

Salem School Committee
Committee of the Whole Meeting Minutes
Monday, December 17, 2018

A Committee of the Whole (COW) meeting of the Salem School Committee was held on Monday, December 17, 2018 at 6:00 p.m. in the School Committee Chambers at Collins Middle School, 29 Highland Avenue, Salem, MA.

Members Present: Ms. Mary Manning, Mr. James Fleming, Ms. Kristine Wilson, Ms. Ana Nuncio, Mr. Manny Cruz, and Mayor Kimberley Driscoll

Members Absent: Ms. Amanda Campbell

Others Present: Margarita Ruiz, Superintendent, Jill Conrad, Chief of Systems Strategy

Superintendent Evaluation Goals for 2018-19

Superintendent Ruiz began the meeting informing School Committee members there were no changes to the Professional Practice goals. Ms. Ruiz walked School Committee members through the draft goals beginning with the District Improvement goals. Superintendent Ruiz mentioned they are doing a review of the libraries and steps to implement recommendations.

Discussion on Professional Practice Goals

Members discussed the rating of Professional Practice goals other than working with an outside professional for monitoring a 360-degree staff feedback, a discussion from the previous School Committee of the Whole (COW) meeting, to help build a strong and better culture team in the district, in terms of their leadership and teachers. Members engaged in discussion on measurable outcomes.

Members and Superintendent Ruiz agreed to include some of the challenges and add wording that talks about the report to include the following:

“As a result of this process, a report would be provided to the School Committee based on the challenges and opportunities and action steps taken to address the findings of the report.”

Discussion on Teacher-Student Relationships and Student Belonging

Members discussed the teacher/student relationship percentage goal and talked of an appropriate attainable measurable goal percentage and increased student involvement. Members engaged in discussion on the Pillars.

Members agreed with Mr. Cruz’s motion to amend the 2nd piece of Pillar 4, Teacher-Student Relationships, to 50% favorable and leave the Student Belonging percentage at 40% which is more complex yet still an attainable measurable level.

Superintendent Ruiz would revise the wording “...will increase both measures by 4%” and replace with the agreed target percentages.

Discussion on Measurements of Chronic Absenteeism at the High School

Members talked about the goal percentage for 2019 and agreed that measurements should be verbally expressed using statements such as "...make significant progress", "meet state targets", and "...met state targets" language, for example, as opposed to number percentages.

Members agreed that Superintendent Ruiz would fine tune wording to introduce communicative measurement language to say, "Meet or Exceed State Targets for Salem Public Schools." Superintendent Ruiz would work on the revisions this week and send School Committee members an email of those revisions to allow sufficient time for review over the Christmas break. Members can send Superintendent Ruiz an email with any questions.

Adjournment

There being no further business to come before the Committee of the Whole (COW) School Committee meeting Mr. Cruz motioned to rise and report. Ms. Nuncio seconded the motion. The motion carried.

Respectfully submitted by:

Angelica Alayon, Secretary
Salem School Committee

Meeting Materials

School Committee of the Whole (COW) Meeting Agenda 12/17/18

Superintendent Evaluation Goals SY2018-19 Draft Memo Revised 12/10/18