

**Salem Public Schools  
School Committee**

**Amanda Campbell  
Beth Anne Cornell  
Manny Cruz, Vice Chair**



**AJ Hoffman  
Mary A. Manning  
Veronica Miranda**

**Mayor Dominick Pangallo, Chair**

“Know Your Rights Under the Open Meeting Law, M.G.L. c.30A § 18-25 and  
City Ordinance Sections 2-2028 through 2-2033”

**REVISED**

**REGULAR SCHOOL COMMITTEE MEETING**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on October 6, 2025 at 7:00 p.m.** This meeting **will take place in person at 29 Highland Ave., Rm. 227, Salem, MA.** You can also join via Zoom using the link below.

**Zoom Link to participate:**

<https://us06web.zoom.us/j/83664704182?pwd=ws03WOG1hKfuL3dl8VPkrQqLrOVIgA.1>  
Passcode: 518984

**1. Call of Meeting to Order**

- 1. Summary of Public Participation Policy (School Committee Policy #6409).**  
*Read aloud: The Salem School Committee would like to hear from the public on issues that affect the school district and are within the scope of the Committee's responsibilities. Spanish interpretation is available for anyone who needs it. The members of the School Committee would like to remind the public that Salem Public School students regularly attend School Committee meetings. We encourage all meeting participants to model respectful and productive public discourse for our young learners.*

**2. Live Spanish Interpretation.**

Spanish language interpretation is now provided for all regular School Committee meetings. To listen to this meeting with Spanish language interpretation, please see instructions below:

1. Click **Interpretation** 
2. Click **Spanish**
3. (Optional) To hear the interpreted language only, click **Mute Original Audio**.

**2. Approval of Agenda**

**3. Public Comment**

If you wish to participate in the public comment portion of the meeting, you may come up to the podium to speak during this section of the meeting. If you wish to provide a comment via Zoom, you may do so by entering the Zoom meeting and clicking the raise hand feature. When it is your turn to speak, a host will announce your name and will unmute your line and allow you to speak.

**4. Approval of Consent Agenda**

1. Approval of Minutes of Regular School Committee Meeting held on September 24, 2025
2. Approval of Field Trip to Hershey and Philadelphia, PA for Salem High School Music students on May 15-18, 2026
3. Approval of Field Trip to Cape Cod Fairgrounds for Salem High School Varsity Boys Cross Country Team on October 12-13, 2025
4. Approval of FY26 Warrants:
  1. 09/25/2025 - \$732,520.30

**5. Student Representative Report**

**6. Superintendent's Report**

1. Massachusetts Comprehensive Assessment System (MCAS) Update
2. Massachusetts School Building Authority (MSBA) Update
3. Finance and Operations Report
  1. Budget Transfer Requests

**7. Subcommittee Reports**

1. Finance Subcommittee
2. Personnel Subcommittee
3. Building & Grounds Subcommittee
4. Curriculum Subcommittee
5. Policy Subcommittee

**8. Motions and Resolutions**

1. Budget Transfer Requests

**9. Announcements**

**10. Adjournment**

Respectfully submitted by,

***Shirley Dorai***

Executive Assistant to the School Committee and Superintendent

*“Persons requiring auxiliary aids and services for effective communication such as sign language interpreter, an assistive listening device, or print material in digital format or a reasonable modification in programs, services, policies, or activities, may contact the City of Salem ADA Coordinator at (978) 619-5630 as soon as possible and not less than 2 business days before the meeting, program, or event.”*

***Escuelas Públicas de Salem  
Comité Escolar***

***Amanda Campbell  
Beth Anne Cornell  
Manny Cruz, Vicepresidente***



***AJ Hoffman  
Mary A. Manning  
Veronica Miranda***

***Alcalde Dominick Pangallo, Preside***

“Conozca sus derechos bajo la Ley de Sesiones Públicas, M.G.L. c.30A § 18-25 y Secciones 2-2028 a 2-2033 de la normativa municipal”

**REVISADA**

**REUNIÓN REGULAR DEL COMITÉ ESCOLAR**

Por la presente se notifica que el Comité Escolar de Salem celebrará una **Reunión regular del Comité Escolar el 6 de octubre, 2025 a las 7:00 p.m.** Esta reunión tendrá lugar en persona en **29 Highland Ave., Rm. 227, Salem, MA.** También puede unirse a través de Zoom utilizando el enlace de a continuación.

**Enlace Zoom para participar:**

<https://us06web.zoom.us/j/83664704182?pwd=ws03WOG1hKfuL3dl8VPkrQqLrOVIgA.1>

**Contraseña: 518984**

**1. Orden del día**

**1. Resumen de la Política de Participación Pública (Política del Comité Escolar nº 6409).**

*Lectura en voz alta: Al Comité Escolar de Salem le gustaría escuchar al público sobre temas que afectan al distrito escolar y que están dentro del ámbito de las responsabilidades del Comité. Habrá interpretación al español para quien lo necesite. Los miembros del Comité Escolar desean recordar al público que los estudiantes de las Escuelas Públicas de Salem asisten regularmente a las reuniones del Comité Escolar. Animamos a todos los participantes de la reunión a modelar un discurso público respetuoso y productivo para nuestros jóvenes estudiantes.*

**2. Interpretación en directo al español.**

Ahora se ofrece interpretación en español para todas las reuniones regulares del Comité Escolar. Para escuchar esta reunión con interpretación al español, por favor vea las instrucciones a continuación:

1. Haga clic en **Interpretation** .
2. Haga clic en **Spanish**
3. (Opcional) Para escuchar sólo el idioma interpretado, haga clic en **Mute Original Audio**.

**2. Aprobación del orden del día**

**3. Comentarios del público**

Consulte las instrucciones anteriores para participar en los comentarios públicos.

**4. Aprobación del orden del día**

1. Aprobación del acta de la reunión regular del Comité Escolar celebrada el 24 de septiembre de 2025
2. Aprobación de la excursión a Hershey y Filadelfia, Pensilvania, para el departamento de música de la escuela secundaria Salem, estudiantes del 15 al 18 de mayo de 2026
3. Aprobación de la excursión al recinto ferial de Cape Cod para el equipo de campo a través masculino de la escuela secundaria Salem, del 12 al 13 de octubre de 2025
4. Aprobación de las órdenes de pago del año fiscal 2026:
  1. 25-sep-2025 - 732 520,30 \$

**5. Informe del representante estudiantil**

**6. Informe del Superintendente**

1. Actualización del Sistema de Evaluación Integral de Massachusetts (MCAS)
2. Actualización de la Autoridad de Edificios Escolares de Massachusetts (MSBA)
3. Informe financiero y operativo
  1. Solicitudes de transferencia presupuestaria

**7. Informes de los subcomités**

1. Subcomité de Finanzas
2. Subcomité de Personal
3. Subcomité de Edificios y Terrenos
4. Subcomité de Planes de Estudios
5. Subcomité de Política

**8. Mociones y resoluciones**

1. Solicitudes de transferencia presupuestaria

**9. Anuncios**

**10. Clausura**

Respetuosamente presentado por,

***Shirley Dorai***

Asistente Ejecutiva del Comité Escolar y del Superintendente

*“Las personas que necesiten ayudas y servicios auxiliares para una comunicación eficaz, como un intérprete de lenguaje de señas, un dispositivo de ayuda auditiva o material impreso en formato digital, o una modificación razonable en los programas, servicios, políticas o actividades, pueden ponerse en contacto con el Coordinador de la ADA de la Ciudad de Salem en el (978) 619-5630 lo antes posible y no menos de 2 días hábiles antes de la reunión, programa o evento..”*

**Minutes of the Regular Session  
of the Salem School Committee  
Wednesday, September 24, 2025  
Rm. 227, 29 Highland Ave.  
Hybrid Meeting**

**Members Present:** Mayor Pangallo, Vice Chair Cruz, Amanda Campbell, Beth Anne Cornell, and Mary Manning

**Others in Attendance:** Superintendent Stephen Zrike, Deputy Superintendent Carbone and Assistant Superintendent Pauley

**Members Absent:** AJ Hoffman and Veronica Miranda

**Call of Meeting to Order**

Mayor Pangallo called the meeting to order at 7:00 pm and informed the public that the docket contains the public participation procedure and how to access Spanish interpretation.

**Approval of Agenda**

Vice Chair Cruz made a motion to approve the agenda. Member Cornell seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman ABSENT

Member Manning voted YES

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 5 votes in favor and 2 absent.

**Public Comment**

There was no public comment.

**Approval of Consent Agenda**

1. Approval of Minutes of Regular School Committee Meeting held on August 18, 2025
2. Approval of Minutes of Regular School Committee Meeting held on September 8, 2025
3. Approval of Field Trip to Cardigan Mountain and Lodge, Alexandria, New Hampshire for New Liberty Innovation School students on October 21-22, 2025
4. Approval of FY25 Warrants:
  1. 08/20/2025 - \$5,716.28
  2. 08/27/2025 - \$2,229.74
  3. 09/03/2025 - \$13,509.38
  4. 09/17/2025 - \$8,000.00

Approval of FY26 Warrants:

1. 08/21/2025 - \$395,708.35
2. 08/28/2025 - \$776,878.96
3. 09/04/2025 - \$1,041,650.39
4. 09/11/2025 - \$576,209.07
5. 09/18/2025 - \$588,899.74

Vice Chair Cruz made a motion to approve the consent agenda. Member Cornell seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman ABSENT

Member Manning voted YES

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 5 votes in favor and 2 absent.

**Student Representative Report**

Student Representative Sula was unable to be in attendance. Superintendent Zrike said that the Student Advisory Group had a meeting recently where 20 students attended. The students wanted to find a way to support newcomer students in Year 2 for Salem High School and New Liberty Innovation School. The students also wanted more gluten free options in the cafeteria, clarification regarding bathroom access procedures, and raised the matter of foul odors in the high school. Two of the students expressed interest in being in the State Student Advisory Council to the Board of Elementary and Secondary Education (BESE). Superintendent Zrike sent the names of the students and is waiting to hear from BESE. Superintendent Zrike added that he was going to work with the students to enhance their leadership skills.

Vice Chair Cruz highlighted the need for the Student Advisory Group to engage with the School Committee directly. Vice Chair Cruz and Member Campbell had done training with the Student Advisory Group in the past. Superintendent Zrike said that scheduling is a challenge and that a virtual meeting might be better.

**Superintendent's Report**

Superintendent Zrike said that the current enrollment numbers is about 80-90 students more than last year at the same time. However, there are fewer newcomers to the district.

Superintendent Zrike added that the Massachusetts Comprehensive Assessment System (MCAS) test results embargo will be lifted on the following Monday. A letter will be sent to the community regarding the district performance and a presentation to the School Committee will take place on October 6th. Superintendent Zrike added that families will also receive a letter regarding the reconfiguration process at the elementary school level. There would be a presentation to the School Committee for consideration in November regarding this matter.

**1. College and Career Counseling Update**

Salem High School (SHS) Principal Burns and Director of College and Career Counseling, Meghan Sousa provided a presentation.

Member Cornell said that there has been a lot of measurable progress and ensuring the students understand the process. Vice Chair Cruz said that some districts are having conversations about using My Career and Academic Plan (MyCAP) at the middle school level. Principal Burns and Ms. Sousa said that there have been discussions with the Collins Middle School about incorporating MYCAP lessons into crew and advisory periods. The 8th graders have access to Naviance (college and career readiness software platform).

In response to Vice Chair Cruz, Ms. Sousa said Naviance has been expanded to the alumni tracker which allows more data gathering to provide alumni support as they move to college. Ms. Sousa added that surveys are also used to gather data. Member Cornell spoke about the importance of having age appropriate conversations with younger learners about college. Member Cornell asked for an update in the near future about how this is being implemented into the curriculum for younger students. Member Cornell mentioned that middle school students should be prepared to do more homework so that they are prepared for the amount of work required in high school. Principal Burns mentioned that more academic conversations are happening at the 9th grade level especially around Advanced Placement (AP) courses. Superintendent Zrike commented that students are getting more access to AP courses. Superintendent Zrike said that the graduation rate alone is not enough, what students do beyond graduation in order to be competitive is also important. Superintendent Zrike added that the expanded partnership with OneGoal and others increases tracking and support for students' post secondary endeavours. Vice Chair Cruz asked if staff from OneGoal can speak at the School Committee in the future.

## **2. Playground Committee Update**

Superintendent Zrike introduced Ms. Kathryn Mattern, a Parent Teacher Association member from the Bentley Academy Innovation School, who also led the Superintendent Advisory Playground Committee. Ms. Mattern along with Ms. Erika Clifford, Parent Teacher Committee President at Horace Mann Laboratory School, and Melinda Baker-Buzdygon, Parent Teacher Organization Co-President at Carlton Innovation School, presented the Playground Committee update.

Vice Chair Cruz asked the parents to share their research into playgrounds so that the conversation and advocacy on this matter can continue. Member Cornell said that for the past three years, about \$1.6 million has been spent on playgrounds and this was based on the most urgent needs in terms of the legal perspective or safety perspective. Member Cornell said that communication on how this process happens is needed so that the community can be aware. Member Cornell suggested using natural materials for playgrounds and getting input from landscape designers.

Ms. Mattern said that it is unrealistic to expect parents to raise a million dollars for playgrounds and added that using natural materials as well as involving a landscape designer still comes with a high price tag. Member Cornell commented that the current playgrounds are not sustainable financially or environmentally. Ms. Mattern highlighted that a landscaped playground might have accessibility issues and that the upfront cost would be high. Ms. Mattern added that a playground especially for an early childhood school is basic infrastructure. Ms. Baker-Buzdygon commented that hiring someone to look for grants will be more productive than having parents drive the effort.

In response to Vice Chair Cruz, Ms. Mattern said that the Early Childhood Center and the Salem Park, Recreation and Community Services collaborated and received a \$60,000 grant for a shade structure but it has not yet been installed. Superintendent Zrike provided information about the plans regarding playgrounds at some of the schools and added that mats are one alternative to eliminate having woodchips on the playgrounds. Assistant Superintendent Pauley provided information about playground improvements that occurred in the last five years including the installation of the Americans with Disabilities Act (ADA) accessible mats at the Saltonstall School, installation of outdoor classrooms, repairing playgrounds, undertaking of a comprehensive playground study, addressing safety issues, doing work on the Witchcraft Heights Elementary School and Bates Elementary School playgrounds. Ms. Mattern commented that the playground study did not include the Carlton Innovation School playground. Member Campbell said more clear communication is needed regarding long-term and short-term plans.

**3. Massachusetts School Building Authority (MSBA) Update**

Superintendent Zrike provided an update on the high school building project. Mayor Pangallo added that community events where information about the project has already been taking place. Vice Chair Cruz thanked everyone involved with the building committee for their work.

**4. Finance and Operations Report**

There was no report.

**Subcommittee Reports**

**1. Finance Subcommittee**

No report at this time.

**2. Personnel Subcommittee**

No report at this time.

**3. Building and Grounds Subcommittee**

No report at this time.

**4. Curriculum Subcommittee**

No report at this time.

**5. Policy Subcommittee**

No report at this time.

**Motions and Resolutions**

**1. Authorization for the Disposal of Surplus Materials**

Member Campbell said these materials are outdated or broken. Superintendent Zrike said there is some urgency to remove these materials from Salem High School and the Collins Middle School so that the space can be used.

Member Cornell made a motion to dispose the surplus materials. Member Campbell seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman ABSENT

Member Manning voted YES

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 5 votes in favor and 2 absent.

**Announcements**

There were not any announcements.

**Adjournment**

Vice Chair Cruz made a motion to adjourn at 8:35 pm. Member Cornell seconded. A roll call vote was taken. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman ABSENT

Member Manning voted YES

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 5 votes in favor and 2 absent.

Respectfully submitted by,

***Shirley Dorai***

Executive Assistant to the School Committee & Superintendent

# Field Trip Request Form - Salem Public Schools

Last Updated: August 2024

**Directions:** All educators seeking to take students on a field trip must obtain permission from the school principal. The school nurse must also review and sign off on each field trip. For local trips, please complete this form at least two weeks prior to the date of the proposed field trip. All overnight and/or out-of-state field trips require School Committee approval and must be submitted at least one month prior to the field trip.

<b>I. General Information</b>				
<b>School</b>	Salem High School	<b>Grade Level(s)</b>	<b>Date of Request:</b>	<b>Date of Field Trip:</b>
<b>Trip Planner</b>	Ben Chertok	8-12	Sept. 15, 2025	Fri. 5/15/26 - Mon. 5/18/26
<b>Contact Info</b>	<b>Phone:</b> 978-394-6986		<b># of Students:</b>	<b>Depart:</b>
	<b>Email:</b> bchertok@salemk12.org			<b>Return:</b>
<b>Destination</b>	<b>Name:</b> Hershey PA & Philadelphia PA <b>Music In The Parks Festival &amp; Cultural Sites</b>		<b>Location and Duration</b>	
<b>Destination Address</b>	Various Locations including Independence Hall, Franklin Institute, Hershey Park, etc...		<input type="checkbox"/> Local trip (Salem/North Shore) <input type="checkbox"/> In-state – within MA <input type="checkbox"/> XXX Out of state  <input type="checkbox"/> Within the normal school day <input type="checkbox"/> XXX Beyond normal school hours <input type="checkbox"/> XXX Overnight trip	
<b>Funding Source</b>	<b>For Bus:</b> Music Dept.	<b>For other (admissions costs, etc.):</b>		

## II. Learning and Accessibility

<b>Instructional Alignment</b>	<b>Accessibility and Inclusion for All Students</b>
<input type="checkbox"/> X Alignment: The trip is aligned to grade-level standards. <input type="checkbox"/> X Pre- and Post-Plan: Students will be prepared for the trip and will have the opportunity to synthesize new learning from the experience.	*District policy requires field trips to be accessible to all students. *Trip planners must ensure that all students (e.g., students with disabilities, multilingual learners, etc.) have the appropriate supports.  I understand these requirements. <u>Comments:</u>
<u>Comments:</u>	

## III. School Nurse Review and Approval (School Nurse Signature Required)

<b>Has the school nurse been notified of this field trip?</b>	<b>Has the roster of students been shared? Have medical concerns been reviewed?</b>	<b>Will a nurse be needed for this field trip?</b>
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>School Nurse Signature:</b>		<b>Date:</b>

## IV. Food Services

<b>Has the school's cafeteria manager been notified of this field trip?</b>	<b>Will students be eating lunch at school or on the field trip?</b>	<b>Are bag lunches needed for this trip?</b>
<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> At school <input type="checkbox"/> On field trip	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> XX No How many? _____
<u>Comments: Not Applicable</u>		

## V. Transportation

<b>Transportation needed:</b>	<input type="checkbox"/> Bus (must submit a field trip request form by clicking the Tripfinder icon in Classlink at least 2 weeks before the trip. (Click <a href="#">here</a> for Tripfinder tutorial) Only principals, APs, and secretaries have access to submit requests. )	<input type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input type="checkbox"/> Other: _____
<b>If traveling by bus:</b>	<b>Pick Up Time:</b> <b>Pick Up Location:</b>	<b>Return Time:</b> <b>Return Location:</b>

## VI. Parent Involvement & Background Checks

<b>Will any parents or volunteers be participating in this trip?</b>	<b>Will any have "direct and unmonitored contact" with students?</b>	<b>CORI required for ALL parents &amp; volunteers (please submit forms 1-2 weeks ahead). Fingerprints required for those who will have direct &amp; unmonitored contact with students</b>
<input type="checkbox"/> XX Yes <input type="checkbox"/> No	<input type="checkbox"/> XX Yes <input type="checkbox"/> No	

## VI. Principal Review and Approval (Required for ALL Field Trips)

<b>School Principal Signature:</b>	<b>Date:</b>
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Ben Chertok, Coordinator of Music  
77 Willson St., Salem MA 01970  
bchertok@salemk12.org

September 17, 2025

Mr. Glenn Burns, Principal  
77 Willson St.  
Salem, MA 01970

Dear Mr. Burns,

I am writing on behalf of the SHS Music Department to respectfully request permission to attend our planned upcoming out-of-state trips to Salem, NH High School, and Hershey/Philadelphia, PA. Please see notes below for more detailed information.

1. Salem Junior & Senior Winter Colorguard & Percussion Ensemble Competition at Salem, NH High School on Saturday, March 14, 2026. Students will be chaperoned by Salem HS Percussion Ensemble and Colorguard Staff.
2. SHS Music Department Trip to Hershey/Philadelphia - May 15-18, 2026. Students will be chaperoned by at least 3 Salem HS Music Teachers and at least 10 parents/guardians.

As the Colorguards and Percussion Ensemble are extracurricular activities, all students have submitted the Emergency Medical Information Form supplied by the district. Additionally, families were notified that a nurse does not travel to competitions (however, for safety reasons there is always a nurse or EMT on duty at all performances as stipulated by NESBA rules). Additionally, all students have completed or will submit the extra curricular emergency form as well as any required SPS documents for the Hershey/Philadelphia trip prior to departure.

All chaperones have been or will be completing CORI checks and/or fingerprinting as required by the district. We have already begun raising the necessary funds to attend these events and are anxious to obtain official approval to attend. These are truly marvelous opportunities for our students to participate in unique educational, musical, social, cultural experiences.

Should you have any questions, please do not hesitate to contact me at the high school at 978-740-1136.

Sincerely yours,

*/s/ Benjamin Chertok*

Benjamin Chertok  
Coordinator of Music

# Field Trip Request Form - Salem Public Schools

Last Updated: August 2024

**Directions:** All educators seeking to take students on a field trip must obtain permission from the school principal. The school nurse must also review and sign off on each field trip. For local trips, please complete this form at least two weeks prior to the date of the proposed field trip. All overnight and/or out-of-state field trips require School Committee approval and must be submitted at least one month prior to the field trip.

<b>I. General Information</b>				
<b>School</b>	Salem High School	<b>Grade Level(s)</b>	<b>Date of Request:</b>	<b>Date of Field Trip:</b>
<b>Trip Planner</b>	Bridgette Perkins	9-12	10/3/2025	10/12-10/13
<b>Contact Info</b>	<b>Phone:</b> 978-766-7377		<b># of Students:</b>	<b>Depart:</b>
	<b>Email:</b> bperkins@salemk12.org		7	2pm 10/12
<b>Destination</b>	<b>Name:</b> Bob Glennon Twilight XC Invitational		<b>Location and Duration</b>	
<b>Destination Address</b>	Cape Cod Fairgrounds 1220 Nathan Ellis Highway East Falmouth, MA 02536		<input type="checkbox"/> Local trip (Salem/North Shore) <input checked="" type="checkbox"/> In-state – within MA <input type="checkbox"/> Out of state  <input type="checkbox"/> Within the normal school day <input type="checkbox"/> Beyond normal school hours <input checked="" type="checkbox"/> Overnight trip	
<b>Funding Source</b>	For Bus: no bus	For other (admissions costs, etc.): Cross Country Account		

## II. Learning and Accessibility

<b>Instructional Alignment</b>	<b>Accessibility and Inclusion for All Students</b>
<input type="checkbox"/> Alignment: The trip is aligned to grade-level standards. <input checked="" type="checkbox"/> Pre- and Post-Plan: Students will be prepared for the trip and will have the opportunity to synthesize new learning from the experience.	*District policy requires field trips to be accessible to all students. *Trip planners must ensure that all students (e.g., students with disabilities, multilingual learners, etc.) have the appropriate supports. <input type="checkbox"/> I understand these requirements.
<b>Comments:</b> athletic field trip	<b>Comments:</b>

## III. School Nurse Review and Approval (School Nurse Signature Required)

Has the school nurse been notified of this field trip?	Has the roster of students been shared? Have medical concerns been reviewed?	Will a nurse be needed for this field trip?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>School Nurse Signature:</b>	<b>Date:</b> 10/3/25	

## IV. Food Services

Has the school's cafeteria manager been notified of this field trip?	Will students be eating lunch at school or on the field trip?	Are bag lunches needed for this trip?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> At school <input checked="" type="checkbox"/> On field trip	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No How many? _____
<b>Comments:</b> Students will be having team dinner and breakfast paid for by the Cross Country Account		

## V. Transportation

Transportation needed:	□ Bus (must submit a field trip request form by clicking the Tripfinder icon in Classlink at least 2 weeks before the trip. (Click <a href="#">here</a> for Tripfinder tutorial) Only principals, APs, and secretaries have access to submit requests. )	□ Public transportation □ Walking □ Other: <u>carpool</u>
If traveling by bus:	Pick Up Time: Pick Up Location:	Return Time: Return Location:

## VI. Parent Involvement & Background Checks

Will any parents or volunteers be participating in this trip?	Will any have "direct and unmonitored contact" with students?	CORI required for ALL parents & volunteers (please submit forms 1-2 weeks ahead). Fingerprints required for those who will have direct & unmonitored contact with students
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

## VI. Principal Review and Approval (Required for ALL Field Trips)

School Principal Signature:		Date: 10/3/25
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Twilight Invitational  
Falmouth, MA  
October 12, 2025

**Accommodations:**

[Townplace Suites, Buzzards Bay](#)

50 Rosebrook Place

Wareham, MA 02571

508-291-1800

Rooming arrangements: 4 athletes per room, 2 queen sized beds per room. Coach/chaperone in a nearby room.

**Participants:** 7 participants, Varsity Boys Cross Country Team

**Chaperones/Carpool:**

1. Bridgette Perkins, Coach, 978-766-7377
2. Odessa O'Neil, Parent, 339-883-7757

**Race Information:** [Bob Glennon Twilight XC Invitational 2025](#)

**Logistics:** (subject to change)

Sunday October 12th

2:00 pm: Leave Salem High School  
4:00 pm: Hotel Check-In  
5:00pm Team Dinner  
7:00pm Leave Hotel  
7:30pm Arrive at Cape Cod Fairgrounds  
8:40pm: Boys Medium Varsity Race

Monday October 13th

9:00am: Team Breakfast  
10:00am: Depart  
12:00pm: Return to Salem High School



**The Run House**  
RUN YOUR WAY

## Bob Glennon Twilight XC Invitational

**Meet Sponsors:** Asics, The Run House

**Location:** Cape Cod Fairgrounds, Falmouth

**Sanctioned by:** MIAA

**Sponsored by:** Dennis-Yarmouth Regional HS

**Meet Director:** Jim Hoar

**Email:** [hoari@dy-regional.k12.ma.us](mailto:hoari@dy-regional.k12.ma.us)

**Dates:** October 11, 2025 (MSTCA Large)  
October 12, 2025 (MSTCA Small/Medium)

**Time:** October 11<sup>th</sup> 5:30 pm  
October 12<sup>th</sup> 5:15 pm

Sanctioning for the following states has been approved, and athletes from member schools are allowed to compete in this invitational: Massachusetts, Rhode Island, Connecticut, New Hampshire, New York, and Vermont. Out of state teams will be notified of their division placement by the meet director.

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### Division Placement

#### Massachusetts Schools

MSTCA Large = MIAA Division 1 and 2A  
MSTCA Medium = MIAA Division 2B, 2C  
MSTCA Small = MIAA Division 3

#### Non-Massachusetts Schools

MSTCA Large = Greater than 1,000 9-12 students  
MSTCA Medium = 800 - 1,000 9-12 students  
MSTCA Small = Less than 800 9-12 students

*\*\*\*Schools needing to switch their race date must petition the Meet Director a minimum of 10 days prior to the meet\*\*\**

## Order of Races

### Saturday Night (Large School Night)

5:30 pm Novice Coed – 2.1 miles  
6:00 pm Freshman Boys – 2.1 miles  
6:20 pm Freshman Girls – 2.1 miles  
6:40 pm Sophomore Boys – 5K  
7:05 pm Sophomore Girls – 5K  
7:35 pm Junior Varsity Boys – 5K  
8:00 pm Junior Varsity Girls – 5K  
8:30 pm Varsity Boys – 5K  
8:55 pm Varsity Girls – 5K

### Sunday Night (Small/Medium School Night)

5:15 pm Novice Coed – 2.1 miles  
5:45 pm Freshman Boys – 2.1 miles  
6:05 pm Freshman Girls – 2.1 miles  
6:25 pm Sophomore Boys – 5K  
6:50 pm Sophomore Girls – 5K  
7:20 pm Junior Varsity Boys – 5K  
7:45 pm Junior Varsity Girls – 5K  
8:15 pm Varsity Small School Boys – 5K  
8:40 pm Varsity Medium School Boys – 5K  
9:05 pm Varsity Small School Girls – 5K  
9:35 pm Varsity Medium School Girls – 5K

---

**TIME LIMITS** With 9 - 11 races in a short period on a 1-Mile looped course in the dark, the MSTCA must follow a strict time schedule. Therefore, we are unable to time athletes who cannot meet the following standards for their race. These limits are established/reviewed by the MSTCA XC Committee each year.

#### Girls

Varsity: 26 minutes  
Junior Varsity: 28 minutes  
Sophomore: 28 minutes  
Freshman: 19 minutes  
Novice: No Time Limit

#### Boys

Varsity: 22 minutes  
Junior Varsity: 25 minutes  
Sophomore: 25 minutes  
Freshman: 17 minutes  
Novice: No Time Limit

Reminder: The Novice race is designed for athletes who may not or will not meet the time limits for the other races. Coaches may enter any athletes in this race, but any boys who will not reach the 1-Mile mark in less than 9 minutes and any girls who will not reach the 1-Mile mark in less than 10 minutes must be placed in this race. In all races other than the Novice race, any boy who does not reach the 1-Mile mark within 9 minutes and any girl who does not reach the 1-Mile mark within 10 minutes will be guided off the course at the 1-Mile mark by MSTCA personnel. The MSTCA is taking this action to ensure the safety of all runners in each race.

<u>Awards</u>	Medals to finishers 1-25 in each race except for the Novice race.  No medals will be awarded for the Novice race.  Medals will be distributed in the chute.  Plaques to the Top 3 Teams in the Varsity Races only. <i>Large schools that need to compete on the small/medium school day will not be eligible for team awards</i>  The Robert Glennon Cup is earned by the school with the lowest combined total team time from both the girls' and boys' varsity races. The Glennon Cup is presented in each division.  <i>The Team Plaques and the Robert Glennon Cup will be awarded 20 min after the final race of the night.</i>
---------------	--

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#### Entry Information and Limits

- Up to 7 athletes may be entered in each of the Varsity races. Coaches are not required to enter any athletes in the Varsity races.
- Up to 10 athletes may be entered in each of the Junior Varsity races. This restriction is strictly enforced to maintain a safe racing environment for the athletes.
- An unlimited number of athletes may be entered in the Sophomore, Freshman and Novice races, but all athletes should be able to meet the time limit standards posted above.
- The Coed Novice race is designed for athletes of all grade levels who would not be able to compete otherwise due to the time limits. Any athlete who will finish at or above the time limits should be entered in this race.

---

<u>Entry Deadline</u>	<b>Tuesday , October 7, 2025 at 8:00 pm.</b>
-----------------------	--

- All entries are done on [athletic.net](http://athletic.net).
- No late entries will be accepted.

**Entry Fees:**    \$21 per individual  
                          \$250 max per gender per school if 25 entries or less  
                          \$4000 max per gender per school if over 25 entries

For example, if a school enters 30 girls and 20 boys, the total entry fee for the school would be \$650.

\*\* Please note these are entry fees, not participation fees. Once the entries close, each school is responsible for paying the total fee for its entries, regardless of how many athletes actually compete.

\*\* Each school must notify the MSTCA using this form of its payment plan for the entry fees prior to the day of the meet.

---

#### **MSTCA Single Waiver**

Each school must have their Principal and/or AD complete the online 2025 Single Waiver by September 5, 2025. A link to the waiver is also available in the Coaches Corner at [www.mstca.org](http://www.mstca.org). Please note a school must have this form submitted before its athletes will be allowed to race in any MSTCA meet this season.

---

#### **MSTCA Emergency Contact Form**

Each coach should complete the MSTCA Emergency Contact Form prior to participating in any MSTCA event this fall. The MSTCA's Athletic Trainers need this information on hand in case they need to alert a coach of an athlete's status. A link to the form is also available in the Coaches Corner at [www.mstca.org](http://www.mstca.org).

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#### **Course Map**

- An updated map of the site [can be found here](#). The 2.1 mile course consists of two loops and the 5 km course consists of three loops.

#### **ADDITIONAL NOTES**

- No grills, fires, or cooking is allowed at the Cape Cod Fairgrounds
- No dogs or other animals are allowed on the fairgrounds
- Remind your spectators that there is an entry fee to help support the MSTCA McIntyre/Polizzotto Scholarship Fund.
- All tents must be WEIGHTED & SECURED
- Athletes must complete all warm-up and cool-down runs on the Fairgrounds. For their own safety, athletes are NOT ALLOWED to run on the surrounding roads at any time.
- NO DRONES are allowed at any MSTCA events.

**\*\* This form was last updated on August 15, 2025 \*\***

# Salem Public Schools 2025 MCAS, ACCESS & Accountability Results

School Committee Meeting  
October 6, 2025



Salem Public Schools



# State Performance

*Our achievement gaps with all high school content areas and Grades 3-8 ELA is smaller than it was in 2019.*

	State % M or E change compared to 2024	SPS % M or E change compared to 2024
ELA Grades 3-8	+3	+8
ELA Grade 10	-4	-7
Math Grades 3-8	0	+2
Math Grade 10	-3	-1
Science Grades 5 & 8	0	+3
Science Grade 10	-3	-3

In **Grades 3-8**, Salem Public Schools improved the percentage of students meeting/exceeding expectations between 2024 and 2025 at a rate higher than the state average in all 3 content areas tested.

At the **high school** level, the rate of improvement of Salem Public School students meeting/exceeding expectations between 2024 and 2025 as compared to the state average was variable. Some evidence of impact from Question 2.

# MA Accountability System

1 The Massachusetts accountability system consists of two components...

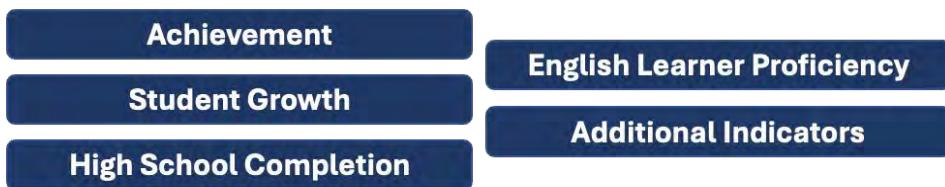
## Normative Component (Accountability Percentile)

measures the performance of all students in a school compared to other schools in the state that serve similar grades, and is reported as a percentile from 1 to 99

## Criterion-Referenced Component (Targets)

measures a district's or school's progress towards improvement targets, and is reported as a percentage

2 ...that measure performance of groups, schools, and districts on specific indicators...



3 ...and are used to categorize schools and districts as requiring assistance/intervention or not.

		Not requiring assistance or intervention				Requiring assistance or intervention	
Schools of recognition	Meeting or exceeding targets	Substantial progress toward targets	Moderate progress toward targets	Limited or no progress toward targets	Focused/ targeted support	Broad/ comprehensive support	
Recognized for high achievement, high growth, or exceeding targets	Cumulative criterion-referenced target percentage 75-100	Cumulative criterion-referenced target percentage 50-74	Cumulative criterion-referenced target percentage 25-49	Cumulative criterion-referenced target percentage 0-24	<ul style="list-style-type: none"><li>Percentiles 1-10</li><li>Low graduation rate</li><li>Low performing group(s)</li><li>Low participation</li></ul>	<ul style="list-style-type: none"><li>Underperforming schools</li><li>Chronically underperforming schools</li></ul>	

# 2025 Accountability Percentile Ranks

*Over two years, Salem Public Schools has made significant progress toward meeting targets (66%).*

	2023	2024	2025	
School	Percentile Rank	Percentile Rank	Percentile Rank	Progress Toward Target (over 2 years)
Bates	38	49	56	Substantial Progress (71%)
BAIS	16	21	25	Moderate Progress (49%)
Carlton	37	41	36	Limited or No Progress (24%)
CMS	9	11	21	Substantial Progress (68%)
HMLS	18	23	14	Moderate Progress (47%)
Salts	24	33	34	Substantial Progress (67%)
WHES	25	34	38	Substantial Progress (65%)
SHS	20	33	43	Substantial Progress (54%)

# Accountability Reflections

- During the last two years, Salem has met or exceeded more accountability targets than any Gateway City in the Commonwealth.
- Over half of Salem schools (5 out of 8) made substantial progress toward their targets in 2025 (Bates, Collins, Saltonstall, Witchcraft and Salem High School).
- 6 out of 8 schools improved their percentile rank in two consecutive years (Bates, Bentley, Collins, Saltonstall, Witchcraft and Salem High School).
- All schools but 1 have a designation of “***Not requiring assistance or intervention***”.
  - Salem High School is listed as “***Requiring assistance or intervention***” due to low participation of English Learners (ELs) or Former English Learners (FELs). Every subgroup must have a 95% participation rate, and ELs/FELs at Salem High School participated at 94%. If one more student in this group had tested, the school would have had a designation of “not requiring assistance”.
- The Salem Public Schools as a District met or exceeded 66% of the established targets which is considered making “***Substantial progress toward targets***”.

# Accountability Reflections

- Chronic absenteeism rates continue to improve such that we had the third lowest rate of absenteeism out of 26 Gateway City school districts.
- 73% of our students passed an advanced coursework class in 11<sup>th</sup> or 12<sup>th</sup> grade (3<sup>rd</sup> among Gateways).
- Our achievement gaps with the state in all high school content areas and Grades 3-8 ELA are smaller than they were before the pandemic.

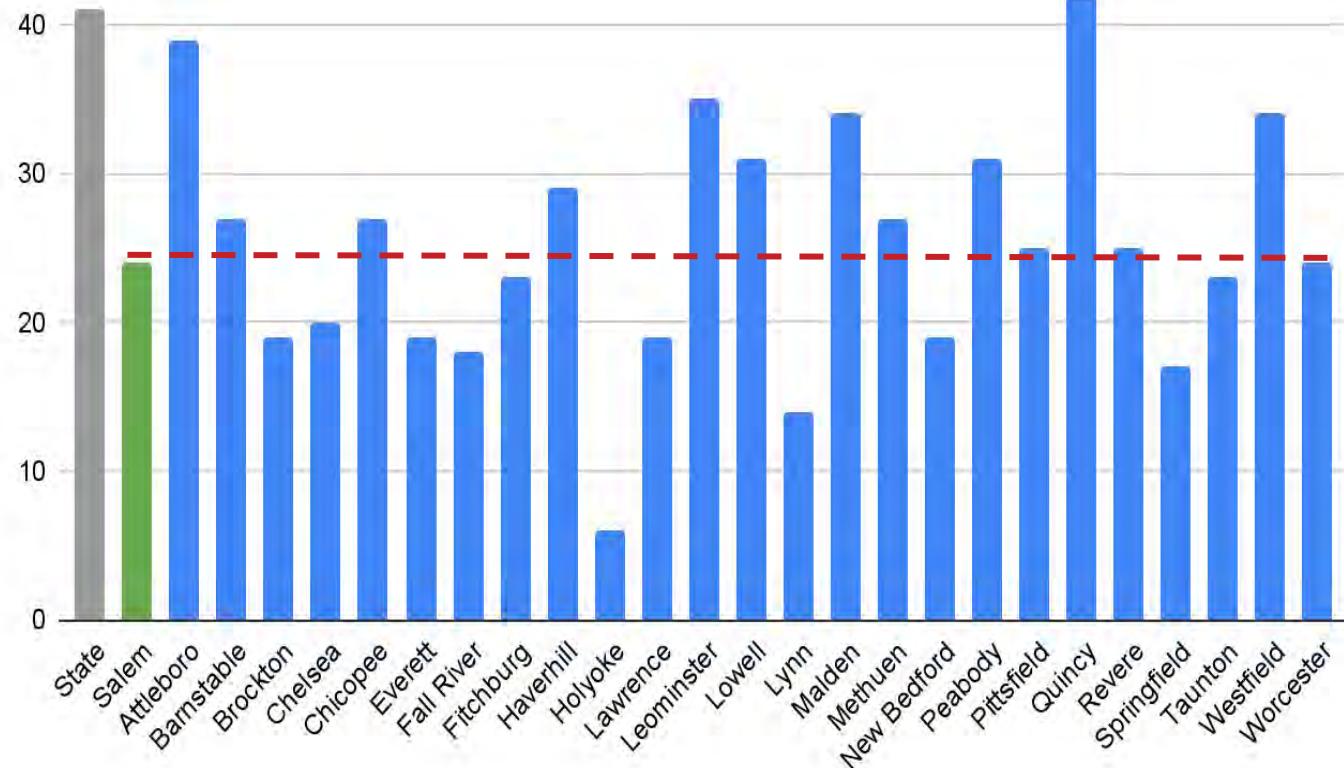
	2025	2024	2023	2022	2021	2020	2019
<b>Total AP Students</b>	253	147	115	89	60	147	180
<b>Number of Exams</b>	496	265	207	146	133	273	335
<b>AP Students with 3+ Scores</b>	168	40	58	40	31	65	72
<b>Percentage of students with 3+</b>	66.4%	44.94%	50.43%	44.94%	51.67%	44%	40%
<b>SHS Enrollment</b>	952	948	888	803	860	886	916



# District-level MCAS Results

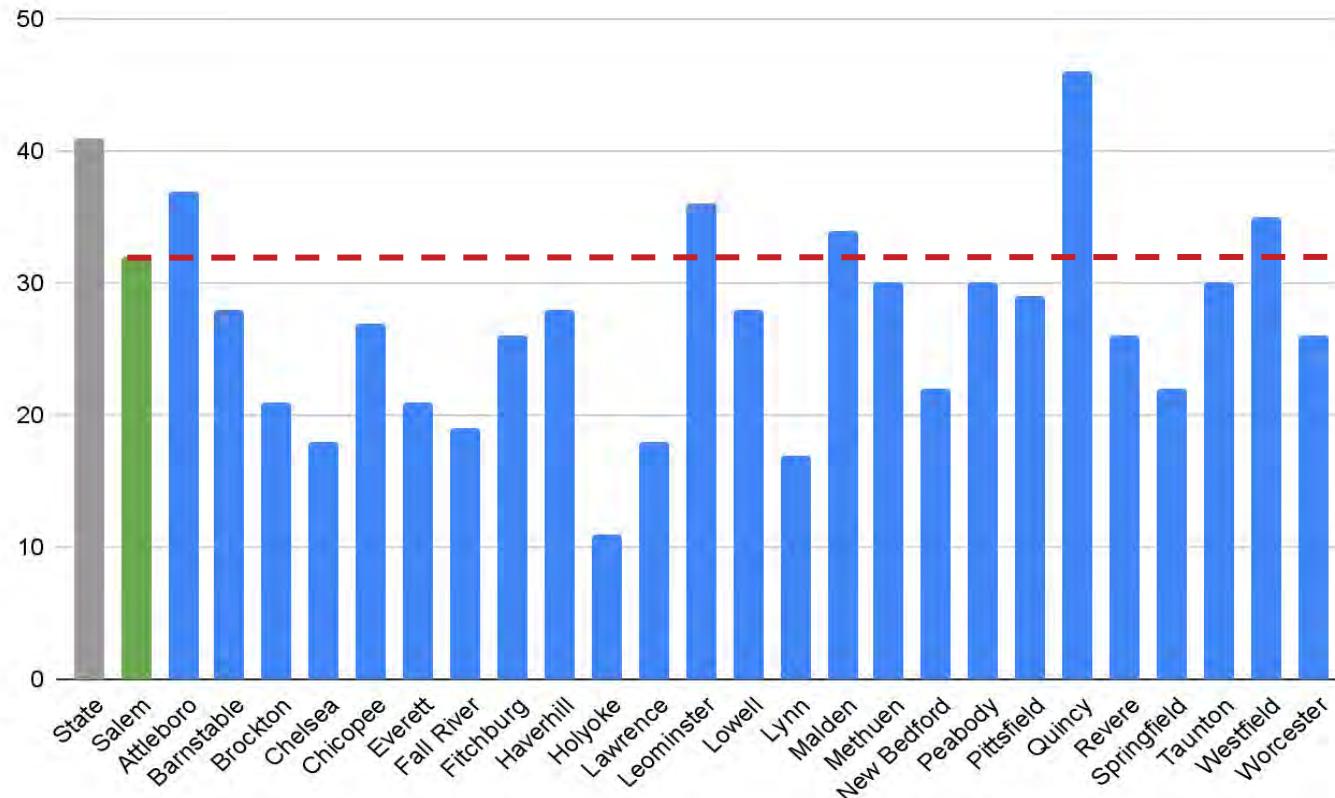
## Comparison to Gateway Cities 3-8 Math

Grade 3-8 math results place us in the ***middle tier*** of Massachusetts Gateway Cities.



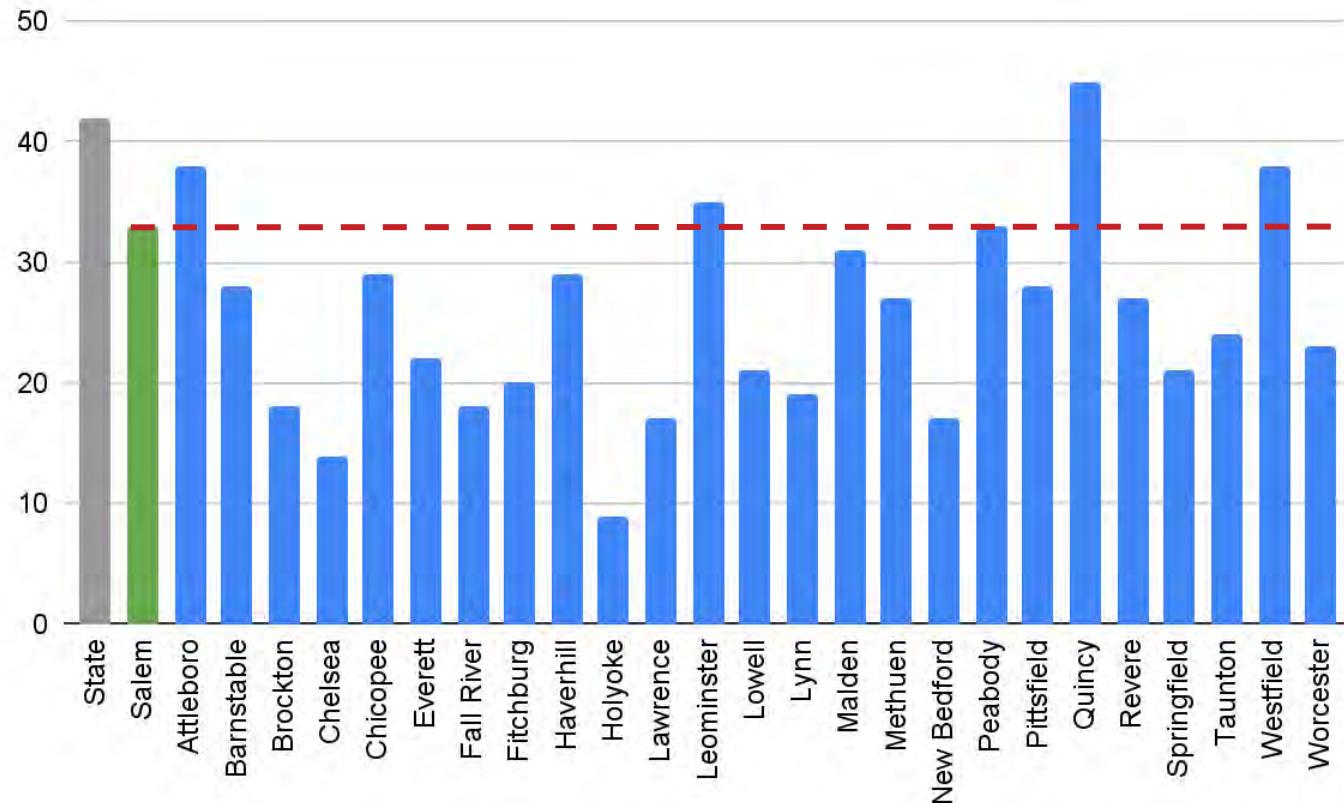
## Comparison to Gateway Cities 3-8 ELA

Salem **outperformed** 20 out of 25 other Gateway Cities on 3-8 ELA.



## Comparison to Gateway Cities 5 & 8 Science

Salem **outperformed** 20 out of 25 other Gateway Cities on 5th and 8th Science.





# MCAS ELA Results

## Grades 3-8

# MCAS Essay Writing

*Idea Development is scored out of 4 in grades 3-5 and out of 5 in grades 6-8 and 10*

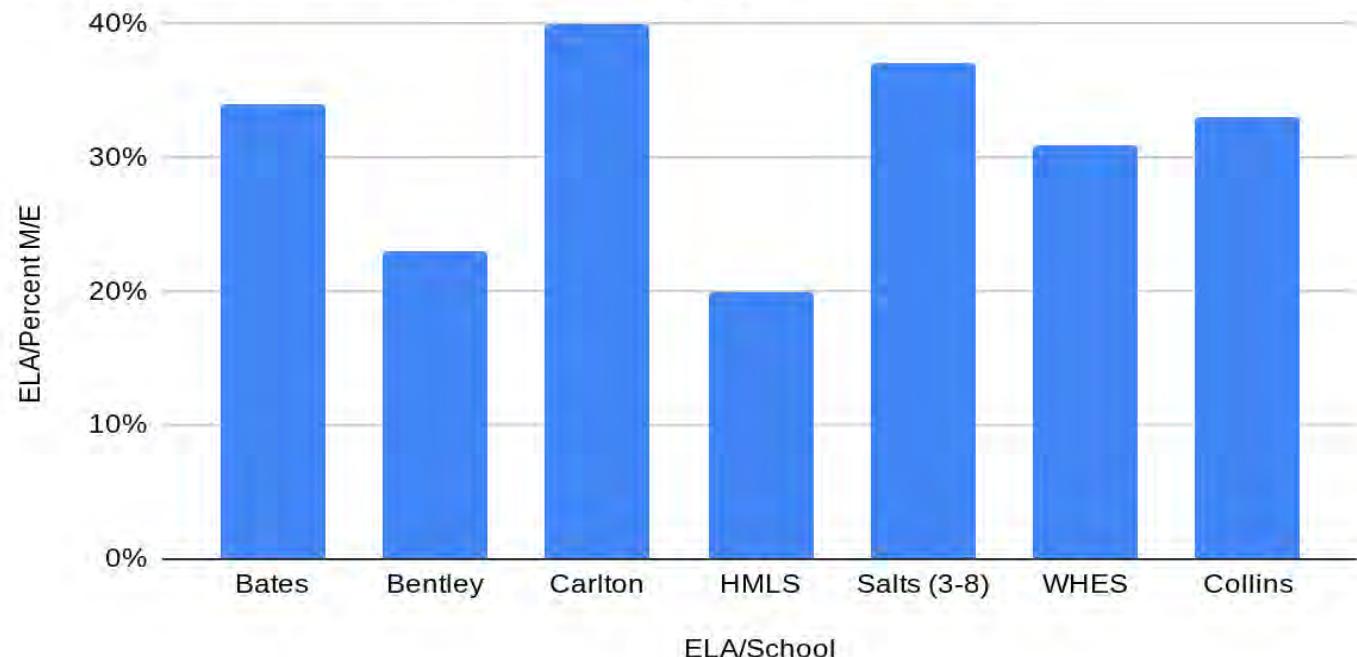
Grade	% 0-1 Points	% Max Points
Grade 3	85%	1%
Grade 4	76%	2%
Grade 5	56%	3%
Grade 6	46%	10%
Grade 7	43%	3%
Grade 8	35%	7%
Grade 10	22%	25%

We see relative strength in idea development as students enter middle and high school. However, idea development in the early grades is of particular concern as it reflects our students ability to communicate complex ideas in writing effectively, a critical skill for future successes.

## ELA by School

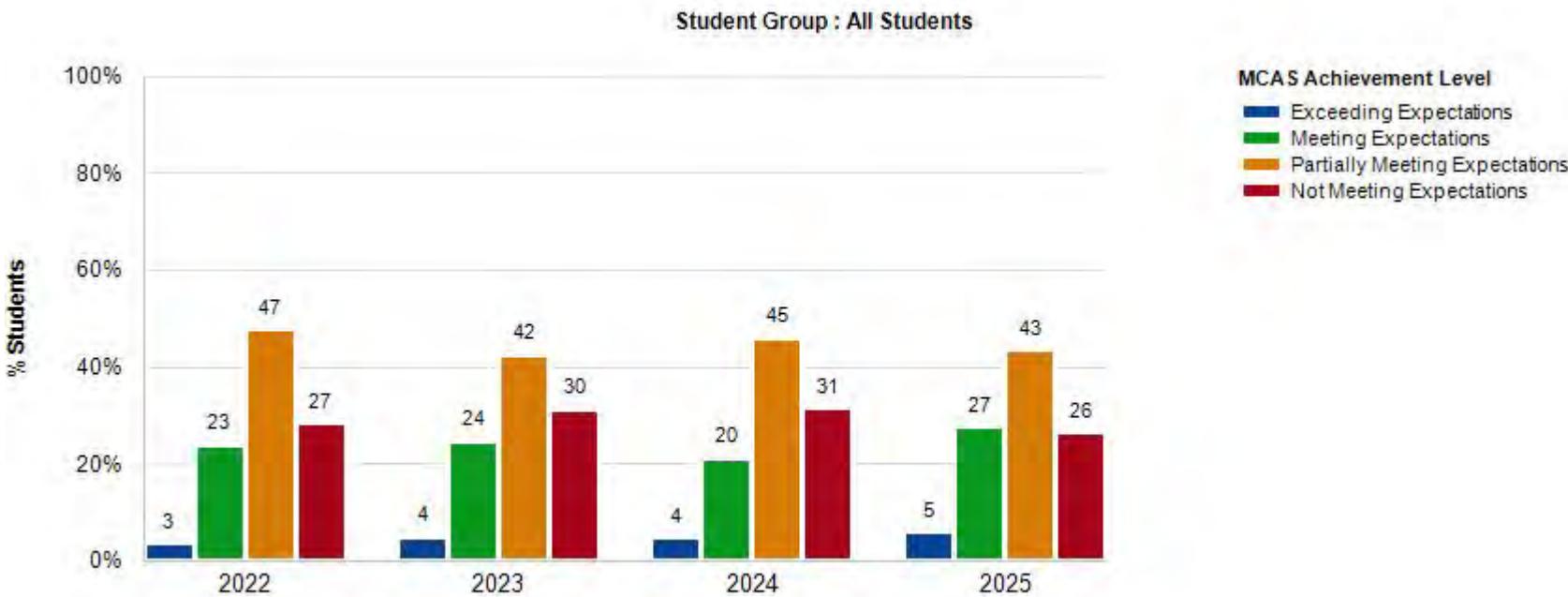
5 out of 6 schools have proficiency above 30 percent.

ELA Percent Meeting/Exceeding by School (3-8)



## 3-8 ELA Year to Year Comparisons

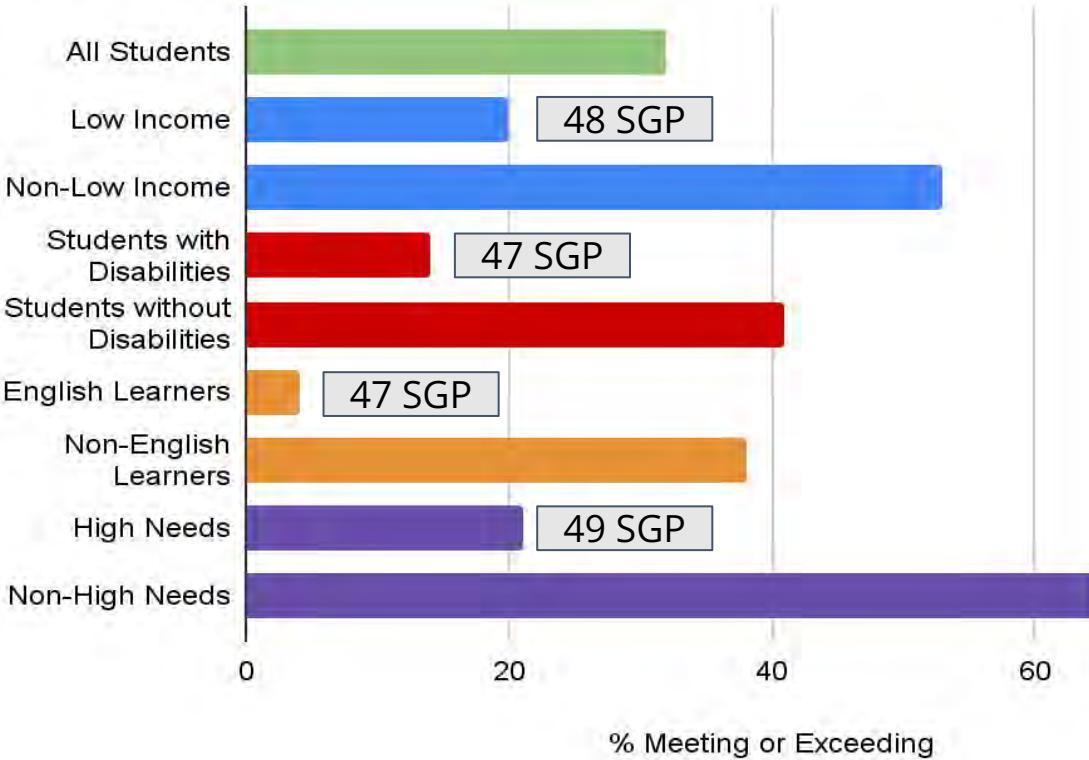
There was an increase in the percentage of students meeting and exceeding and a decrease in the number of students not meeting in 3-8 ELA and represents the strongest achievement in ELA for the last four years.



## ELA Subgroup Achievement 3-8

There is significant *disproportionality* in achievement for grades 3-8 ELA and *moderate growth* for subgroups.

Subgroup





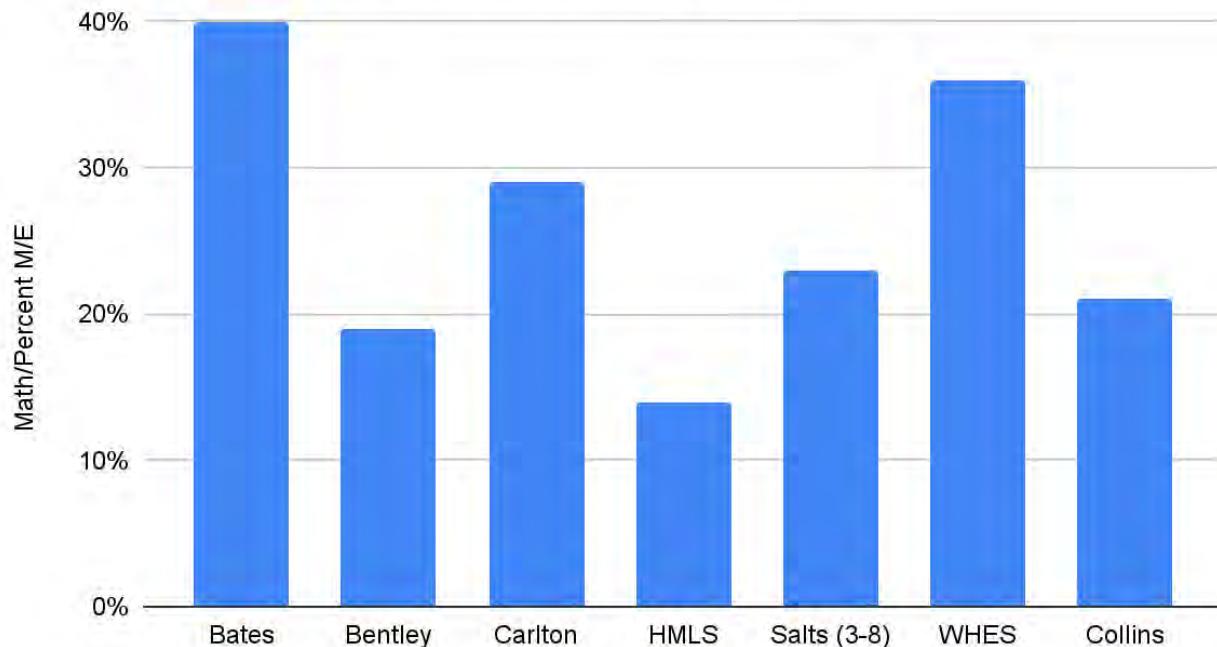
# MCAS Math Results

## Grades 3-8

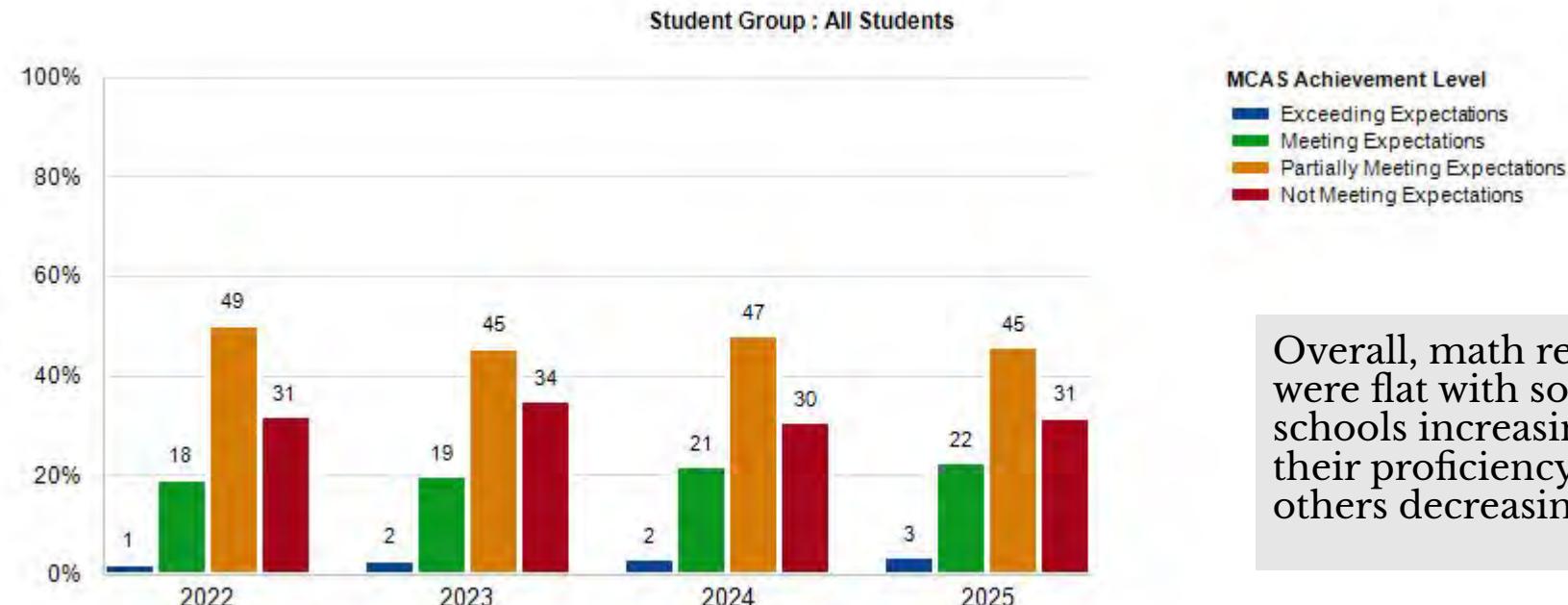
## Math by School

Bates is leading elementary and middle schools with 40% of students proficient with Witchcraft Heights following close behind.

Math Percent Meeting/Exceeding by School (3-8)



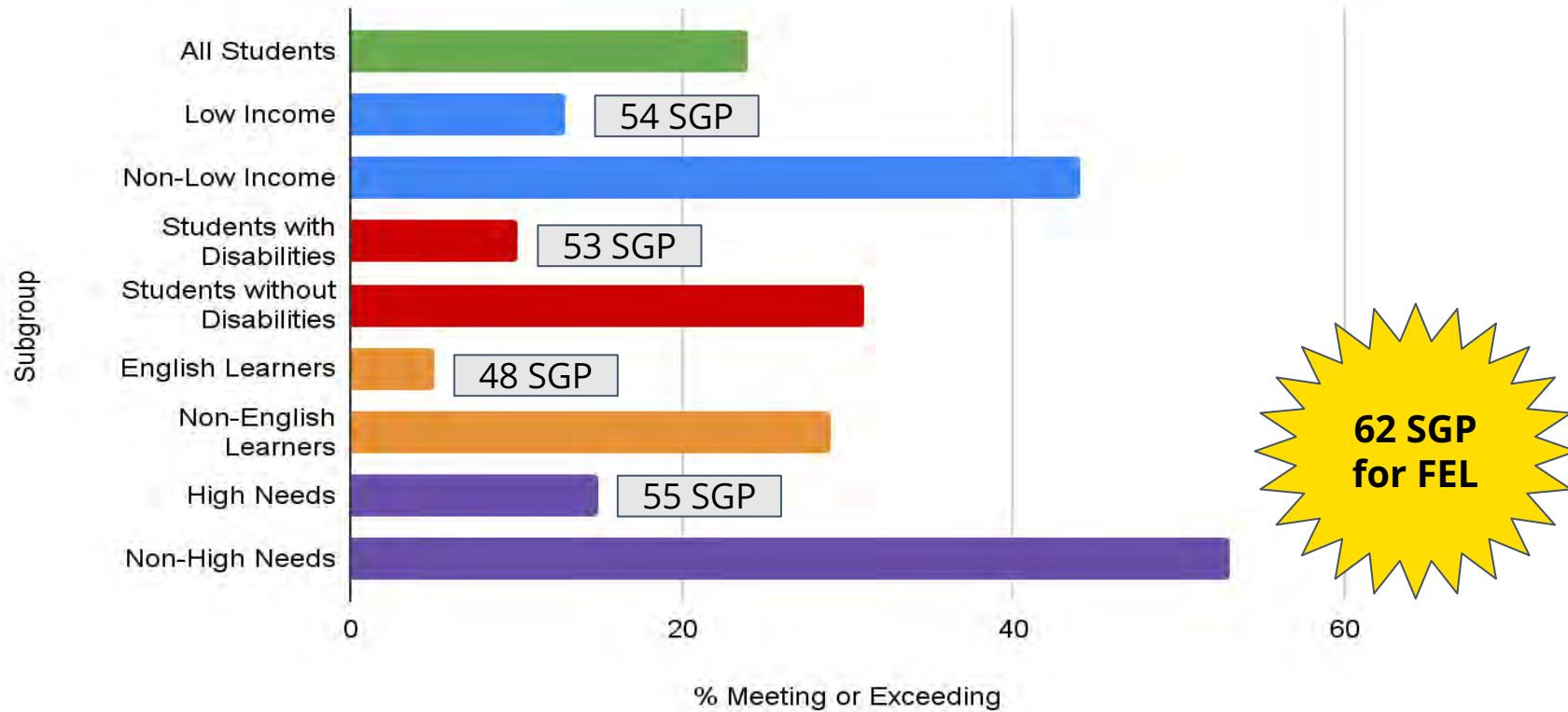
## 3-8 Math Year to Year Comparison



Overall, math results were flat with some schools increasing their proficiency with others decreasing.

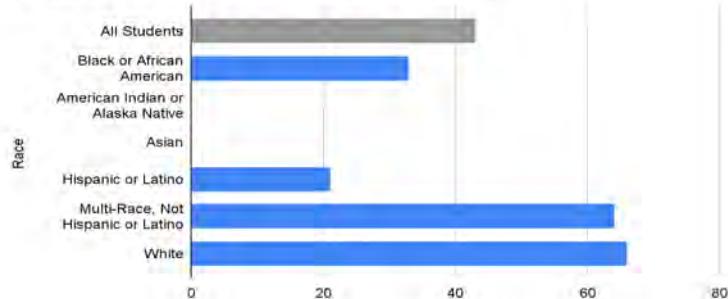
## Math Subgroup Achievement 3-8

SGPs for subgroups were in the moderate to high-moderate range.

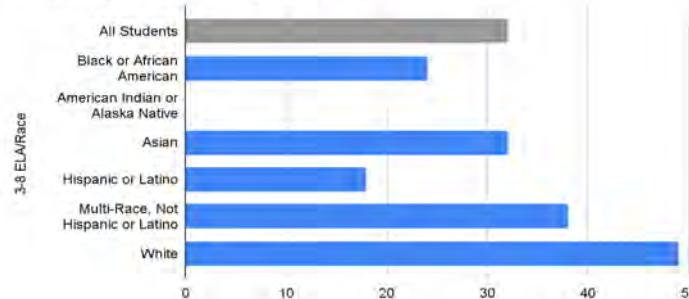


# Racial Demographics

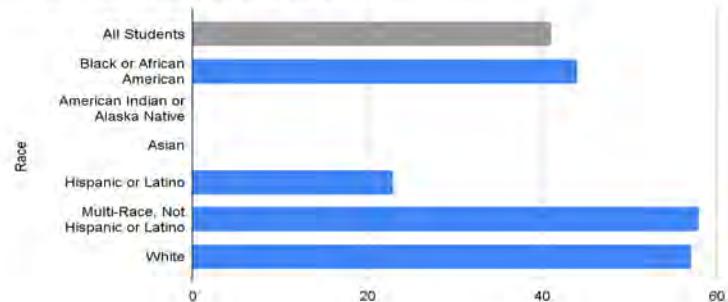
10 ELA/% Meeting or Exceeding vs. 10 ELA



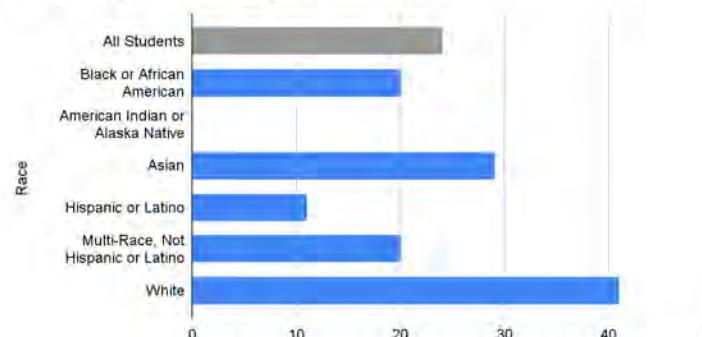
% Meeting or Exceeding 3-8 ELA



% Meeting or Exceeding 10 Math



% Meeting or Exceeding 3-8 Math



There is a persistent ***racial disparity*** in performance demonstrating the need for further work in creating inclusive environments where all students experience a sense of belonging.



# Spotlight—SPS Middle Schools

# District Middle School ELA

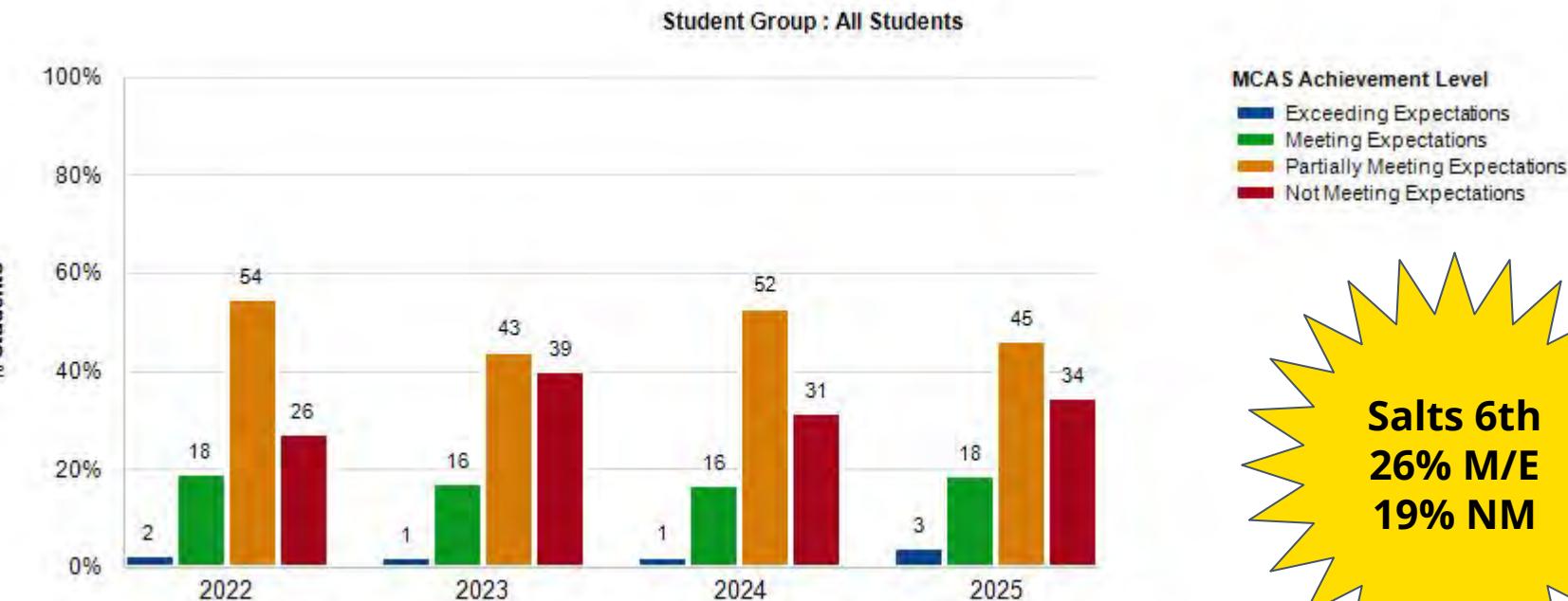
	<b>2024</b>	<b>2025</b>	<b>Change</b>
CMS 6	14%	32%	+18
Salts 6	5%	44%	+39
CMS 7	23%	34%	+11
Salts 7	26%	21%	-5
CMS 8	25%	33%	+8
Salts 8	29%	35%	+6

Collins and Saltonstall (6-8) significantly increased the percent of students meeting or exceeding in ELA.

While 7th grade data for Saltonstall is the lowest in 2025, it reflects a significant increase of 16 points from the previous year for this cohort of students.

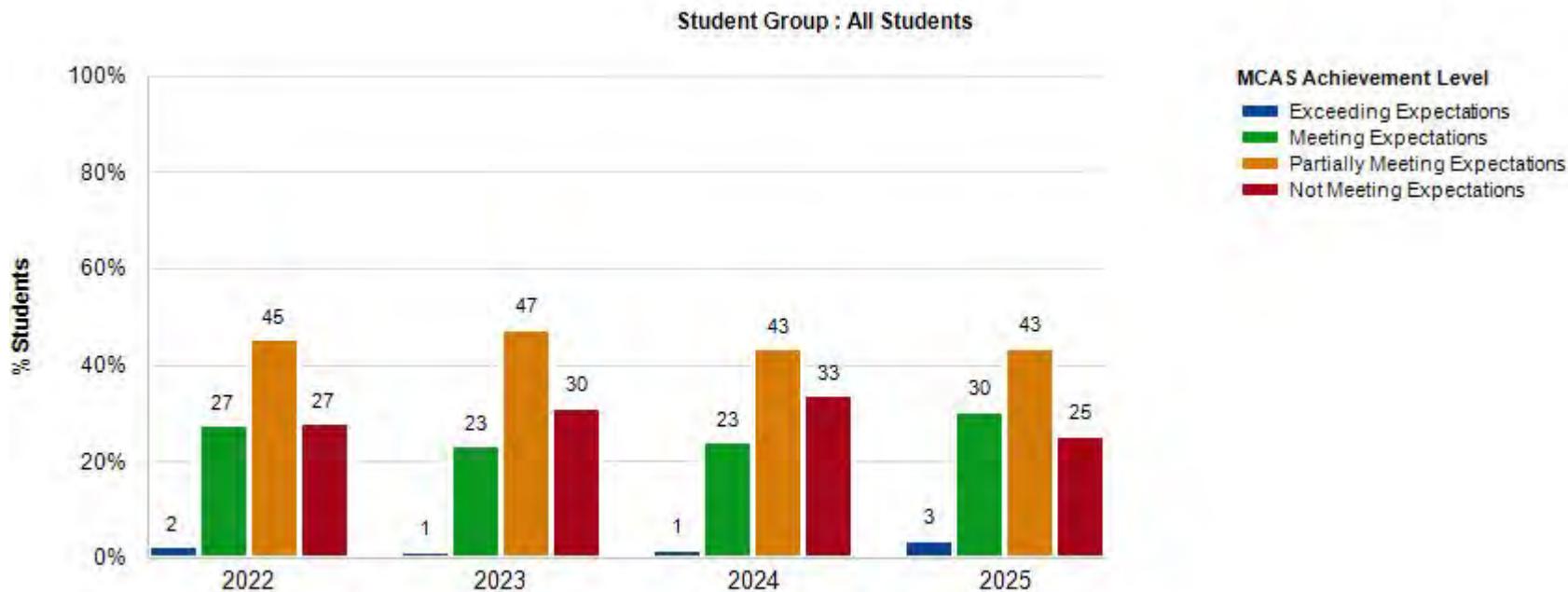
# Math Collins Middle School

Collins Middle School increased the percentage of students meeting and exceeding overall.



# Science Collins Middle School

In addition to outperforming neighboring gateway cities, the % of students meeting and exceeding increased by 9 points.



Every school had moderate or high growth in ELA and math. Only one school had low growth in either content area.

School	ELA	Math
Bates	61	60
BAIS	52	56
Carlton	47	49
HMLS	45	38
Salts	61	44
WHES	55	50
CMS	58	51
SHS	66	67



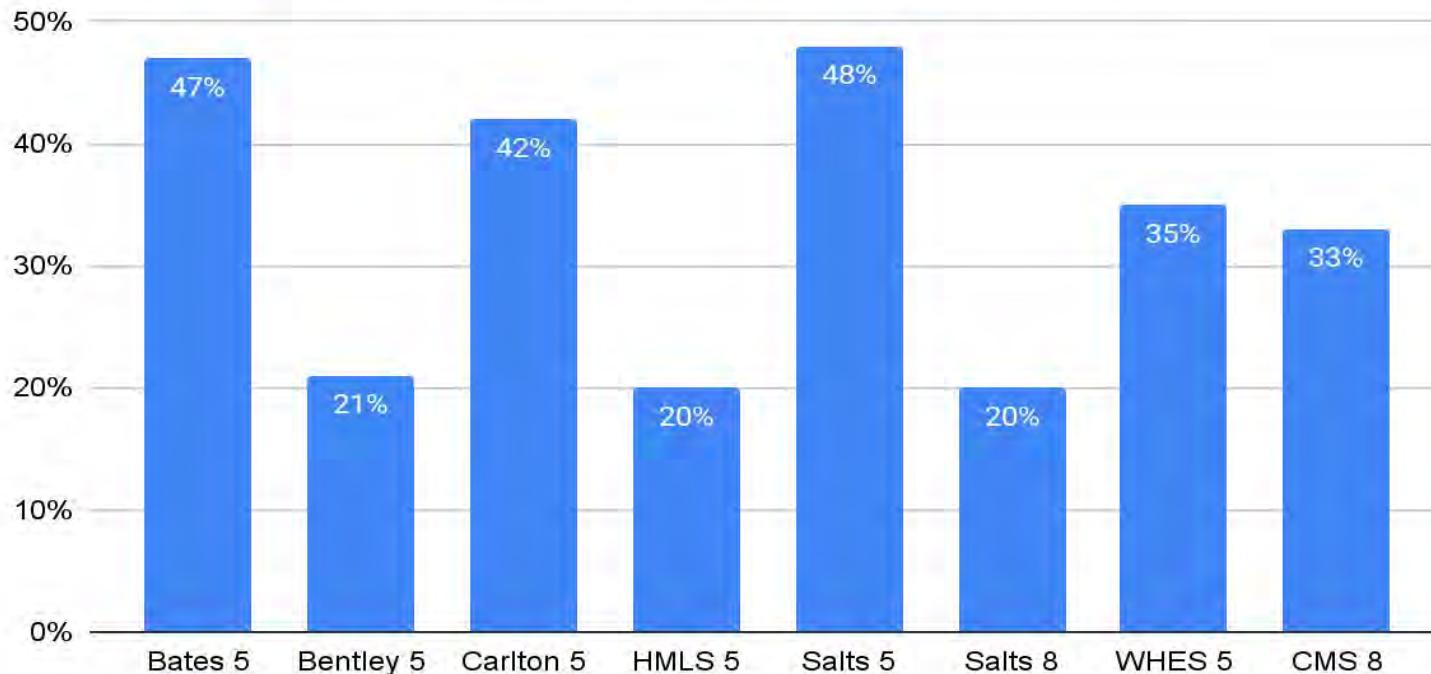
# MCAS Science Results

## Grades 3-8

## Science by School

The performance in science varies significantly by school with Saltonstall 5th graders leading other schools with 48% proficient.

### Science MCAS % Meeting or Exceeding by School





# MCAS Civics Results

## Grade 8

# Gr. 8 Civics – Background

## Domains Assessed:

- Foundations of Government
- Government Structures
- Rights and Responsibilities
- Civics Practices
- Civic Knowledge
- Civic-based Questions
- Analyzing Sources
- Explanations and Reasoning

## Timeline

2018 - DESE launches new History/SS Framework

2023 - Pilot of items and format

2024 - Field test across the entire state

2025 - 1st year of full implementation

## Format

The Civics assessment has 2 sessions:

### State-Level Performance Task:

- ★ Addresses one topic in-depth
  - Three 1-point constructed-response questions
  - One 4-point constructed-response question
  - Seven 1-point selected-response questions which include multiple-choice, multiple-select, and technology-enhanced items.

### End-of-Course Test:

- ★ Addresses all of the standards
  - 32 machine-scored test questions
  - Item types include multiple-choice, multiple-select, and technology-enhanced questions

[F.A.Q.](#)

# Gr. 8 Civics – Background

## Source Analysis and Content Knowledge

### Multiple Choice

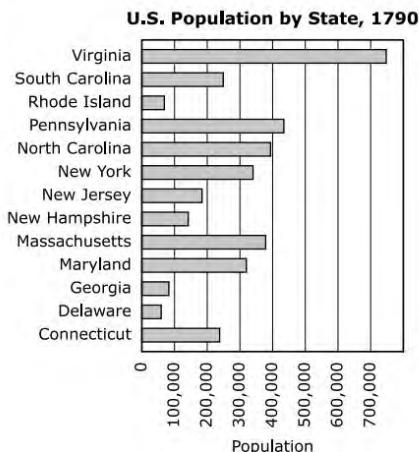
### Constructed Response

Read and examine the source. Then answer questions 5–7.

The following text describes a conflict about congressional representation during the Constitutional Convention.

Twelve of the original thirteen states sent delegates to the Constitutional Convention. The states disagreed over representation in the federal government. Two states introduced plans to solve this conflict. The Virginia Plan proposed representation based on the total population of each state. The New Jersey Plan proposed equal representation for each state.

The following graph shows the total population for each of the original thirteen states as recorded in the 1790 U.S. Census.



5 Based on the source, which of the following questions were the delegates to the Constitutional Convention trying to resolve when they proposed the Virginia and New Jersey plans?

- Ⓐ How will states join the new government?
- Ⓑ How will states choose leaders for local legislatures?
- Ⓒ How will citizens participate in creating new national laws?
- Ⓓ How will the government resolve problems between two states?

6 During the Constitutional Convention, states voted on the Virginia and the New Jersey plans.

Based on the text and the graph, which pair of states most likely supported the **Virginia Plan** at the Constitutional Convention?

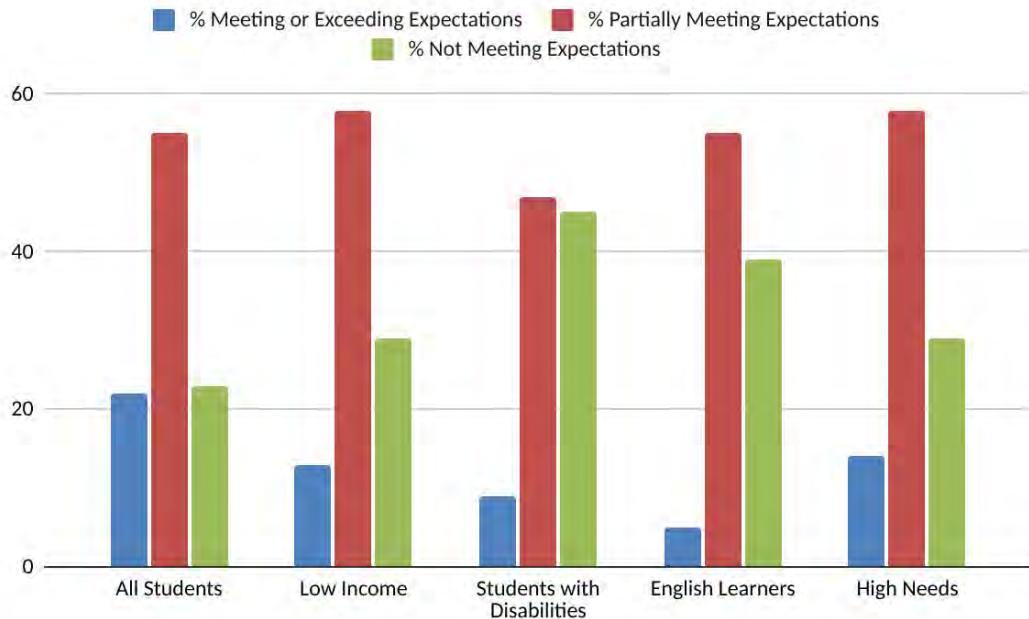
- Ⓐ Delaware and Massachusetts
- Ⓑ Delaware and New Hampshire
- Ⓒ Massachusetts and Pennsylvania
- Ⓓ New Hampshire and Pennsylvania

Based on the text and the graph, which pair of states most likely supported the **New Jersey Plan** at the Constitutional Convention?

- Ⓐ Pennsylvania and Delaware
- Ⓑ Delaware and New Hampshire
- Ⓒ Massachusetts and Pennsylvania
- Ⓓ New Hampshire and Massachusetts

7 Delegates from North Carolina supported the Virginia Plan. Explain one reason why the state most likely supported that plan. Include data from the graph to support your reasoning.

# Gr. 8 Civics — Baseline Results



2025 was the first year of full implementation of the 8th Grade Civics MCAS.

Based on data shared, students are scoring 5% points below the state on the constructed response items and 8% on selected response.



# 2025 MCAS School Committee Packet

District Achievement, Growth, and Equity Trends



**SALEM**  
PUBLIC SCHOOLS  
*Where belonging leads to opportunity.*

October 2025

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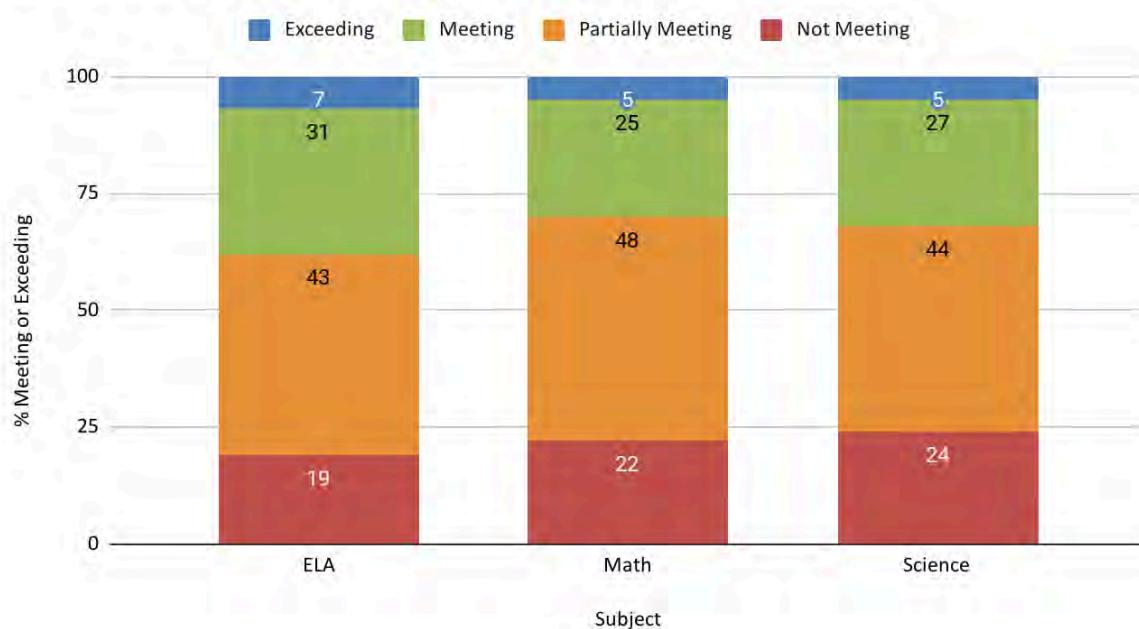
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## 1. District Achievement & Growth (All Students)

### 1.1 Grades 3–8 Achievement Levels (2025)

Grades 3-8 (District) - Achievement Levels, 2025



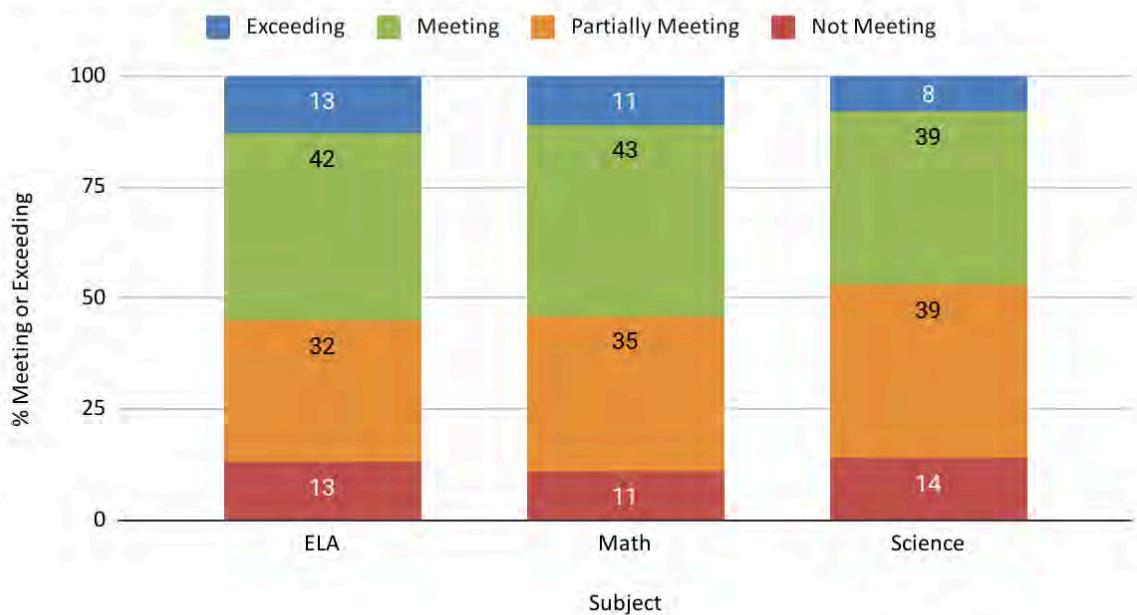
### 1.2 Grades 3–8 Achievement Levels — 2023→2025

Grades 3–8 - % Proficiency Trend



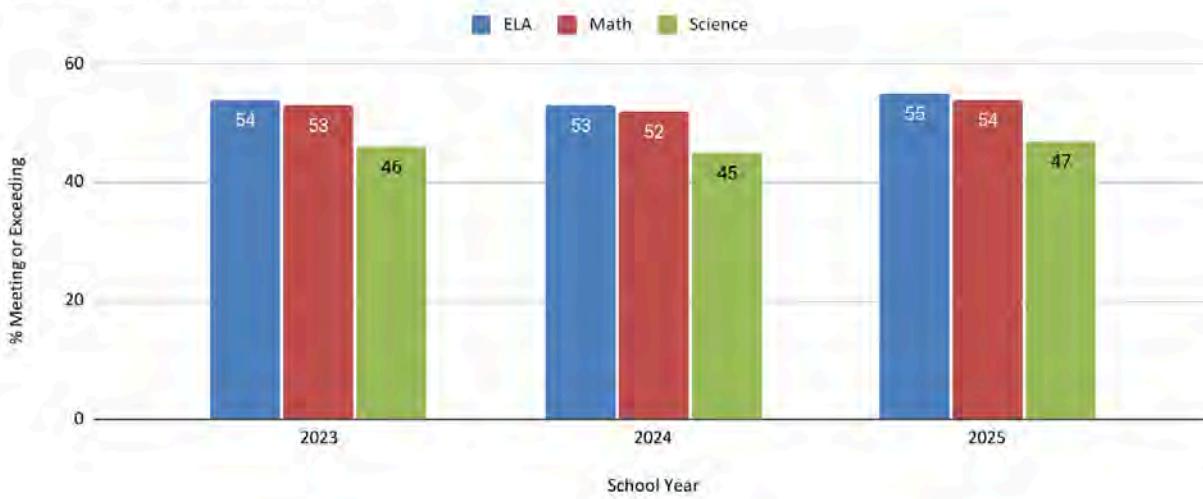
## 1.3 Grade 10 Achievement Levels (2025)

Grade 10 (District) - Achievement Levels, 2025



## 1.4 Grade 10 Achievement Levels — 2023→2025

Grade 10 - % Proficiency Trend



## 1.5 Grades 3–8 Scaled Score Change — 2023→2025

Year	ELA Avg. Scaled Score	Math Avg. Scaled Score	Science Avg. Scaled Score
2023	498	491.1	493.5
2024	499.2	492.3	494.2
2025	500.1	493	495.1
Change, 2023–2025	2.1 ▲	1.9 ▲	1.6 ▲

## 1.6 Grade 10 Scaled Score Change — 2023→2025

Year	ELA Avg. Scaled Score	Math Avg. Scaled Score	Science Avg. Scaled Score
2023	507.5	502.2	499.8
2024	508.7	503	500.5
2025	509.3	504.4	501.2
Change, 2023–2025	1.8 ▲	2.2 ▲	1.4 ▲

## 1.7 Grades 3–8 Growth (SGP) — 2023→2025

Year	ELA Avg. SGP	Math Avg. SGP	Science Avg. SGP
2023	47	45	46
2024	50	48	47
2025	52	49	50
Change, 2023–2025	5.0 ▲	4.0 ▲	4.0 ▲

## 1.8 Grade 10 Growth (SGP) — 2023→2025

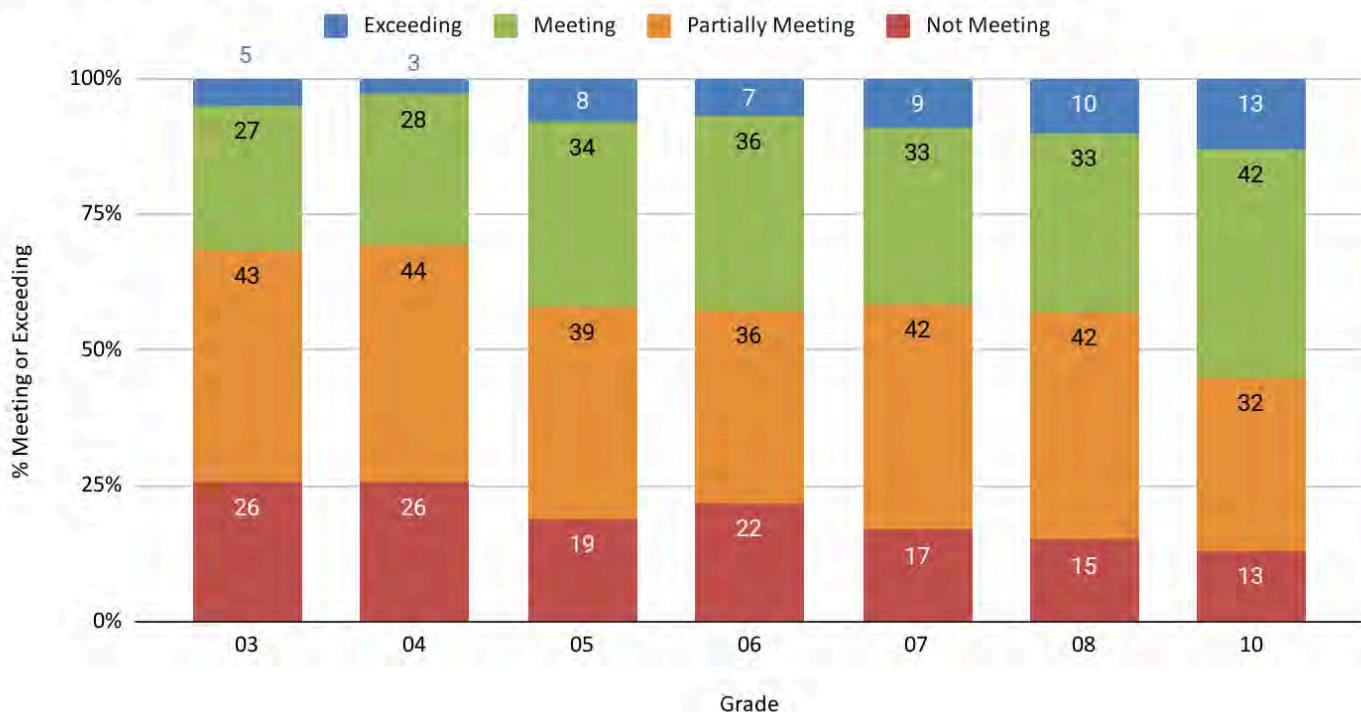
Year	ELA Avg. SGP	Math Avg. SGP	Science Avg. SGP
2023	48	46	47

2024	49	47	48
2025	51	50	49
<b>Change, 2023–2025</b>	<b>3.0 ▲</b>	<b>4.0 ▲</b>	<b>2.0 ▲</b>

## 2. ELA (Content Area)

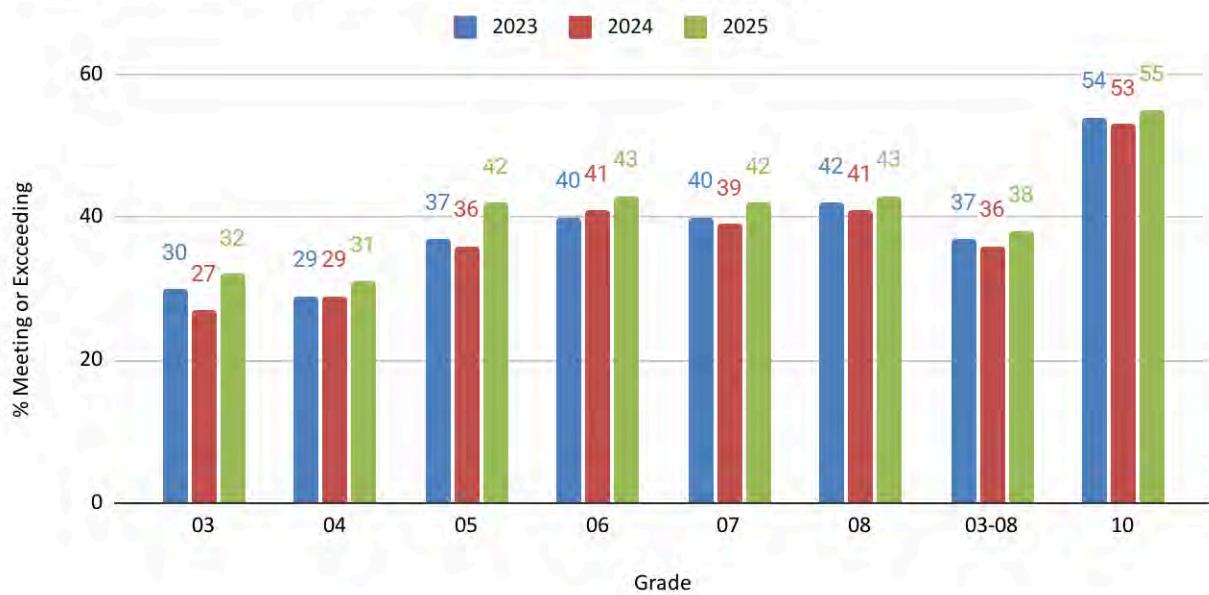
### 2.1 2025 Achievement by Grade (All Students)

ELA — 2025 Achievement by Grade (District)



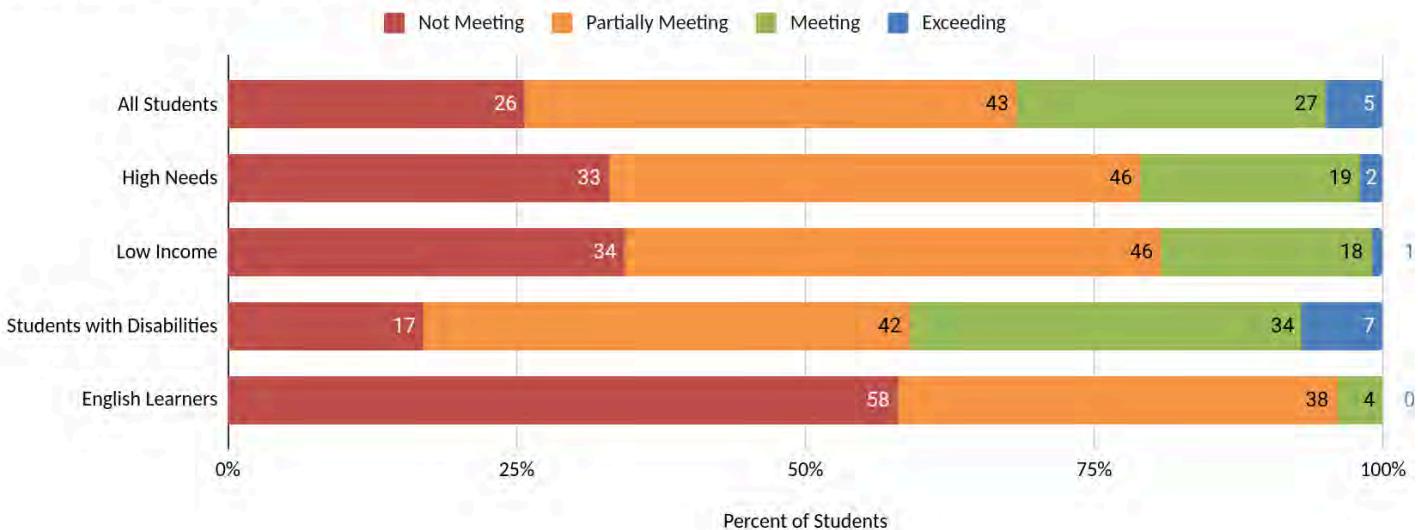
## 2.2 Achievement Levels — 2023→2025 (All Students)

ELA — % Proficiency Trend by Grade (2023→2025)



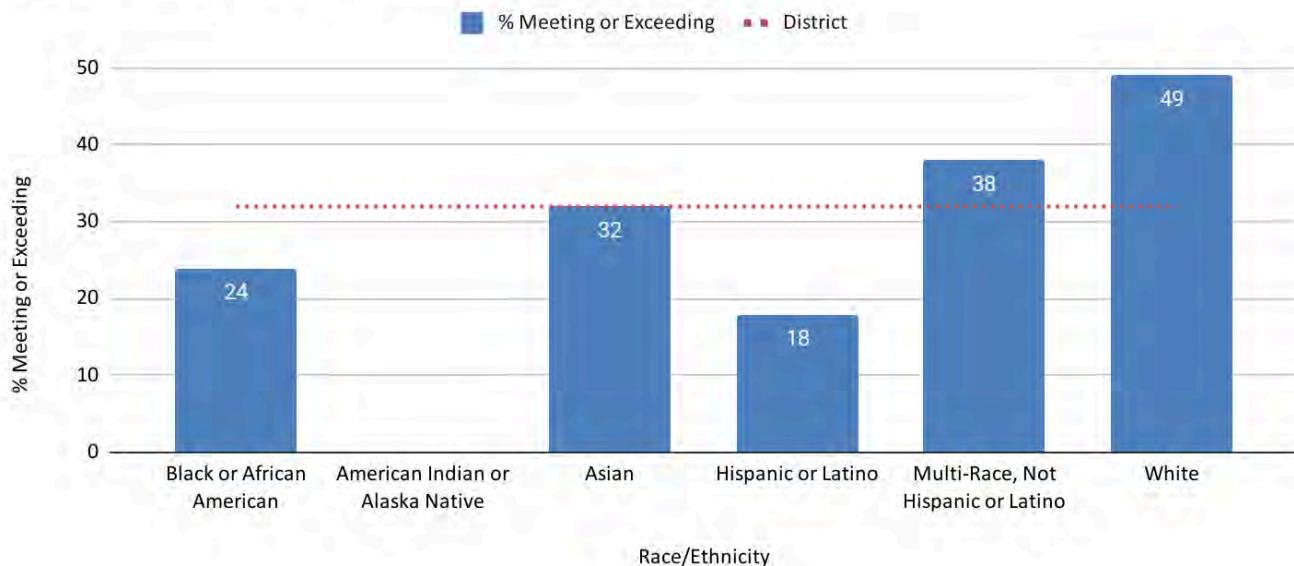
## 2.3 Grades 3–8: Achievement by Subgroup (2025)

ELA 3-8 — Subgroups (2025 Achievement)



## 2.4 Grades 3–8: Achievement by Race/Ethnicity (2025)

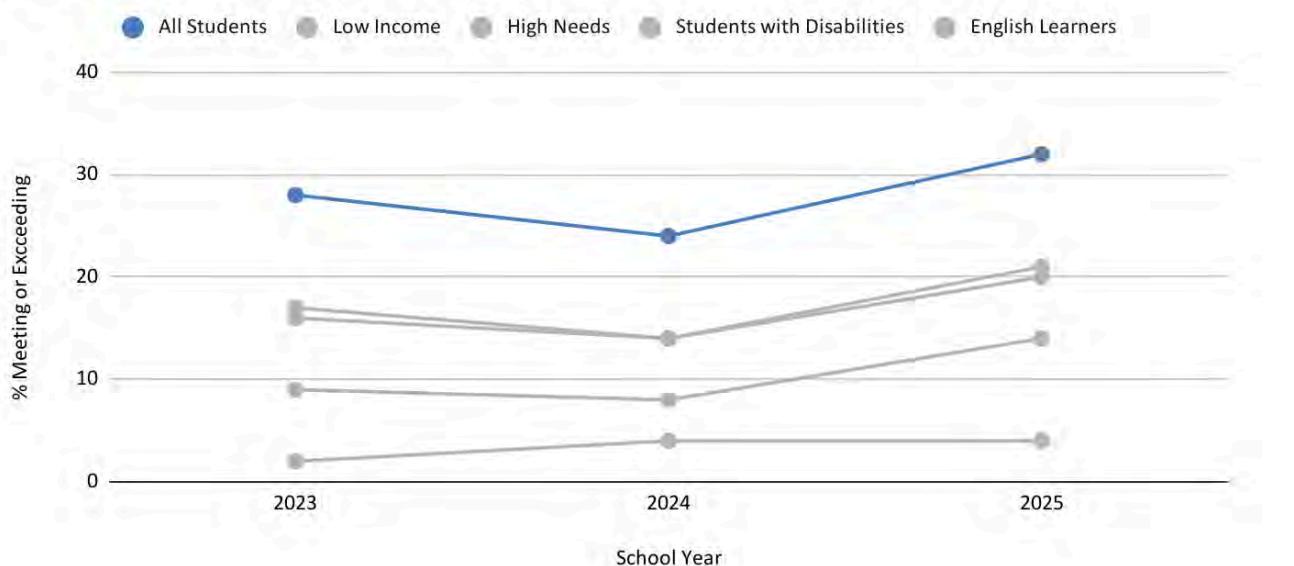
### ELA 3-8 - % Proficient by Race/Ethnicity



Note: American Indian N<20, therefore, proficiency is not reported by DESE

## 2.5 Grades 3–8: Subgroup Trend — 2023–2025

### Subgroups — Trend 2023–2025

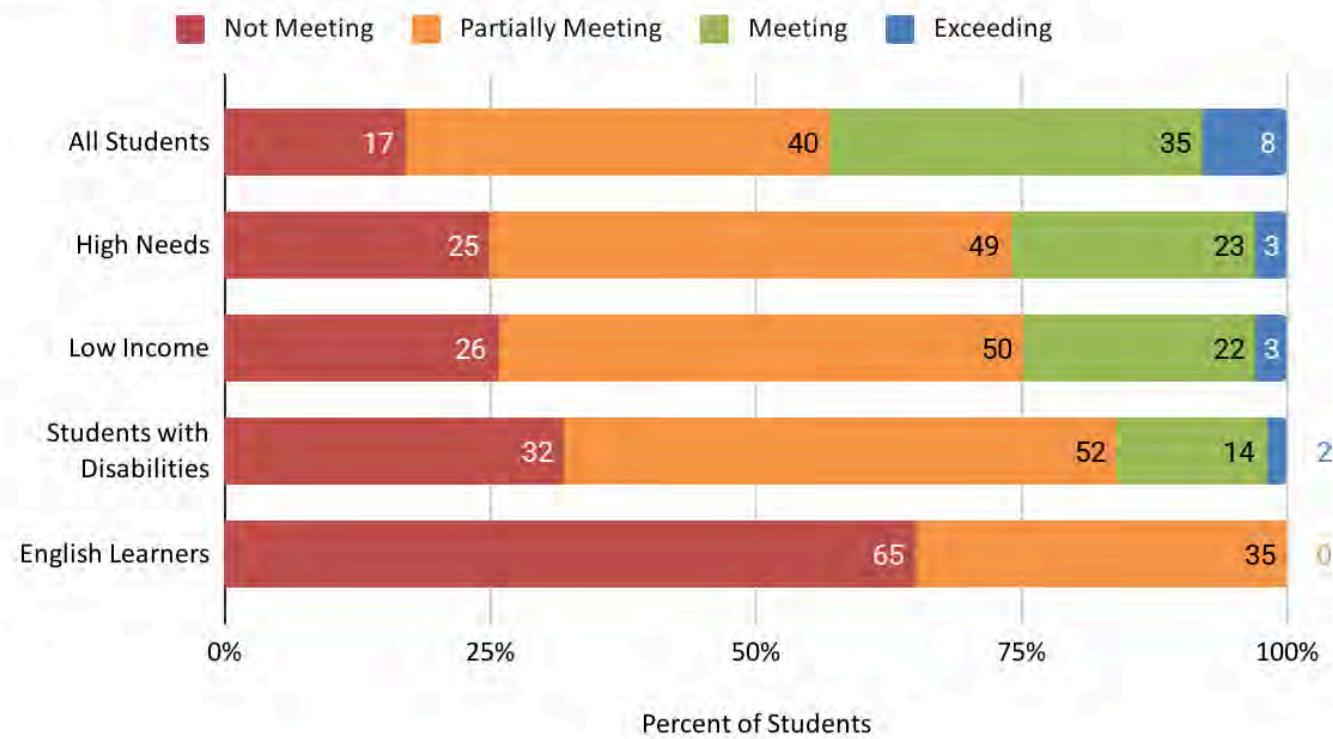


## 2.6 Grades 3–8: Growth by Subgroup — 2023→2025

Subgroup	2023 SGP	2024 SGP	2025 SGP	Change 2023→2025
All Students	48	51	56	8.0 ▲
High Needs	45	50	55	10.0 ▲
Low Income	45	50	54	9.0 ▲
Students with Disabilities	43	45	53	10.0 ▲
English Learners	46	49	48	2.0 ▲

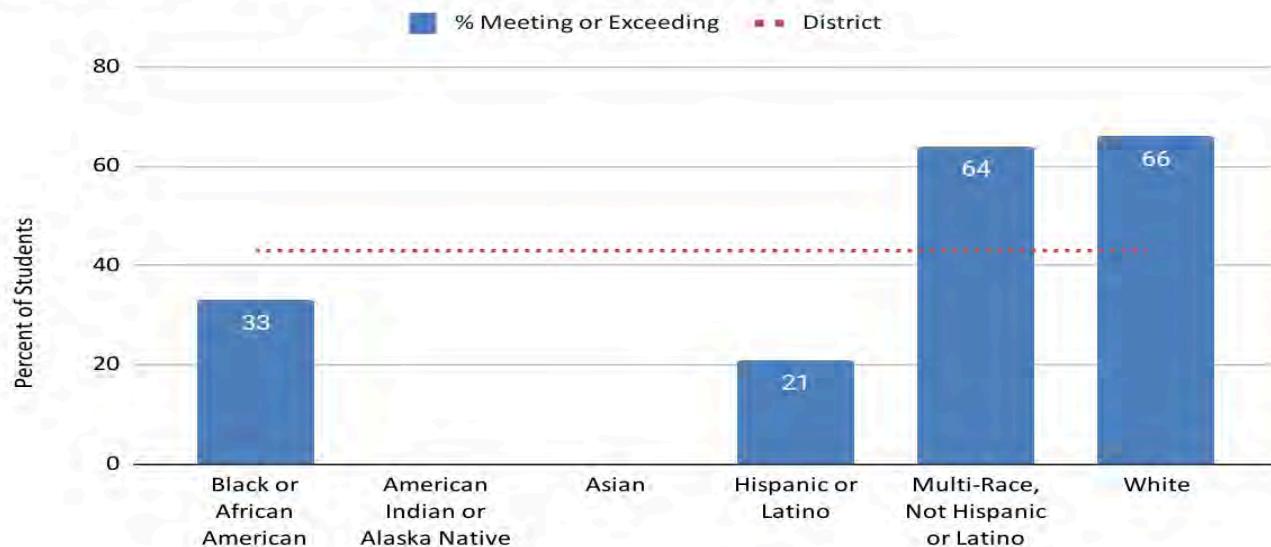
## 2.7 Grade 10: Achievement by Subgroup (2025)

### ELA 10 — Subgroups (2025 Achievement)



## 2.8 Grade 10: Achievement by Race/Ethnicity (2025)

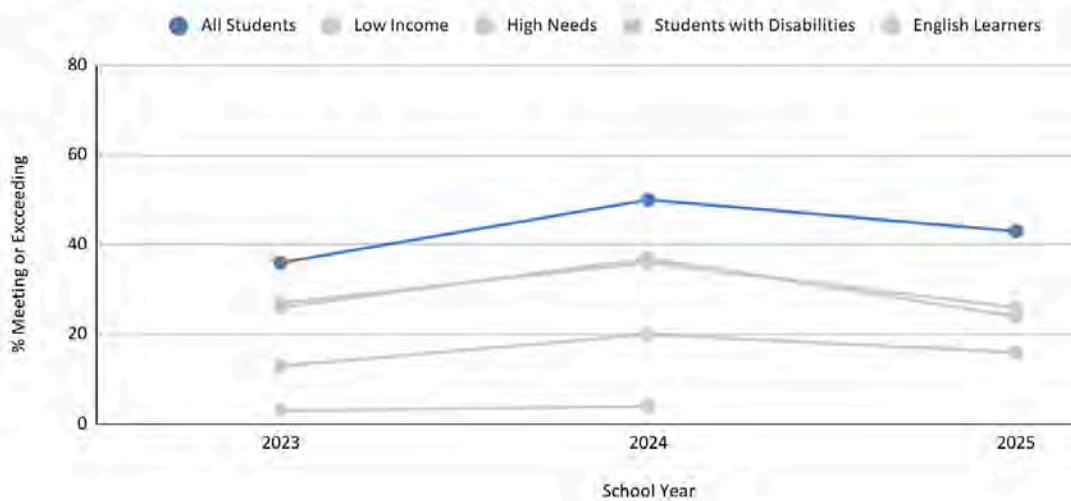
ELA Gr. 10 - % Proficient by Race/Ethnicity



Note: American Indian and Asian, N<20, therefore proficiency is not reported by DESE

## 2.9 Grade 10: Subgroup Trend — 2023→2025

Subgroups — Trend 2023–2025



Note: English Learners N<20, therefore not reported by DESE

## 2.10 Grade 10: Growth by Subgroup — 2023→2025

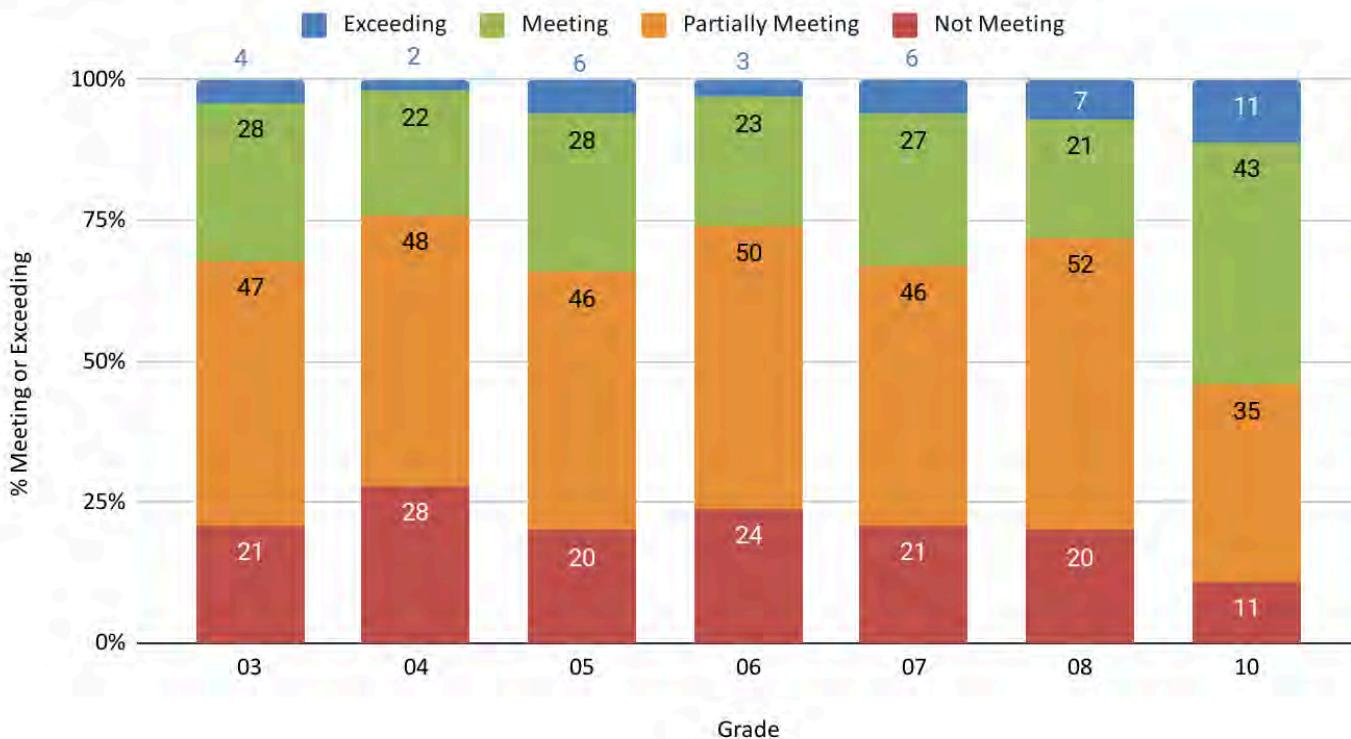
Subgroup	2023 SGP	2024 SGP	2025 SGP	Change 2023→2025
All Students	47	57	66	19.0 ▲
High Needs	45	51	68	23.0 ▲
Low Income	45	51	66	21.0 ▲
Students with Disabilities	39	51	70	31.0 ▲
English Learners	-	-	-	-

Note: English Learners N<20, therefore not reported by DESE

## 3. Math (Content Area)

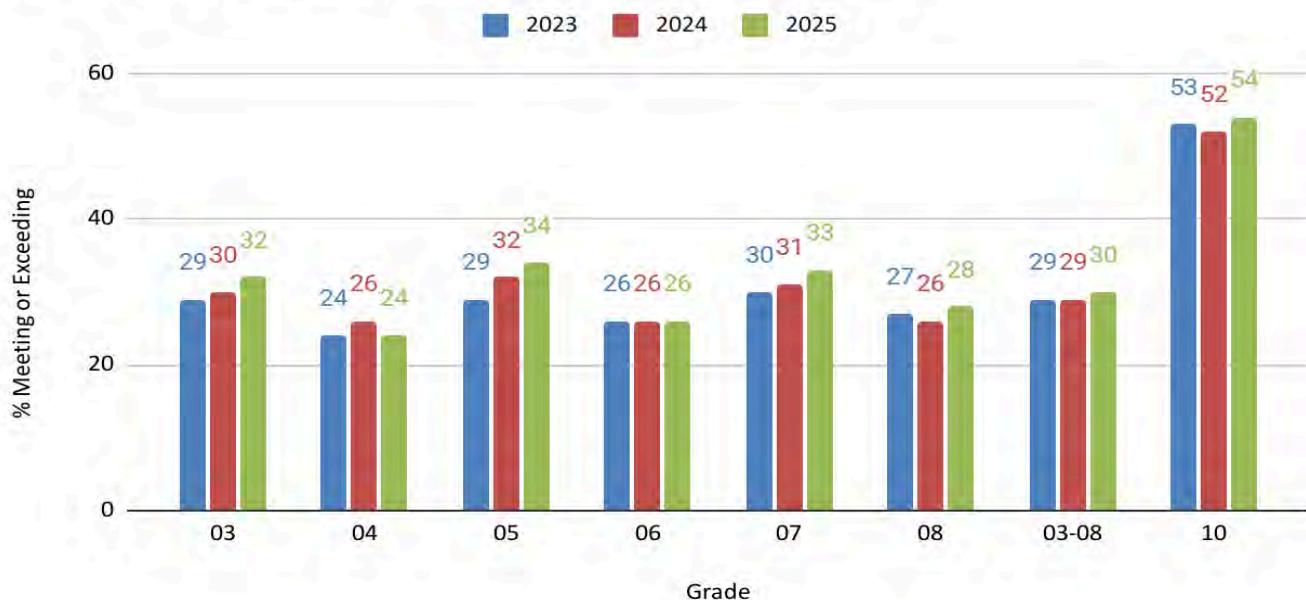
### 3.1 2025 Achievement by Grade (All Students)

Math — 2025 Achievement by Grade (District)



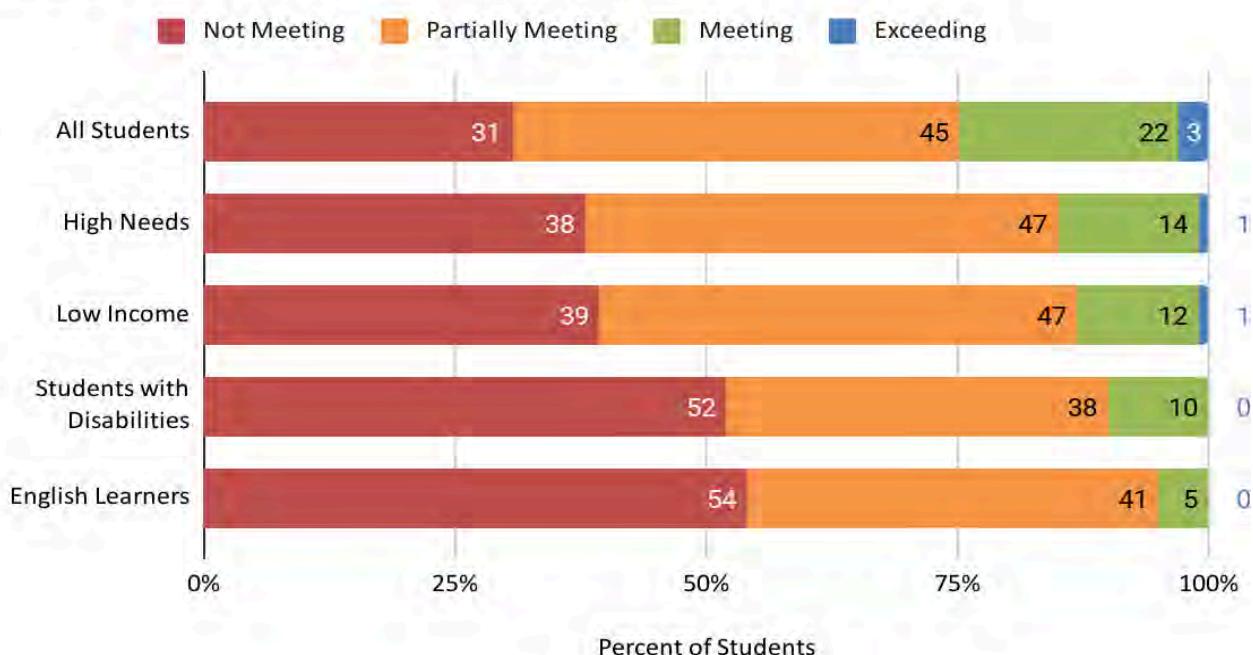
## 3.2 Achievement Levels — 2023→2025 (All Students)

Math — % Proficiency Trend by Grade (2023→2025)



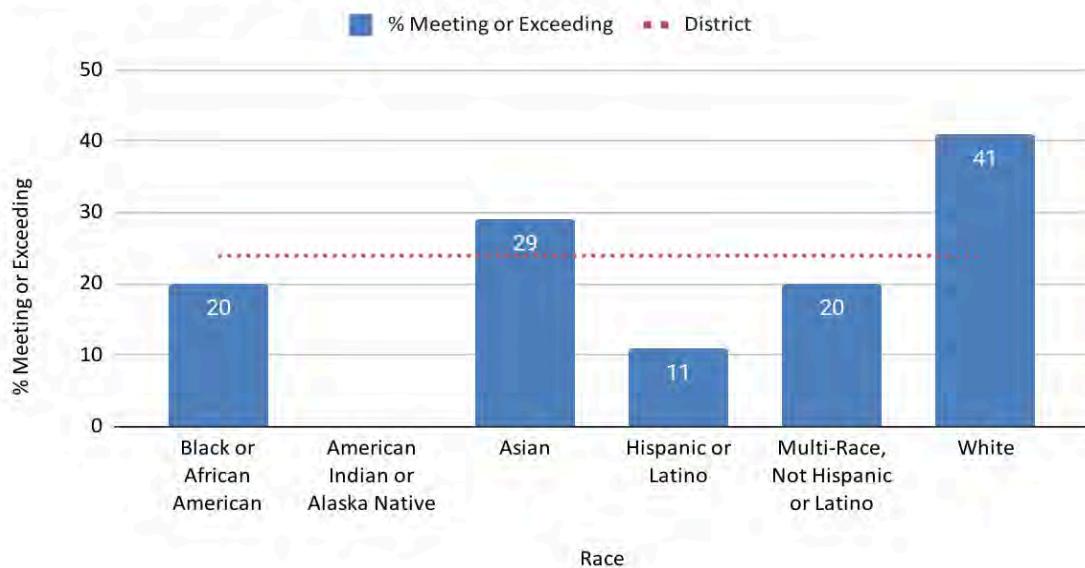
## 3.3 Grades 3–8: Achievement by Subgroup (2025)

Math 3-8 — Subgroups (2025 Achievement)



## 3.4 Grades 3–8: Achievement by Race/Ethnicity (2025)

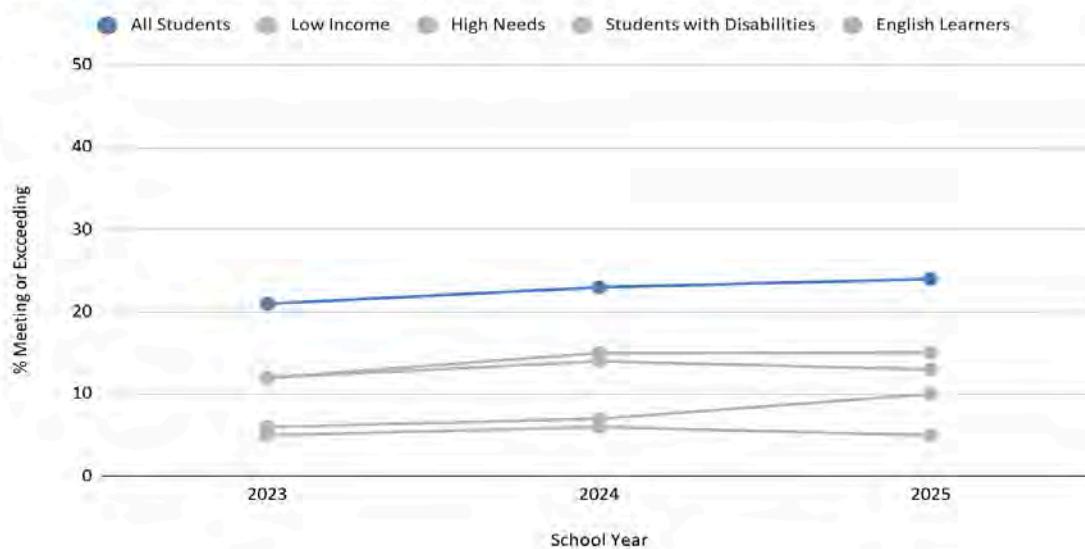
Math 3-8 - % Proficient by Race/Ethnicity



Note: American Indian N<20, therefore proficiency is not reported by DESE

## 3.5 Grades 3–8: Subgroup Trend — 2023–2025

Subgroups — Trend 2023–2025

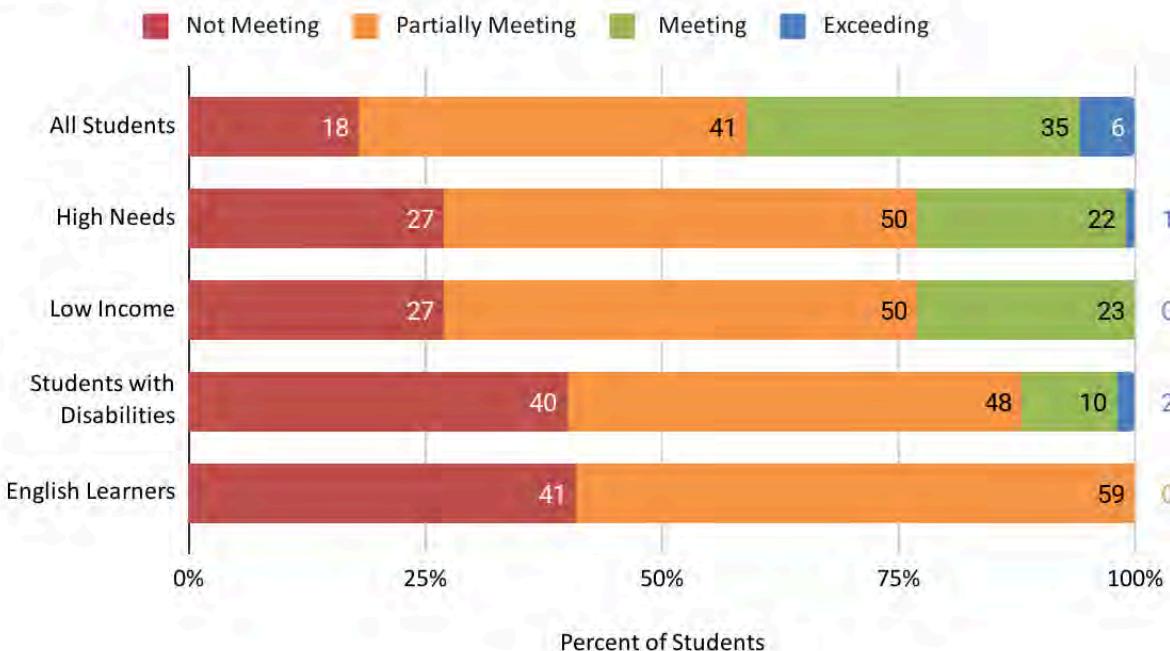


### 3.6 Grades 3–8: Growth by Subgroup — 2023→2025

Subgroup	2023 SGP	2024 SGP	2025 SGP	Change 2023→2025
All Students	46	51	50	4.0 ▲
High Needs	44	49	49	5.0 ▲
Low Income	44	49	48	4.0 ▲
Students with Disabilities	42	46	47	5.0 ▲

