

SALEM COMPASS

Vol. 1, Issue 5

September 1st, 2023



Mayor's Message



Dear resident,

As Summer comes to an end here in Salem, we're preparing for the autumn months and all they bring — including the start of school and the approach of Salem's busy October season.

There's a lot happening in the coming weeks! The Salem Literary Fest takes place September 5th to 10th. The event features more than 40 notable writers from across genres sharing their stories and writing advice with each other and with you.

My office is organizing the first of its kind Landlord Exposition event on Thursday, September 21st from 5-7pm at the Community Life Center on 401 Bridge Street. Refer to the next page for more information. If you are a landlord in Salem, I hope you'll come find out more about the resources available to you and your tenants!

Also featured in this issue is information about Salem Public Schools' new Strategic Plan that will be used as a framework for how our schools will teach,

function, and grow to meet the needs of all students through 2026. This foundational document is critical to our community's success and I encourage you to find out more about it, whether or not you're part of the Salem Public Schools. Also in this issue, you'll find a listing of programs and activities being offered by Salem Park, Recreation and Community Services during this month on page 4.

We're also excited to share the news that Salem, in partnership with a team of regional collaborating organizations, has received a nearly \$1.2 million grant from the Massachusetts Clean Energy Center to support career training for the future offshore wind industry that is coming to the North Shore.

Lastly, I want to take the time to wish all workers and working families a happy Labor Day Weekend, with a special shout out to those who stand up to protect workers' rights. I was honored to join a protest march in Salem this past week in support of and solidarity with the striking members of SAG-AFTRA. The work that powers our economy and supports our community is made possible by organized labor, and in our community, we recognize and honor that. Happy Labor Day!

Dominick Pangallo
Mayor
City of Salem

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2023 Salem Literary Festival

The fourteenth Salem Literary Festival (aka Salem Lit Fest) is happening September 5-10. The majority of this year's festival will be held in-person in locations around Salem, with a few sessions offered online only.

The Lit Fest features more than 40 notable writers from across genres sharing their stories and writing advice with each other and you.

Check out the full line up of authors and sessions by visiting <https://salemlitfest.org/2023-schedule-panels/>



Salem Landlord Exposition



THE CITY OF SALEM AND
OUR PARTNERS
INVITE YOU TO OUR
**LANDLORD
EXPOSITION**



September 21, 2023

Refreshments will be served
Kid Friendly
Spanish Interpreter

5-7 pm

Community Life Center
401 Bridge St. Salem MA

Come Learn About

- *LOANS AND GRANTS TO IMPROVE YOUR PROPERTY*
- *HOUSING CHOICE VOUCHER* *FAIR HOUSING*
- * CONDO-CONVERSION ORDINANCE*
- *CERTIFICATES OF FITNESS*
- *RENT ASSISTANCE FOR TENANTS*
- *RIGHT OF FIRST REFUSAL PROGRAM*



For More Information Call
978-619-5600



City of Salem Again Receives National Award for Financial Reporting

The City of Salem has once again been awarded the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA) for the City's annual comprehensive financial report.



The Certificate of Achievement is the highest form of recognition in the area of government accounting and financial reporting. Its attainment represents a significant accomplishment by a government and its management. This marks the 18th year in a row that the City of Salem has earned this Certificate of Achievement.

"This award is a reflection of the value we have placed on transparency, professionalism, and financial responsibility in government operations," said Mayor Dominick Pangallo. "It is also a credit to the hard work of our Finance Department, led by Finance Director Anna Freedman. We are especially grateful for her steady leadership of the Finance department throughout Salem's mayoral administration transitions that occurred over this past year."

In awarding this recognition, GFOA stated that Salem's annual financial report "has been judged by an impartial panel to meet the high standards of the program, which includes demonstrating a constructive 'spirit of full disclosure' to clearly communicate its financial story and motivate potential users and user groups to read the report."

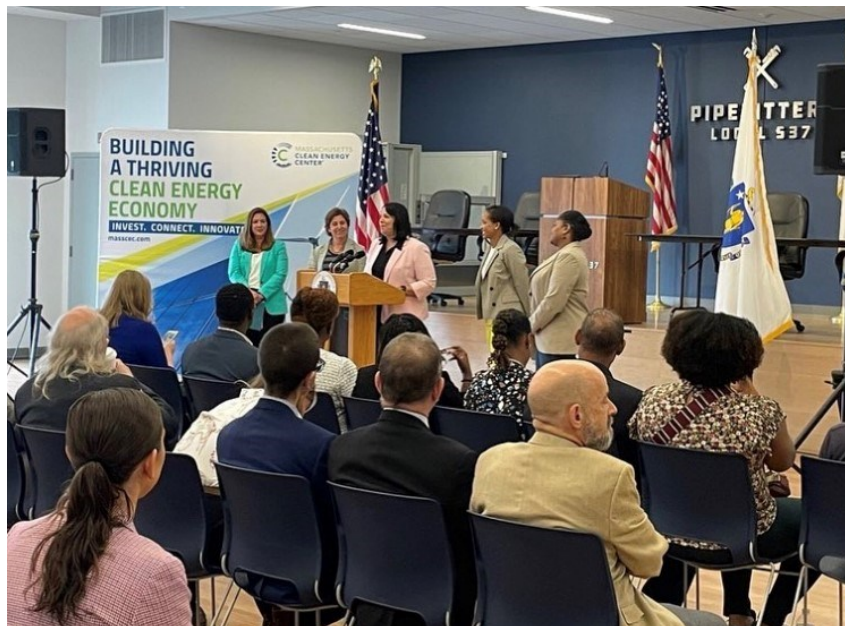
The GFOA established the Certificate of Achievement for Excellence in Financial Reporting Program in 1945 to encourage and assist state and local governments to go beyond the minimum requirements of generally accepted accounting principles in preparing annual comprehensive financial reports that evidence the spirit of transparency and full disclosure. The award recognizes individual governments that succeed in achieving that goal. The goal of the program is to ensure that users of their financial statements have the information they need in order to assess the financial health of participating governments. Reports submitted to the program are reviewed by select members of the GFOA professional staff and the GFOA Special Review Committee, which comprises individuals with expertise in public sector financial reporting and includes financial statement preparers, independent auditors, academics, and other finance professionals.

Grant Awarded to City of Salem and regional partners to Create Clean Energy Pre-Apprenticeship Training Program

A regional partnership made up by the City of Salem, MassHire North Shore, Essex County Community Foundation, UMass Amherst – Gloucester Marine Station, and the Salem Alliance for the Environment has been awarded a grant of nearly \$1.2 million from the Massachusetts Clean Energy Center (MassCEC) to support career training for the future offshore wind industry that is coming to the North Shore. With the grant the partnership will create and manage a pre-apprenticeship program that will provide training opportunities to individuals in local and regional environmental justice communities to learn trades applicable to the clean energy economy and that can lead to an apprenticeship in a union. To prepare for the program, MassHire North Shore will work with Salem High School, Lynn Technical High School, and Essex North Shore Agricultural and Technical School to begin offering the program in early 2024.

Funding will also be used to hire a program manager and an outreach worker to connect potential participants with the program and support services to overcome potential barriers to program attendance, such as transportation, childcare, language access, and documentation related challenges.

The program will run for two years and will provide several training session opportunities. Significant local and regional outreach was conducted by SAFE to bring potential project partners to the table, to provide support for the training program and to ensure that wraparound services will be provided to individuals so that they can access the program.



Salem Public Schools 2023-2026 Strategic Plan

The new Salem Public Schools Strategic Plan is here! This important document is the foundation of how our schools will teach, function, and grow to meet the needs of all students for the next three years.

The plan is divided into four priority areas, which together reflect our commitments to realize our vision and mission, and will ensure that we use our resources - people, time, and money - efficiently and effectively.

Read the full plan by visiting <https://saalemk12.org/about/strategic-plan/> - Available in both easy reading in print friendly versions.

Core Priorities of the Salem Public Schools 2023-2026 Strategic Plan

Priority 1: Elevate Learning

Build and maintain a district-wide culture of universally high academic expectations for every learner.

- 1.1 Accelerate academic achievement for all students.
- 1.2 Integrate social and emotional learning supports across the curriculum and school day.
- 1.3 Dramatically increase access to high-quality education opportunities by expanding and strengthening the district and community's early childhood and elementary education programming. (PreK-5).
- 1.4 Enhance, modernize and strengthen the secondary school experience (grades 6-12) to ensure every student has access to rigorous learning aligned to Salem's Portraits of a Middle and High School Graduate.



Priority 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.

- 2.1. Attract, grow and develop excellent, committed educators who reflect the values and diversity of the community.
- 2.2. Engage educators in high-quality professional learning designed to strengthen instruction and prepare them to meet the needs of all students.
- 2.3. Provide constructive, actionable, formal and informal feedback.
- 2.4. Offer equitable incentives to entice talented educators to choose to stay and grow in the Salem Public Schools.



Priority 3: Center Belonging

Build joyful, welcoming and supportive school communities.

- 3.1. Prioritize and attend to the mental health and wellness of every student.
- 3.2. Cultivate supportive, culturally-sustaining and anti-racist learning environments.
- 3.3. Provide opportunities to celebrate our cultural wealth and inspire all students to explore, learn and grow.
- 3.4. Elevate the voices of students, parents and families to tap into their funds of knowledge



Priority 4: Strengthen our Foundation

Develop consistent, reliable, sustainable systems and structures to disrupt inequities and support the work of the district.

- 4.1. Review and strengthen all of the district's policies and systems with a focus on promoting social justice and equity.
- 4.2. Fully integrate practices and guidelines district-wide to build efficiencies and optimize impact.
- 4.3. Maintain, update and modernize all of the SPS buildings and facilities.



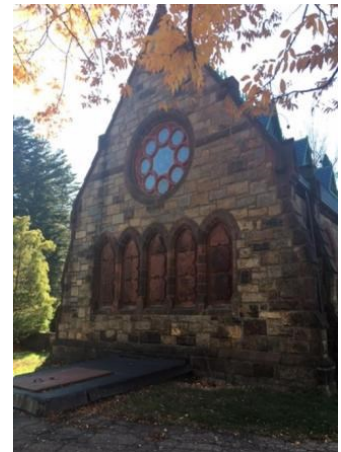
City of Salem Commencing Historic Preservation Projects in Two Cemeteries

The City of Salem began two new restoration projects in the city's historic cemeteries this August, continuing on-going efforts to preserve Salem's historic burial sites.

At Broad Street Cemetery, Salem's second oldest burial ground established in 1655, conservation work will be undertaken on centuries-old slate and marble burial markers. For this new phase of conservation in the cemetery, the City has hired Ludlow Memorial Company to reset leaning headstones, consolidate and repair broken stones and gently clean fragile markers. The project will continue through the fall season with the potential for work to continue into Spring 2024 with work stoppage during the winter season.



The City will also begin the next phase of restoration work on Dickson Memorial Chapel, a 1894 High Victorian Gothic granite and sandstone building at the entrance to Salem's youngest cemetery Greenlawn Cemetery, established in 1807. The City has hired stained glass restoration firm Sash & Solder to restore 14 floral motif stained glass windows at the Chapel (the chapel's rose window was previously restored in 2017). It is expected that restored windows will be reinstalled in late Spring 2024 after wood window frames are repaired and repainted in the building's original Essex Green trim color. Read the full press release at <https://www.salemma.gov/home/news/city-salem-commencing-historic-preservation-projects-two-cemeteries>



For more information about these cemetery projects including before and in-progress images as well as information on other preservation projects in Salem, visit <http://www.preservingsalem.com/>

Polystyrene Ban Goes into Effect September 4th Effect September 4

Polystyrene (aka Styrofoam), commonly used in food packaging such as takeout containers, is a non-biodegradable substance that cannot be recycled. In recognition of the damaging effects of polystyrene packaging on public health and the environment, the City of Salem has passed an ordinance prohibiting the use of foam polystyrene food and packaging containers by food service establishments and retailers.

As of September 4, 2023, restaurants will no longer be allowed to use Styrofoam clam-shell packaging for takeout orders or Styrofoam plates and cups for food service. Grocers may not use Styrofoam trays for packaging meats or produce. Retailers of all sizes may not stock and/or sell Styrofoam packaging such as plates or cups. Read the full announcement by visiting <https://www.salemma.gov/home/news/city-salem-sustainable-packaging-ordinance>

Salem Park, Recreation and Community Services' September Newsletter Now available!

Check out all the great programs and offerings happening this month.

Salem Park, Recreation and Community Services

September 2023



Salem Council on Aging ~ Health Fair

Join us at the Community Life Center for a free community event to learn about local health and wellness providers in the area and the services they offer.

Tuesday, September 12th 9:30am - 12:00pm

Board Games Club



A great after school activity for kids ages 8-14. Come play a wide variety of games with others at the Salem Community Life Center.

Mondays, September 18th—October 23rd
4:30-5:30pm
Register at salemma.myrec.com

Calligraphy for Beginners

In this four week class for adults, participants will use a calligraphy pen and learn basic strokes. Use what you learn to create your own invitations and announcements. All supplies included.

Thursdays, September 7th - 28th
6:00-7:00pm
Salem Community Life Center
\$35.00 for the session
Register at salemma.myrec.com

Cardio/Fitness Tennis

Classes offered for both adults and teens and designed to meet the needs of each age group. Please visit salemma.myrec.com for complete program information and to register.

Wednesdays,
September 13th—October 18th
Salem Willows Courts



Evening Yoga with Beth

Join local fitness instructor, Beth Schultz for this weekly class comprised of traditional yoga poses and challenging mat work. Ages 18+.

Mondays 5:00-6:00pm
September 25th—October 30th
\$45.00 for the 5 week session
Register at salemma.myrec.com

COA Trip to PEM

Friday, September 22nd
10:45am
We will be visiting the Yin Yu Tang House. Please register with Rosanna for this trip by calling 978-744-0924.

The Salem Food Pantry

The Salem Food Pantry is **THE SALEM PANTRY** at the Community Life Center the 2nd Tuesday of each month at 9:00am. The Pantry provides the North Shore with convenient access to fresh, free, healthy food. Our innovative public mobile markets, home deliveries, and brick-and-mortar storefront offer an abundant selection of produce, proteins, spices, and dairy products. We partner with local farmers and health organizations to nourish our community from the inside out.

New Fitness Offerings for ages 16+ with Jen Gard

Pickleball Fitness: Thursdays, 6:15-7:00pm
September 7th—October 5th

The goal of this class is to decrease the risk of injury while teaching students how to move more efficiently to play a better game of Pickleball.

Golf Fitness: Tuesdays, 6:15-7:00pm
September 5th—October 3rd

This class is designed to improve flexibility, build strength, reduce injury, create longer drives and a more enjoyable round of golf.

Both programs will be held at the Salem Willows Tennis Courts. Visit salemma.myrec.com for complete program information and to register.

Afternoon Social at the COA

Join us for an afternoon social at the Community Life Center. Lite dinner, refreshments and live entertainment by Pete Saran will be part of a late day gathering to relax and be with friends.

Thursday, September 14th
3:30-6:30pm
\$8.00 per person, register with Rosanna at 978-744-0924.

Miss Shelley's Kids Yoga

This weekly yoga class for children ages 4-9 will include poses, breathing, exercises, dance, crafts and affirmations which promote health, self-esteem and self love.

Tuesdays,
4:30-5:30pm
September 12th—
October 3rd
Register at salemma.myrec.com



Saturday Morning Painting Class for ages 8-14

Local artist, Linda Abbene will be working with students to create designs on wooden pumpkin cut outs. A fun craft to get ready for the Halloween season. This is a free program funded by the City of Salem and the U.S. Department of Housing and Urban Development.



Saturday, September 30th 10:00-11:30am at Mack Park
Register at salemma.myrec.com

COA Trip to the Salem Witch Museum

Friday, September 8th
10:00am, van leaves the COA at 9:30am. Register with Rosanna by calling 978-744-0924.

Salem Park, Recreation and Community Services
401 Bridge St. Salem, MA 01970 978-744-0924

Coming Up Sept 4th – Sept. 17th

For more details about items on this calendar and the most up to date calendar of City meetings and events, please visit www.salemva.gov/calendar.

Mon	Tues	Weds	Thurs	Fri	Sat	Sun
4	5	6	7	8	9	10
SALEM LITERARY FESTIVAL 9/5 – 9/10						
LABOR DAY CITY OFFICES CLOSED	Human Rights Coalition Meeting 5:30-7pm	Housing Stability Services—Espacio Drop-in Hours; Información y recursos de vivienda gratuitos para propietarios e inquilinos de Salem - Espacio 9am - 2pm	Constitute Julio Mota Public Office Hours - CLC 10:15am - 11:15am	Last Day to Register to Vote / Ultimo Dia Para Registrar Votantes 8am - 5pm		
	Salem Food for All Meeting 6pm	Recycling Committee Meeting 6:30pm	Historical Commission Meeting 6pm	Salem Harbor Port Authority Meeting 5pm		
	Regular School Committee Meeting 7pm	City Council Committee of the Whole 6pm	Race Equity Commission Meeting 5:30pm - 7pm	Planning Board 6:30pm		
		Bicycling & Shared Path Advisory Committee 6:30pm				
11	12	13	14	15	16	17
Licensing Board Meeting 6pm	Last Day and Hour to Receive Vote By Mail Applications / Ultimo Dia Y Hora Para Recibir Solicitudes De Voto Por Correo 8am-5pm	Salem Redevelopment Authority Meeting 6pm	Housing Stability Housing Services - CLC Drop-in Hours; Información y recursos de vivienda gratuitos para propietarios e inquilinos de Salem - Centro de Vida Comunitaria 4pm - 7pm	TRAILS AND SAILS 9/15 - 9/24		
	Community Preservation Committee Meeting - CANCELLED 6pm	Traffic & Parking Commission Meeting 6pm	Public Art Commission Monthly Meeting 6pm			
	AHTF regular Meeting 6:30pm - 9:30pm	Neighborhood Improvement Advisory Council Meeting 7pm	Salem City Council Regular Meeting 7pm			
	Board of Health Meeting 7pm					
	Beautification Committee Meeting 7pm - 8pm					