

**Salem Public Schools
Salem School Committee
Meeting Minutes
October 2, 2023**

On October 2, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Mayor Dominick Pangallo, Mr. Manny Cruz, Ms. Mary Manning, Dr. Kristin Pangallo, Ms. Veronica Miranda, Ms. Amanda Campbell

Members Absent: Ms. Beth Anne Cornell

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Ms. Laura Assade, Ms. Jennifer Doucette-Ly, Dr. Kimberly Talbot, Ms. Ellen Wingard, and Ms. Natalia Feliz

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. Campbell motions for approval and seconded by Ms. Manning.

Ms. Campbell	Present
Ms. Cornell	Not Present
Mr. Cruz	Present
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. Campbell motions for approval and seconded by Ms. Miranda.

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

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Consent Agenda. Ms. Campbell motions for approval and seconded by Ms. Miranda.

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

Motion Carries 6-0

Public Comment

Ms. Christine Ross, Pleasant St. Salem, The League of Women Voters - Salem and the Salem Education Foundation are co-sponsoring a School Committee Candidate Forum on Monday, October 23 at 7pm here in the School Committee chambers and on SATV and zoom. The forum will be available in English with Spanish interpretation over zoom, and will be videotaped for on-demand viewing later. We hope everyone will learn about the School Committee candidates on October 23 and will plan to vote for the candidates of your choice in the citywide elections Tuesday November 7. We are also soliciting questions for the forum. The League of Women Voters-Salem and the Salem Education Foundation encourage Salem residents to submit questions for the candidates to lwvsalem@gmail.com.

Student Showcase

Ms. Meghan Lurvey presents the Saltonstall School student showcase and begins giving a full explanation of what the project leads to. The focus is science, math, and engineering and also learning through activities. Project lead the way tends to overlap with standards based instruction and real world application activity. Other projects lead the way opportunities would be the launch for K-5, Gateway (which we are currently in), computer science, engineering, biomedical science, and algebra 1 advantage. Design and model and what it looks like. Students are introduced to the unit problem in the first activity and are asked to make connections to the problem throughout the lessons in the unit. Iziah, Saltonstall student, explains his first project which was an ankle foot orthosis. Niema, eighth grade Saltonstall student, explains how to design, create, and test the foot brace that was made. Weston, Saltonstall student, explains the thumbnail sketching that was created in their project lead the way in class.

Superintendent's Report

Before beginning the Superintendent's Report, Superintendent Dr. Zrike takes a moment to recognize all of the hardworking Salem Public School custodians. We have a very strong crew and he also acknowledged Principal month to celebrate and national school lunch next week. October 1st is our enrollment and we are 200 students higher than last year. Right now we are projecting 3909 for Salem Public Schools. Another note, we are able to offer every school three free school field trips. Dr. Zrike also introduces Christopher O'Donnell, the new Director of Communications.

A. 2023 MCAS and Accountability Report

Dr. Zrike begins by noting the DESE Accountability System which is created in two parts. As a district, we are making progress and you can see that we are heading in the right direction. Two parts of the system include normative components; this is a percentile (1-99) and compared to other schools, the criterion-referenced component is progress toward meeting targets and improvement compared to their own baseline. Again, the normative component, or accountability percentile, measures the performance of all students in a school compared to other schools in the state.

Dr. Zrike notes for the district or school, the actual points earned and the total possible points are reported for each indicator. The points earned are combined, weighted.

Categorization of Schools - met or exceeded targets, limited or no progress toward targets. The goal is to get between 75-100% of your targets. 2023 Percentile Ranks across schools. The majority of schools improved their percentile rank.

District Level MCAS Results - 2023 ELA and math data indicated that the achievement slide has halted and recovery is underway. Science results improved at gr. 5 and went down at the secondary level. There is still ground to make up to reach pre-pandemic achievement levels in some areas.

MCAS Measures - achievement and student growth percentiles.

Ms. Carbone notes the ELA Results - ELA by Grade Level - results for grade levels from 2021-2023. ELA performance increased in four out of 7 grades with the greatest improvement at Gr.5. Change in proficiency SPS and the State - There are some bright spots in ELA subgroup performance. Outcomes increased in 6 out of 8 subgroups with the greatest gains for students identifying as Asian . Subgroup performance in ELA at Grade e10 was variable. Performance of students as Hispanic/Latino results improved by 5% points. School level data is where some additional bright spots are evident in literacy outcomes: 5 out of 8 schools showed improvement with the increases ranging from +2 to +10.

Math subgroups - at grade level 3-8 level in math 4 subgroups saw improvement. Performance of 2 subgroups and performance of students identifying as asian. Grade 10 subgroup

performance at the Grade 10 level remains an area of focus. Three schools with improved math performance include Bates, Bentley and Witchcraft. The high school's math performance was consistent in comparison to last year's outcomes. The remaining schools saw declines in math performance. Science results - we saw a good bump in Grade 5 science proficiency rates and performance dipped in both Grade 10 and 11. The SPS and the State change in Proficiency.

Bates, Bentley and Witchcraft improved in all three areas - ELA, Math, and Science. Delivered support and intervention is seeing any gaps with student work.

Student Growth Percentiles. SGPs above 60 are considered high growth, between 40-59 is considered moderate growth and below 40 signals low growth.

District - level ACCESS results : Percentage of students making progress on ACCESS by Year.

Chronic Absenteeism was lower last year than pre pandemic. We made significant progress with chronic absenteeism. Dr. Zrike notes Ms. Ellen Wingard and her team for their tremendous work in getting kids to school.

SY 2023-24 Key Actions for the upcoming school year : establish a playbook to roll out clear routines and procedures that create a positive platform for learning, strengthen quantity and quality of feedback and observation , use targeted high-leverage and evidence-based instructional practices (SEI strategies), and consistently implement a process that results in data informed instruction.

Ms. Carbone notes leveraging a playbook to launch the School Year for Success. 90 Day Coaching Blueprint. Focus on Diverse Learners. Sheltered English Immersion Review Findings such as visuals and audio, pre-taught vocabulary, meaningful interactions, background building, modified teacher talk, use of native language

Enhancing Inclusion - focus on diverse learners. Initiate and outline a shared understanding of inclusion and the inclusion teacher.

District Common Assessment System. Gr. 1-10, ELA & Math, 3 looking at student work sessions per unit, significant training and modeling for leadership. What is required by the STU contract.

Dr. Zrike notes supporting social emotional learning and mental health - increase academic and social emotional learning opportunities by reducing out-of-classroom time. Examples such as expanding Cartwheel partnership to serve 250 students with rapid access to telehealth, increase restorative practices; decrease exclusionary measures, wellness committee re-energized ..

Addressing Chronic Absenteeism - goal is to reduce to 18% such as: attendance Matters campaign and coalition, phone banking, clear guidelines and consistent support to school attendance teams, family outreach, partner with the family resource center. Additional supports provided to schools with greatest needs: guide development of opening day playbooks,

strengthen plan for structured district, continue to develop principal and assistant principal knowledge, ensure that intensive coaching, coach school leaders on providing meaningful, adjustments to leadership teams, frequent supt/deputy supt visits.

Mr. Cruz notes the retention strategies and survey update.

Ms. Manning asks for a report halfway through the year for retention of students already have fallen off being ready or not ready to graduate.

Dr. Zrike notes more of a product of dropping out and hard for the students obtain

Dr. Pangallo notes what is driving the chronic absenteeism

Dr. Zrike notes engagement now and post pandemic was illness. Sometimes kids are not feeling safe at school due to bullying, transportation issues if they miss the bus, some students caring for younger siblings, and at times the distance for students to get to school.

Dr. Zrike notes our middle school struggled last year with culture in the schools.

Ms. Carbone notes the struggle with math has to be looked at more closely. We are working with principals during district team meetings where we are separated by grade levels. We are leveraging tutoring here at Collins Middle School with gaps in the foundational skills

Dr. Pangallo notes she wonders if most middle schoolers did not have a solid foundation due to the pandemic and explores conversations there.

Student Representative Report

Ms. Feliz notes homecoming week is this week and the upperclassmen will be urging the freshman class to attend.

Old Business

none

New Business

none

Finance & Operations Report

Ms. Pauley notes the three budget transfers for approval above \$15,000. Ms. Pauley is recommending the following: correctly classify the athletics transportation line, transfer home visiting funds to a stipend line, and transfer funds from a vacant staff line to hire a consultant.

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

Ms. Campbell	Yes
Mayor Pangallo	Yes
Motion Carries 6-0	

Subcommittee Reports

a. Policies for third reading:

- Security Cameras in School

Ms. Campbell makes a motion to accept security cameras in school. Seconded by Dr. Pangallo.

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

- SPS Transgender, Gender Non-conforming, and Gender Expansive Student Guidelines

Ms. Campbell makes a motion to accept SPS Transgender, Gender Non-conforming, and Gender Expansive Student Guidelines. Seconded by Dr. Pangallo.

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

School Committee Concerns and Resolutions

Adjournment

Mr. Cruz makes a motion to adjourn. Seconded by Ms. Miranda.

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

Meeting adjourned at 9:15PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent