

**Salem Public Schools
Salem School Committee
Meeting Minutes
January 8, 2024**

On January 8, 2024 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, Mr. Manny Cruz, Ms. Beth Anne Cornell, Ms. Amanda Campbell, Ms. Veronica Miranda, and AJ Hoffman

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Ms. Elizabeth Pauley, Ms. Ellen Wingard, Dr. Kimberly Talbot, Mr. Marc LeBlanc, Mr. Christopher O'Donnell, Mr. Burns, Ms. Souza, Mr. Andre Fonseca

Others in Attendance Virtually: Ms. Laura Assade

Call of Meeting to Order

Mayor Pangallo calls the meeting to order at 7:00 p.m. 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. Cornell motions for approval and seconded by Mr. Cruz.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Ms. Manning	Present
AJ Hoffman	Present
Ms. Miranda	Present
Mayor Pangallo	Present

Approval of Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Cornell motions for approval and seconded by Mr. Cruz . A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes

AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Cornell motions for approval and seconded by Ms. Miranda . A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

Public Comment

Ms. Ann Berman, Salem Teachers union, notes she would like to update the school committee on the reading totals for Reading Opens the World Book Grant. Were able to distribute over 600 books to students and left over books have been given to all other first grade teachers. Ms. Berman shows gratitude to Mayor Pangallo and Dr. Zrike for being guest readers. Ms. Berman notes all books were available in English and Spanish to all the students.

Superintendent's Report

Superintendent Dr. Zrike takes a moment to introduce AJ Hoffman as the newest School Committee member. Dr. Zrike gives thanks to the facility crew for their hard work with snow removal Sunday into Monday.

A. Salem High School Program of Study (Strategy 1.1 and Strategy 1.4)

Mr. Burns begins this presentation on the Salem High School Program of Study discussing high level learning opportunities. Ms. Souza notes that Salem High School is a diverse, urban comprehensive school where every scholar will engage in relevant, exciting and rigorous learning experiences aligned to a personalized post-secondary pathway. Salem High School plans to incorporate pathways into the course catalog for the 2024 school year. This will align students' interest to schedule their core classes in high school and will align with their secondary plan after graduation. The framework creating this pathway is for exploration in Grade 9, create and begin a pathway in grade 10, and belonging to a pathway aligned with post-secondary credits/credentials in grades 11/12. The three pathways offered to scholars are the following:

- Classical Pathway - consists of AP Capstone, Early College, Liberal Arts, and Fine-Performing Art
- STEM Innovation Pathway - Biotechnology, Engineering, and Sustainability

- Career and Technical Education Pathway - Medical Assisting, Culinary Arts, Early Education and Care, Building and Property Maintenance, Electrical, Automotive Technology, Graphic Design and Visual Communication, Computer Science, and Carpentry.

Mr. Burns notes that the course catalog is now user friendly and includes recommendations for 9th and 10th graders based on what their focus is. Advanced coursework is what we have focused on and providing more support to all students. The goal was to have students feel ready to take AP classes. Right now there has been an expansion of AP Courses. This year we are focused on the AP Capstone which is a College Board program that equips students with the independent research, collaborative teamwork, and communication skills that are increasingly valued by colleges. Students who earn scores of 3 or higher in AP Seminar and AP Research and on four additional AP Exams of their choosing receive the AP Capstone Diploma.

Ms. Souza notes Sale High School plans to expand participation in Early College pathways. Partnering with Salem State University for healthcare and business pathways as well as North Shore Community College for Dual Language Liberal Arts Pathways.

Ms. Cornell asks about testing for PreAP courses? Also how do you know whether an 8th or 9th grader is ready to take an AP class? Are honors courses still a part of the curriculum?

Mr. Burns confirms there is no test for PreAP classes however for the PreAP Capstone the student would have to earn a 3 or higher. Mr. Burns notes we will continue to work with the middle schools and the individuals helping us recruit and we plan to have parent nights. Teacher recommendations as well. Honor courses are still available in CP sections in each grade level and there are fewer sections regarding CP courses.

Ms. Campbell asks if the PreAp courses are offered everywhere or exclusively only at Collins Middle School?

Ms. Carbone notes currently we are visiting classrooms at both Saltonstall and Collins and we are doing a wide review of Math at the High School level as well. Our goal is to raise expectations with our students and their math courses.

A. Update on programming and services for multilingual learners (Strategy 1.1 and Strategy 1.4)

Ms. Carbone introduces Mr. Andre Fonseca, Director of Multilingual Learner programs. Mr. Fonseca offers an update on the three programs and services he oversees. Dr. Zrike notes in the past three years we have increased multilingual learners by 40%.

Mr. Fonseca begins this presentation by offering updates regarding the multilingual learner department. The core priorities from the strategic plan that are focused on are elevating learning, empowering educators, and center belonging. May 2023 review consisted of a review

team composed of 18 staff across schools and departments, a list of seven “look fors”, 62 classrooms observed from 5/30/23-6/8/23, and the area of growth noted was fewer than half of the classrooms observed met any of the other SEI look-fors. Every school in Salem has included an SEI goal in their School Improvement Plan. Every teacher is an ML teacher. The academic team has been performing monthly walkthroughs at schools with school leaders to measure strategies. ML coaches are now coaching SEI teachers during the day. The SEI Review team is to reunite in February/March to complete another set of observations and measure growth in classrooms implementing SEI strategies.

The goals for the SEI Vanguard Group is to elevate SEI practices across the district of educators who meet regularly after school with ML coaches and deepen the knowledge and use of SEI strategies. After 1-2 years in the vanguard, these educators become SEI experts in their buildings and can mentor new staff in SEI practices. This runs from October- June, meeting twice a month, working in small groups with ML coaches and receiving a stipend for the time spent learning. 12 teachers across K-12 attend and teachers do implement strategies learned in the next day's or week's lessons. This year there is a goal of creating one unit as a team per quarter that will be uploaded into our ATLAS rubicon system. Units will help new teachers who join the team and create a cohesion among the ELD instruction district-wide. ASPEN gradebook group will align to the ELD gradebook to incorporate the WIDA 2020 standards. The WIDA standards will be reflected in the annual ACCESS exams starting in SY 25-26. World languages are now fully housed within the ML Department. Dr. Sherf is helping to develop the WL program of studies. The focus for March 2024 and Fall 2024 is to assess students using the Assessment of Performance toward Proficiency in Languages. Parenting with Dr. Rinaldi who is an expert in the area of serving sub-separate students with moderate to severe disabilities. The ML department has increased family events for families from one event to three. The current goal is to have ELPAC families take on roles of chair, co-chair, and secretary of ELPAC. Over 100 families attended the ML Family Night on 11/15/23.

Mr. Fonseca ends this presentation noting the dual language education. Bentley Academy has had the highest SY23 ACCESS scores of all district schools with 65% of students meeting progress benchmarks, and received the English Learner Education Support grant in the amount of \$264, 114. This grant will support the development of the growing Dual Language program and will provide 12 of our educators the opportunity to attend the NABE and MABE conferences in March.

Ms. Manning asks if each family night has a certain focus? Which classrooms were visited?

Mr. Fonseca confirms each family night has their own focus. Classrooms staff visited were core classrooms, art class, and classrooms that included students on IEPs.

B. Superintendent Appointment to the MassHire North Shore Workforce Board
(Strategy 3.3)

Superintendent Dr. Zrike notes his appointment to the MassHire North Shore Workforce Board.

Dr. Zrike also notes the school calendars and we will present the public with a draft of school calendars at the next School Committee meeting. September 3rd is already the first day of school for SY 2024 and we have already received feedback on the drafted calendars that are forthcoming.

Mr. Cruz takes note of the primary election dates when drafting the school calendars.

Student Representative Report

none

Old Business

none

New Business

A. Deliberation and vote on accepting the 2024-25 Salem High School Program of Study

Ms. Campbell makes a motion to approve and Mr. Cruz seconded the motion. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

B. Review of Subcommittee Assignments

Mayor Pangallo notes the subcommittee assignments and Dr. Zrike makes a request to upload all subcommittee assignments online for the public to have access to.

Finance & Operations Report

none

Subcommittee Reports

A. Policies for second reading

Policy 1101.01 Non-Discrimination

Policy 4106 Nondiscrimination and Equal Employment Opportunity

Ms. Cornell makes a motion to accept policies 1101.01 and 4106 for a second read. Ms. Miranda seconded. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

School Committee Concerns and Resolutions

none

Adjournment

Mr Cruz motions to adjourn and seconded by Ms. Campbell. A roll call vote is taken.

Ms. Cornell	Yes
Mr. Cruz	Yes
Ms. Manning	Yes
AJ Hoffman	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

Meeting adjourned at 8:45PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent