removed ~~removed~~ **will be invited to speak once all speakers on the sign up sheet have been exhausted. Those** or who enter comments to the online form after the start of the meeting **will also be recognized after all online participants** ~~may speak at the Chair's discretion~~. The sign-up sheet and/or online list will be provided to the chair just prior to the meeting being called to order and any additional entries shared with the chair prior to the

closure of the public comment period. Entries to the online form received after the public comment period closes shall not be read into the record but will be attached to the meeting minutes as an addendum.

~~4. and a link to an online form shall be available on the meeting notice to sign up for remote participation in public comment.~~

4. Individuals wishing to speak must identify themselves by name and address and indicate the specific topic they wish to address.

5. Speakers will be allowed up to 5 (five) minutes to present their material. Extension of this time limit is at the discretion of the chair.

6. Copies of public comments shared during the public comment period may be presented in writing, but not required, to the Committee before or after the meeting for Committee members to review or to consider at an appropriate time, and for inclusion in the meeting minutes.

7. Topics raised during the public comment period shall be focused on topics related to school district matters and/or items that are within the School Committee's authority.

8. All speakers are encouraged and expected to present their remarks in a respectful manner.

9. All remarks will be addressed to the Chair of the School Committee. Responses to concerns will be made only by the Superintendent or Chair of the meeting, or other members at the Chair's discretion should a member request to speak. While the Committee and/or administration will not typically respond to citizen comments or questions posed at public comment, the Chair, as presiding officer of the meeting, may answer or request an answer to a question if he/she deems it expeditious.

State law also provides that:

No person shall address a public meeting of a public body without permission of the chair, and all persons shall, at the request of the chair, be silent. No person shall disrupt the proceedings of a meeting of a public body. If after clear warning from the Chair, a person continues to disrupt the proceedings, the Chair may order the person to withdraw from the meeting and if the person does not withdraw, the Chair may authorize a constable or other officer to remove the person from the meeting.

Public Comment During Remote or Online Meetings

Should the School Committee hold its public meetings remotely, the process for participating in public comment shall replicate the above as much as possible. The only difference will be the opportunity for those submitting comments to opt to submit a written comment (to be read aloud during the meeting) or to be recognized during the remote/online meeting in order to speak within the online meeting environment for up to five (5) minutes.

Participating in Public Comment Remotely During In-Person Meetings

As the School Committee expands its capacity to utilize online meeting tools that facilitate remote participation in meetings, it aims to identify new ways to expand public participation via remote or online technology, even when a meeting is held in person. This would entail the opportunity to view meetings in a “live stream” mode and submit public comment electronically, to be read aloud during the public comment period, following the procedures outlined above.

Legal Reference: 30A:20(g)

Reviewed 5/2023

Approved 8/10/20