

**Salem Public Schools
Salem School Committee
Meeting Minutes
September 5, 2023**

On September 5, 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, Ms. Beth Anne Cornell, Dr. Kristin Pangallo

Members Present Virtually: Ms. Veronica Miranda

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Mr. Marc LeBlanc, Ms. Jennifer Doucette-Ly, Dr. Kimberly Talbot, and Ms. Ellen Wingard

Members Absent: Ms. Amanda Campbell

Call of Meeting to Order

Mr. Manny Cruz calls the meeting to order at 7:05pm 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. Mr. Cruz motions for approval and seconded by Ms. Manning.

Ms. Campbell	Not Present
Ms. Cornell	Present
Mr. Cruz	Present
Ms. Manning	Present
Dr. Pangallo	Present
Ms. Miranda	Present Virtually
Mayor Pangallo	Present

Approval of Agenda

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

Ms. Cornell	Yes
Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	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. Mr. Cruz motions for approval and seconded by Ms. Cornell. Mr. Cruz would like to note if the vote for the approval of the field trip is approved by the School Committee members, those who are waiting to hear of the approval do not have to wait until the end of the meeting. The vote will be taken when the consent agenda is approved. A roll call vote is taken.

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

Motion Carries 6-0

Public Comment

Ms. Kelly Alvarez, Salem, MA, the public comment address would be the closing of the schools for Halloween. There are two days of school that are closed, Monday and Tuesday. Ms. Alvarez notes she is a parent of two kids in the public school system and she is an educator. Tourism is valued over her child's education. Halloween is not a holiday. Salem Academy is not closed. As a parent the concern is that this issue was voted on and approved by the School Committee and is curious to know what parent input was received prior to making this decision.

Mr. Cruz notes for the record pertaining to public comment that typically the School Committee does not answer questions here at the dais and it is an opportunity for us to hear your feedback. The Superintendent will take the requestor's information and follow up with any public comments.

Superintendent Dr. Zrike notes he has spoken directly with Ms. Alvarez and he is happy to share contact information with her to contact any School Committee members regarding this matter.

Superintendent's Report

A. Salem High School's NEASC accreditation report and update

Superintendent Dr. Zrike notes he is pleased to share Local 294 voted to ratify their contract for the 2023-2026 MOA. We will be moving forward to adjusting language. Dr. Zrike calls upon Principal Glenn Burns to present Salem High School's NEASC accreditation report and updates.

Salem High School Principal Mr. Burns gives an update on the new cell phone pouches policy put into place for this school year. He noticed kids were engaged and cell phones were away. Mr. Burns reiterated that this is not a punishment and that we just want them to engage in school.

Mr. Burns explains the abbreviated "NEASC" which stands for The New England Association of Schools and Colleges Commission on Public Schools requires member schools to demonstrate

alignment with the Standards for Accreditation. The revised Standards for Accreditation, effective for all schools in 2020, are streamlined into five core Standards intended to promote an effective learning organization with the capacity to meet the needs of all students through continuous reflection and growth.

The priority areas that the school in collaboration with NEASC have decided to work on are the vision of a graduate, standards based practices, common planning time for all staff, and Salem High School Renovation/New Build.

Standards based practices such as clear learning targets, learning through feedback, and grades reflect learning on proficiency scale.

The School Committee and City both support updating Salem High School with continued maintenance to the building. Updates such as card readers, cameras, classroom upgrades, lighting upgrades, and study center upgrades.

Other key areas and recommendations are the successful expansion of the CTE spaces, and the positive and welcoming environment. Students felt that their teachers would support them. Continued curriculum development. How are we assessing what students learn? How are we creating benchmarks?

Superintendent Dr. Zrike notes we will receive an official letter based on accreditation.

Dr. Pangallo asks in addition to getting feedback what training is in place for anyone leading the meetings?

Mr. Burns notes this year we have three markers we are working with, TNTP, Teacher leader at each grade level to provide feedback as well, and new engine and their primary focus is students with disabilities and their primary goal is how they are planning students work. Rise - moving beyond ninth grade.

Mr. Cruz asks about AI in classrooms and protocols and student work.

Mr. Burns notes we have had conversations with students

Ms. Cornell notes to start this off in the curriculum subcommittee first to see this from the students lens. This is a great place to start conversations with student input and how they conceive this incredible tool and allow them this opportunity when problematic. Is there a process to be in place before students tell us?

Mr. Cruz notes a built-in partner at Branco.

Ms. Manning would like to suggest the Curriculum subcommittee as well.

Mr. Burns notes our enrollment has increased and the sports are about to start up as well.

Dr. Zrike notes that the next Building and Grounds meeting is scheduled in the next two weeks to further discuss.

B. School Committee goals for SY23-24

Mayor Pangallo notes the School Committee members will share their goals as listed on the agenda. He begins with calling upon Ms. Cornell.

Ms. Cornell notes her goals - the athletic committee first as well as the mission of this group is to increase diversity of students in Salem and improve their athletic experiences. Make sure our kids have the best experience playing youth sports from k-12. This is important for moral and mental health. Support effective teaching and meet changing moments.

Mr. Cruz notes to support what the Superintendent does. Educator workforce and diversifying. This is important for cultures of belonging and to grow educators of color. Support educators on their journey early on. This is an element of educators of color. It is important to feel a sense of leadership and other opportunities and partnerships through fellowship programs. The second is the importance of dual language in our district. How do we expand offerings?

Ms. Manning notes librarians back in libraries. Two new goals are the audit being done again this year to see how we did compared to the prior audit to compare the two. Use the findings as we move forward. Provide strong support to our Principals and Assistant Principals. Make sure the rights available to them and support them knowing and understanding the contracts and how to best work with them.

Ms. Miranda's priority is building relationships with individuals with resources that can provide them. I feel strongly the Superintendent is aligned with these values. Also to expand the Pre-K programs we have.

Dr. Pangallo notes her goals working on having more connections with Salem Public Schools and Salem State University. Additionally, we have a lot of challenging decisions ahead and we should work to develop a coalition of voices who are aligned with our core values.

Mayor Pangallo notes the development of our mentor possibilities and strengthens our workforce. Early education and pre-k and try to continue supporting this program.

Student Representative Report

none

Old Business

none

Finance Report

none

New Business

none

Subcommittee Reports

a. Policies for first reading:

- Security Cameras in School

Ms. Cornell makes a motion to accept security cameras in school. Seconded by Ms. Miranda. A roll call vote is taken.

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

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

Ms. Cornell makes a motion to accept SPS Transgender, Gender Non-conforming, and Gender Expansive Student Guidelines. Seconded by Ms. Manning. A roll call vote is taken.

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

School Committee Concerns and Resolutions

Mayor Pangallo would like to note the High School Building committee has their first meeting scheduled on September 25, 2023 at 6:30pm at Salem High School.

Adjournment

Ms. Cornell makes a motion to adjourn. Seconded by Dr. Pangallo. A roll call vote is taken.

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

Meeting adjourned at 8:14PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent