

**Salem Public Schools
Salem School Committee
Meeting Minutes
July 24, 2023**

On July 24, 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. Beth Anne Cornell , Dr. Kristin Pangallo, Ms. Veronica Miranda

Members Present Virtually: Mr. Manny Cruz

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Ms. Liz Polay-Wettengal, Ms. Jennifer Doucette-Ly

Members Absent: Ms. Amanda Campbell

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	Not Present
Ms. Cornell	Present
Mr. Cruz	Present Virtually
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. Cornell motioned and Ms. Miranda seconded. A roll call vote was taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Consent Agenda. Ms. Cornell motioned to approve and Ms. Miranda seconded. A roll call vote was taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

Public Comment

The School Committee Secretary announced that there were no public comments.

Superintendent's Report

Dr. Zrike notes we recently received a food security grant for almost \$500,000 to purchase energy efficient kitchen equipment. This will help to serve healthier higher quality meals. Dr. Zrike introduces Mr. Mario Sousa to review the proposed Chapter 74 programs to be explored as part of the MSBA's feasibility study at the Salem High School site.

Proposed Chapter 74 programs to be explored as part of the MSBA's feasibility study at the Salem High School site

Mr. Mario Sousa, Salem High School CTE Director, notes the additional pathways we might want to add to the new project underway. CTE Ch.74 Vocational Technical Educational Viability - what programs do we currently offer, what programs are we looking to sustain, what programs are we working to expand, and what programs do we want to offer? This will allow the board to authorize the district to proceed into the schematic design phase.

Mr. Sousa notes we currently offer automotive technologies, building and property maintenance, culinary, early education & care, electrical, and medical assisting. Non-chapter 74 programs such as carpentry, computer programming & web, graphics communication, and marine services technology. The programs we are looking to sustain are all of the programs listed above. The programs we are looking to expand are the non Chapter 74 Carpentry, Computer Programming & Web, Graphics Communication, and Marine Services Technology. The goal is to evaluate adding two to three additional programs to allow for all Salem scholars to take CTE programs. This is based on our enrollment. Right now, we do not have the CTE programs to accommodate all 900+ scholars.

Mr. Sousa notes the reason we should expand the current non chapter 74 programs is to allow Salem High School to get additional funding for scholars in these programs. Currently, they are district and Perkins funded only. This will 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. Programs we would like to add that are high demand and high paying jobs are in alignment with 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.

CTE by the numbers and scholars in CTE: School year 21/22 consisted of 428 out of 863 scholars and school year 22/23 consisted of 606 out of 924. Exploratory participation for school year 21/22 was 124 scholars and school year 22/23 was 218 scholars. Mr. Sousa also notes the CTE shortage in the State of MA and notes "1.75 applicants for every CTE seat in the State of MA - Steve Sharek, Executive Director of MAVA (Massachusetts Association of Vocational Administrators).

Mr. Sousa notes a more in depth survey should be sent to scholars and families so they understand the difference between each CTE program.

Mr. Cruz asks for more information regarding the cosmetology program - does this include barbering as well or stylists only? Does this exclude barbering?

Mr. Sousa notes the barbering board is not allowed at the high school level. Several schools have opened with space for the barbering program however the barbering program dropped.

Mayor Pangallo makes a motion to support expanding the size of Chapter 74 State approved Career Technical Education programs and add new Chapter 74 State approved Career Technical Education programs. Ms. Manning motioned to approve and Ms. Cornell seconded. A roll call vote was taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes
Motion Carries 6-0	

State of Schools- update on District's progress towards goals

Dr. Zrike notes the students and staff of Salem Public Schools. The SPS mission and vision statement. Our core values. Priorities and Initiatives notes - educator development, academic excellence, support system

North Star metrics such as educators and staff - there has been an increase of 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. Staff of color has increased by 9% and teachers of color by 6%. Chronic absenteeism has been decreased from 25.1% of students to 20%. Current percentage is 24.9%. Pre-K Enrollment to increase the number of 3-4 year olds in high quality pre-k seats across the Salem Public Schools from 87 students to 185 students.

Dr. Zrike does note he has concerns about 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) Increases was at the middle school level and decreases was at the high school level. Cultural Awareness and Action is to increase the percentage 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. 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 - graduation rate has declined however the dropout rate has decreased.

Dr. Zrike notes the majority of kids who don't graduate are from just dropping out of school. We expect this number to go up over time due to the decreasing dropout rate
Students accessing advanced coursework - increase the percentage of students accessing advanced coursework from 44.4% 92018-2019) to 60%. The information source is DESE which is school and district profiles and advanced coursework.

Ms. Cornell asks the average compared to the rest of the states.

Dr. Zrike notes 58% is what we are projecting.

ELA MCAS Growth : Increase Grade 3-8 ELA growth from 49 to 52
Increase Grade 10 ELA growth from 50 to 53

Reflections notes for top successes such as staff diversification, implementation of high quality materials, and student support system building.

Top Challenges noted such as stagnant academic outcomes, special education identification rates, and supporting the needs of multilingual students.

The strategic priorities such as elevate learning, empower educators, center belonging, strengthening foundation.

Four Key Drives noted such as establishing a playbook around culture, feedback and observation, high-leverage and evidenced-based instructional practices, and consistently implementing a process that results in Data Informed Instruction.

Ms. Cornell notes she feels hopeful on the clarity on where the students are. The cultural awareness in action in the 3-5 group - how you can ensure the consistent framework so this age group aligns the kids' perception. Also, for the Math MCAS, what is the MCAS growth for grades 6-8. Do we see educator turnover in which grades?

Last year in the middle school and high school and this year the turnover has been grades 6-8.

Ms. Carbone does that kid at that age really understand the question. There may be otherwise to examine the opportunities by doing audits.

Dr. Pangallo notes the MCAS growth scores seem to be lagging.

Dr. Zrike notes students perform similarly years before. You can achieve at low levels but have high growth.

Dr. Zrike lastly recognizes Ms. Liz Polay-Wettengal as tonight's School Committee meeting will be her last meeting. Dr. Zrike takes a moment to thank Liz and it is amazing what she has done to support perception change. She has been such a champion for all the good that Salem Public Schools has had to offer.

Student Representative Report

none

Old Business

none

Finance Report

none

New Business

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.

Mayor Pangallo makes a motion to support expanding the size of Chapter 74 State approved Career Technical Education programs and add new Chapter 74 State approved Career Technical Education programs. Ms. Manning motioned to approve and Ms. Cornell seconded. A roll call vote was taken.

Mr. Cruz Yes

Ms. Manning Yes

Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

Subcommittee Reports

- a. Policy for third reading

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

Mayor Pangallo requested a motion to approve Ms. Cornell motioned to approve and Ms. Manning seconded. A roll call vote was taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

School Committee Concerns and Resolutions

Mr. Cruz notes the Personnel subcommittee recently finished negotiations with AFSCME Union and will provide an update at the next School Committee meeting in August and then this contract will be up for a vote.

Adjournment

Mayor Pangallo requested a motion to adjourn. Ms. Cornell motions to adjourn and Ms. Miranda seconded. A roll call vote was taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

Meeting adjourned at 8:24PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent