



FYI SALEM

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From the Mayor's Desk



Despite controversial events taking place on the national scene in Washington over the last few weeks, local government in Salem has continued to be focused on delivering high quality public services with professionalism and openness.

I'm excited that we have launched the public engagement phase of *Imagine Salem*, our initiative to develop a vision for what we collectively want Salem to be like in 2026, when we celebrate our 400th birthday. More details are in this issue of FYI Salem.

Also inside are links to a survey being conducted by the Salem Public Schools as part of our strategic planning for the district. By any and every measure, our investment in education is our City's largest and most important expenditure. We can't be a great city

without great public schools and we are committed to ensuring that all our students must have a chance to succeed. It's the hardest work we must undertake as a community and as a society. It's also the work that will reap the greatest returns and that's just one of the reasons we are so committed to it.

This year we've seen continued progress in all of our public schools. Our district has shed our Level 4 status and I am especially pleased that schools that once were the last choice for many families, are now often the first pick. Both Bentley and Carlton have achieved Level 1 designations from the state and they both have waiting lists for access. In addition to our work in those schools, we have added expanded learning time in several of our buildings, increased the use of tutors for students and coaches for staff, set more rigorous curricula and higher expectations, and broadened our use of technology.

Salem is invested in our children's future and public education remains the most important work we do. There are still challenges ahead, but, if anything, I feel more confident than ever that the

Salem Public Schools are on the right track. Our commitment to our district is paying off in the educational successes we are seeing among Salem's kids and we have no intention of slowing down in this effort.

I'm also excited to announce that the City has reached a community benefits agreement with North Shore Medical Center worth over \$1.7 million. Details about the agreement are online at www.salem.com/mayors-office. The funding will go to support public safety needs, roadway and infrastructure upgrades in the neighborhoods around the hospital, and more.

Finally, on the latest episode of the FYI Salem podcast I sat down with Salem Police Chief Mary Butler and Alexandra Pineros Shields, the director of the Essex County Community Organization. We talked about the proposed sanctuary Ordinance, what it is—and is not—and why it is being offered. You can listen to the podcast at <http://www.salem.com/mayors-office/pages/fyi-salem-podcast> or subscribe on iTunes or your preferred podcast service. Simply search for "FYI Salem" and sign up.

Kim Driscoll

Imagine Salem

In Mayor Kim Driscoll's State of the City address last month, she announced a community visioning process called, *Imagine Salem*. Last week *Imagine Salem* officially launched and all Salem community members are invited to join the conversation.

"Salem has seen tremendous investment and growth over the past ten years," said Mayor Driscoll. "New residents are joining longtime families in calling Salem home. Brownfields are being transformed, the waterfront is coming alive, and downtown has become a vibrant destination for the region. We've made important investments in our infrastructure, and our local economy is robust. Now the question is what kind of city do we want to be in ten years? How do we make sure our city is best positioned to continue our prosperity? From schools to housing and transportation to employment, let's set some expectations for ourselves and then work to get them done."



Imagine Salem is a community visioning process that is bringing together people, organizations, and businesses from across the community for a conversation about what they want Salem to look like in 2026, when Salem celebrates its 400th anniversary. The dialogue will be framed around housing, jobs, and transportation with themes of equity and inclusiveness woven throughout the topics. The vision will serve as a guide for future decisions.

"The people of Salem are what make this City great," said Mayor Driscoll. "Our community's vision should reflect their lives and experiences, and advance our collective hopes and dreams. I urge everyone to join the *Imagine Salem* conversation. I hope you will participate in as many ways as possible. Your contributions will help shape the vision for Salem's future."

Visit the website (www.imaginesalem.org), take a brief [online survey](#), like *Imagine Salem* on [Facebook](#), share a photo on [Instagram](#), attend the citywide meeting on March 8 (6:30 PM Salem High School), and come to a small get-together for coffee and conversation. Those interested in doing more are invited to host a small group conversation. The Department of Planning and Community Development (DPCD) will provide you with the tools you need to facilitate a fun and engaging conversation about the future of Salem. Contact the DPCD (imaginesalem@salem.com, 978-619-5685) for more information.

Salem Schools' Strategic Plan

Salem Public Schools is in the midst of a district-wide strategic planning process to outline a blueprint for the future. Before finalizing recommendations and plans to be presented to School Committee, the district would like to hear from you -- parents, teachers, retirees, business owners, young professional, and others -- who care about Salem and its future. Please help by taking this brief survey. All responses are confidential.

English: https://www.surveymonkey.com/r/SPScommunity_survey

Spanish: https://www.surveymonkey.com/r/SPS_Encuesta_Comunitaria

SALEM PUBLIC SCHOOLS

Swampscott Rd. & 1st St.

The City of Salem's traffic engineers have completed a study and design for potential alterations intended to improve traffic conditions in the area of Swampscott Road and First Street. The current plan is to advance the preferred alternative to construction within the year. An important part of the design phase is hearing from neighbors and the public in general. To that end, the City will hold a public meeting to review and discuss the proposed design alternatives and the engineer's recommendations. The meeting will take place on **Tuesday, February 28th at 6:00 p.m. in the Salem High School library**. The engineer's presentation is available online at http://www.salem.com/sites/salemma/files/uploads/swampscott_road_at_1st_street_study_copy.pdf.

The Swampscott Rd./First St. intersection handles high volumes of traffic on a daily basis. The hope is that the proposed modifications to this intersection will improve conditions on this roadway. Those unable to attend the meeting may submit comments and feedback to the Engineering Department by writing to: Engineering Department, City of Salem, 120 Washington St., Salem MA 01970 by Wednesday, March 1.

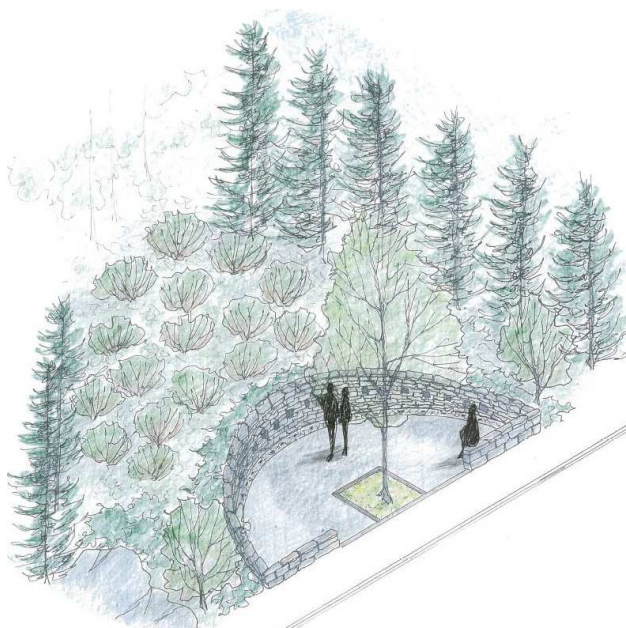
Proctor's Ledge Memorial

The City of Salem has announced the final design for the memorial planned for Proctor's Ledge. Last year a team of researchers identified this location as the probable site of the executions of 1692. In the months that followed a team of City staff and a consulting landscape architect worked with descendants of the victims, the Salem Award Foundation, local historians, and abutters to develop a tasteful memorial for the location.

"I would like to thank everyone who participated in the process that led to the development of this respectful memorial design," said Salem Mayor Kim Driscoll. "Salem is constantly looking to the lessons of its past. Whether it was through the formation of our No Place for Hate Committee and our landmark non-discrimination ordinance, or through the good work of the Salem Award Foundation, the lessons we learn from our history directly inform the actions we take today. Having this site memorialized, especially as we prepared to mark the 325th anniversary of that tragic event, presents an opportunity for us to come together as a community, recognize the injustice perpetrated against those innocents in 1692, and recommit ourselves to the values of inclusivity and justice."

The designs were developed by landscape architect Martha Lyon through a participatory public process and meetings on site with abutters. The plans call for a landscaped slope down from the ledge where the executions are believed to have taken place. At the base of the slope, on Pope Street, there will be a semi-circular area surrounded by a stone wall. Stones with the names of the nineteen individuals who were hanged near the site will be set into the wall and lit from the ground below with a single light on each name. While trees will be planted along the perimeter of the parcel itself, at the center of the memorial there will be a single oak tree, as a symbol of endurance and dignity.

Already completed at the site last year are streetscape improvements on the Proctor Street side intended to calm traffic passing by the location and provide an accessible viewing area for those visiting. Undergrowth and trash were removed from the site and, in the next few weeks, fencing and screening plantings will go in to provide privacy for abutting neighbors and to help maintain the integrity of the historic site itself. Construction for the memorial itself is expected to begin as early as April. The goal is to have the project completed in time for a spring dedication ceremony, marking 325 years since the executions took place on the ledge.



Welcoming Immigrants

In 2016 a working group of community leaders including Mayor Driscoll, the Police Chief, representatives of local institutions, faith based organizations, immigration specialists and attorneys, service providers, and community groups have been meeting to learn more about the current fears and challenges within Salem's immigrant community, what current Salem practices and policies regarding undocumented residents are, and what, if anything, we can or should do with respect to these matters.

In the course of this review, it became apparent that much of what the City and the Police Department does today in regards to municipal and public safety operations already does ensure basic human rights and protections for all Salem residents, regardless of immigration status.



The group heard from Salem immigrants about their fears and anxieties. Presently, immigrants—regardless of their status—have palpable fear that their families will be separated and that mass deportations will involve local police officers. Many of these people are law abiding residents who have lived in our neighborhoods for decades, but now fear any interaction with their local government.



There is no one definition of “sanctuary city.” It can be a lightning rod that elicits strong opinions, favorable and unfavorable, even though many misinterpret its meaning or are not fully aware of current policies. Evidence from multiple studies shows that communities that welcome their immigrant population are safer, with lower crimes rates, and are more prosperous, with higher median incomes and lower poverty and unemployment. Salem is made less safe, not more safe, when a sizable portion of residents fear calling police to report an issue or share information.

The group drafted a document to re-affirm and codify the City's current practices and the strong belief that all residents deserve equal rights and fair treatment. Given the heightened sense of insecurity among immigrants, it is a necessary and timely matter. The Ordinance was filed with the City Council for their February 9 meeting, after which they will holding a public meeting on the matter before voting on it. The Ordinance includes the following key points:

- Salem Police will continue to see their role in local law enforcement through a community policing lens, not as immigration officials.
- Salem public safety personnel recognize and value as their first priority the safety, protection, and security of all Salem residents, regardless of one's country of origin.
- City services shall continue to be accessible to all residents, regardless of immigration status.
- No provision obstructs immigration enforcement or prohibits cooperation among law enforcement.
- No provision violates Federal or State law, nor impacts Federal or State funding to Salem.

To read the proposed Sanctuary for Peace Ordinance, the cover letter submitted explaining it, the list of dozens of endorsing organizations, businesses, and individuals, and the Salem Police Department policy regarding immigration law and the role of the Salem police, visit <http://www.salem.com/no-place-for-hate-committee>.