### 3.7 Grade 10: Achievement by Subgroup (2025)

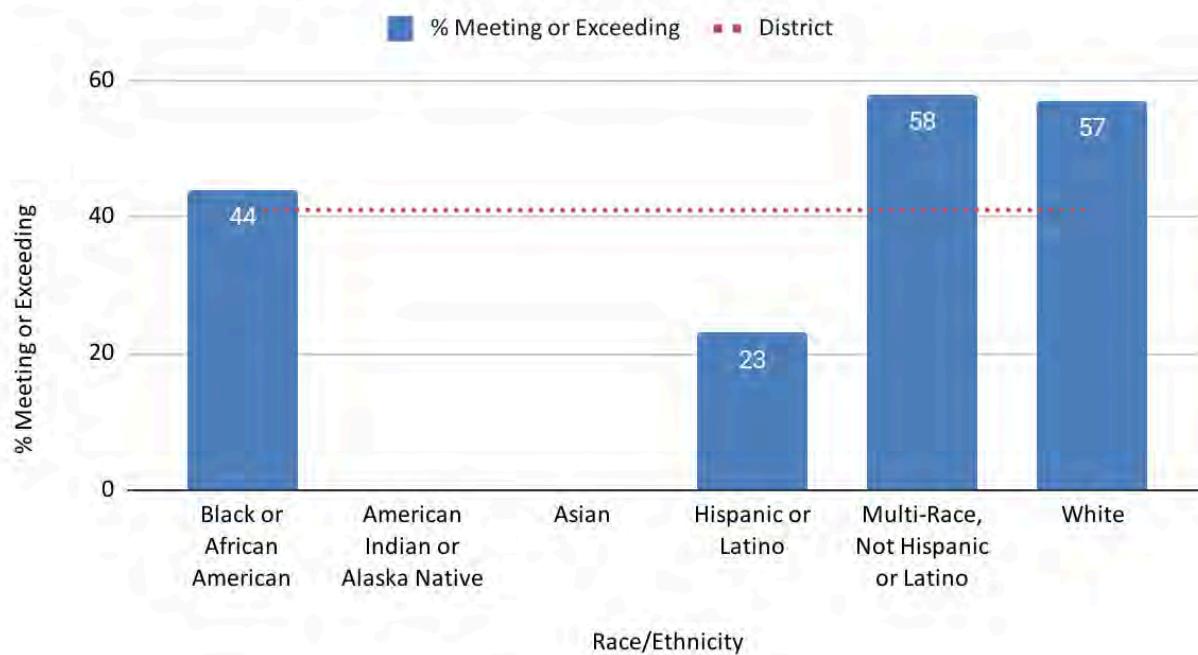
#### Math 10 — Subgroups (2025 Achievement)



Note: English Learners N<20, therefore not reported by DESE

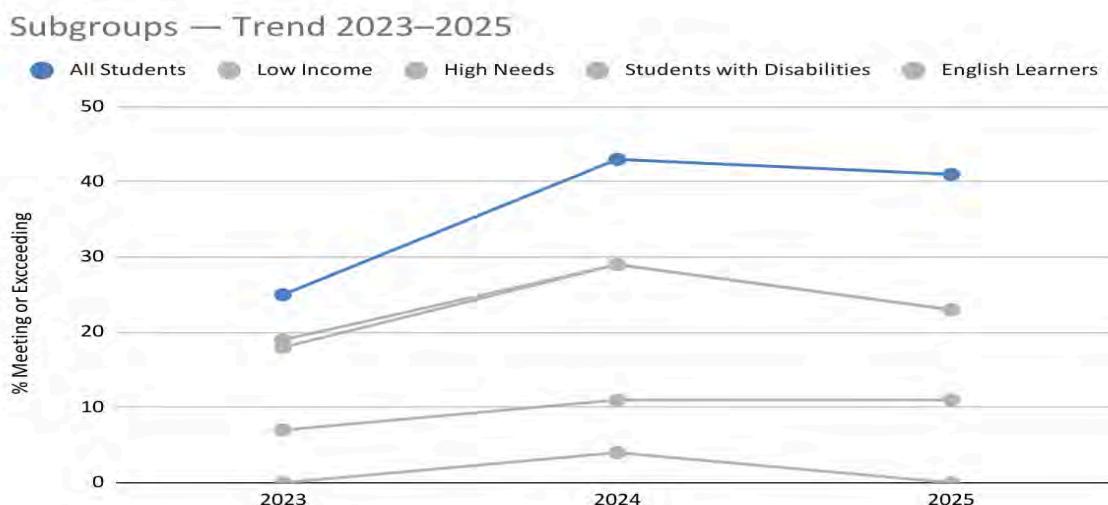
## 3.8 Grade 10: Achievement by Race/Ethnicity (2025)

Math Gr. 10 - % Proficiency by Race/Ethnicity



Note: American Indian and Asian, N<20, therefore proficiency is not reported by DESE

## 3.9 Grade 10: Subgroup Trend — 2023→2025



### 3.10 Grade 10: Growth by Subgroup — 2023→2025

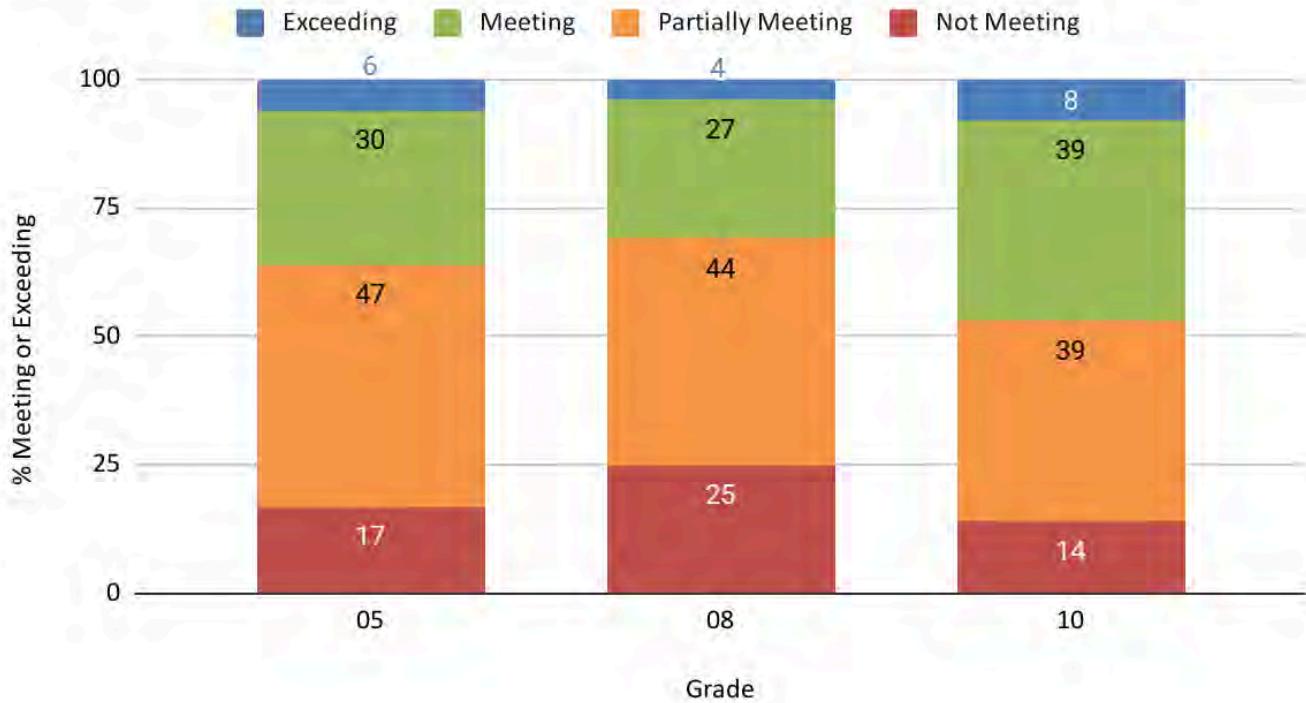
Subgroup	2023 SGP	2024 SGP	2025 SGP	Change 2023→2025
All Students	44	65	67	23 ▲
High Needs	44	63	67	23 ▲
Low Income	43	62	67	24 ▲
Students with Disabilities	41	55	63	22 ▲
English Learners	-	-	-	-

Note: English Learners SGP data unavailable. Students need two years' worth of data to calculate an SGP.

## 4. Science (Content Area)

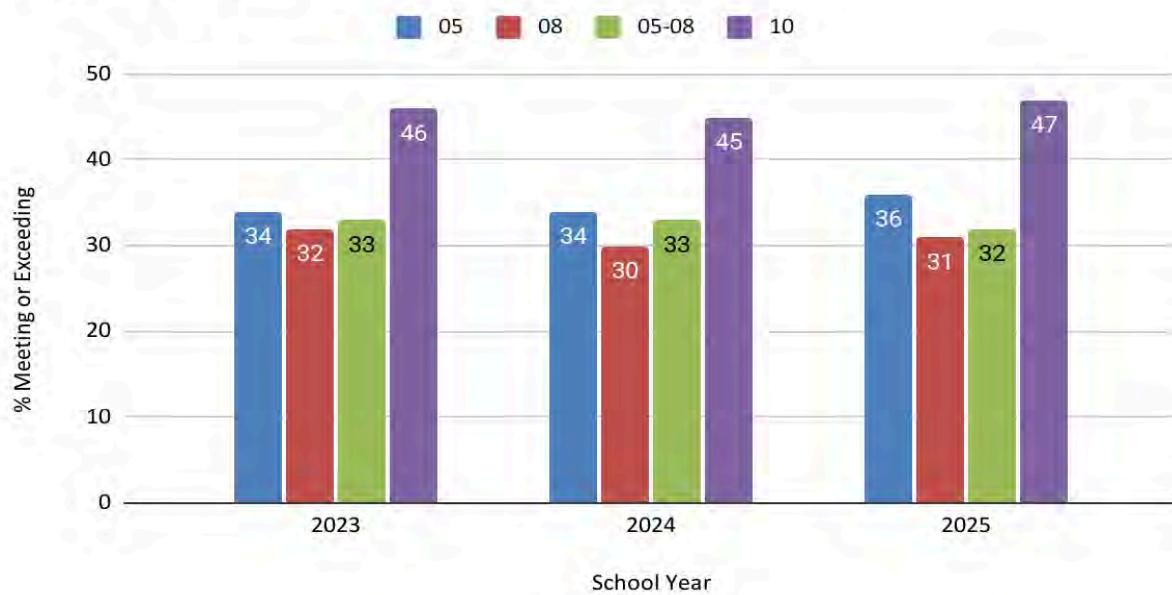
### 4.1 2025 Achievement by Grade (All Students)

#### Science— 2025 Achievement by Grade (District)



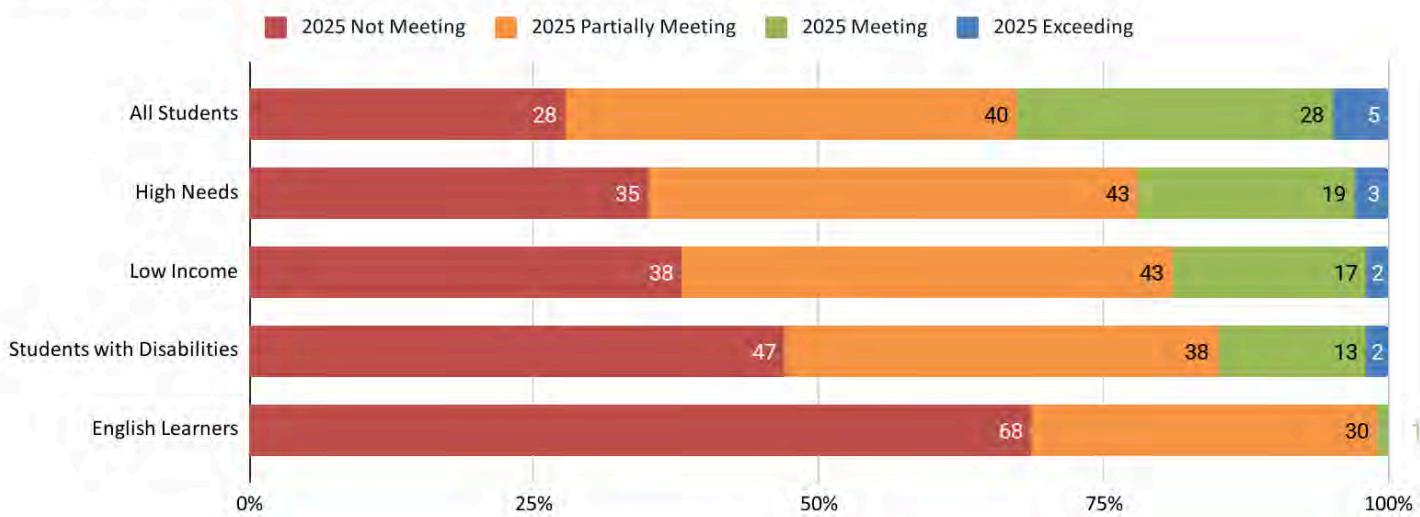
## 4.2 Achievement Levels — 2023→2025 (All Students)

Grades 5, 8 & 10 - % Proficiency Trend



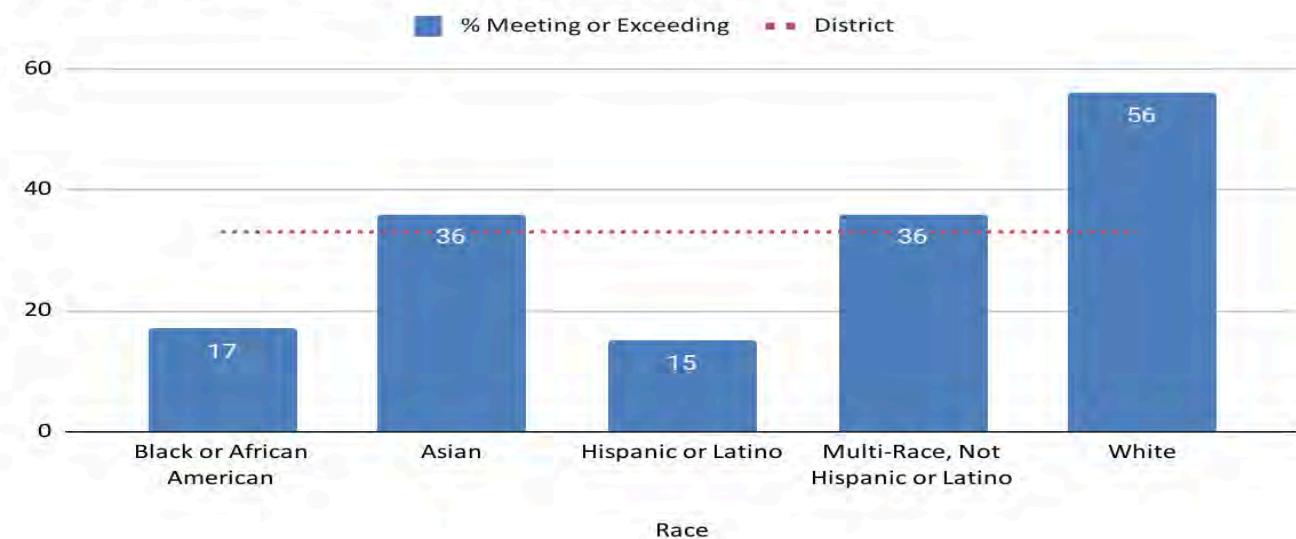
## 4.3 Grades 5 & 8: Achievement by Subgroup (2025)

Science 5 & 8 — Subgroups (2025 Achievement)



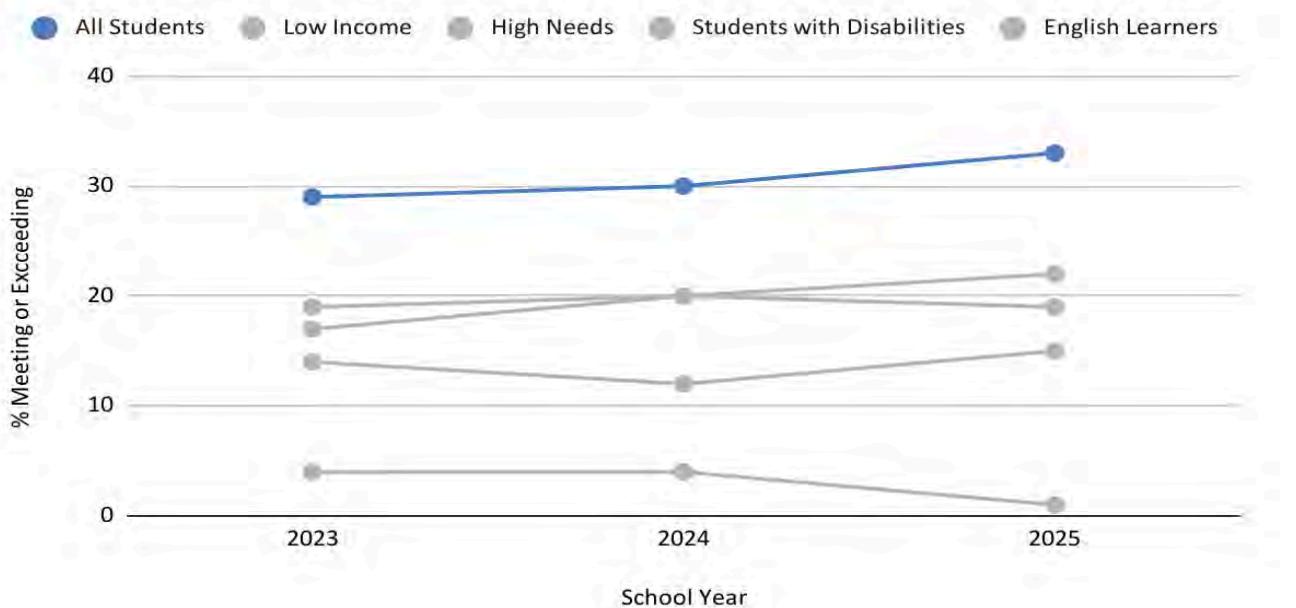
## 4.4 Grades 5 & 8: Achievement by Race/Ethnicity (2025)

Sci 5 & 8 - Proficiency by Race/Ethnicity



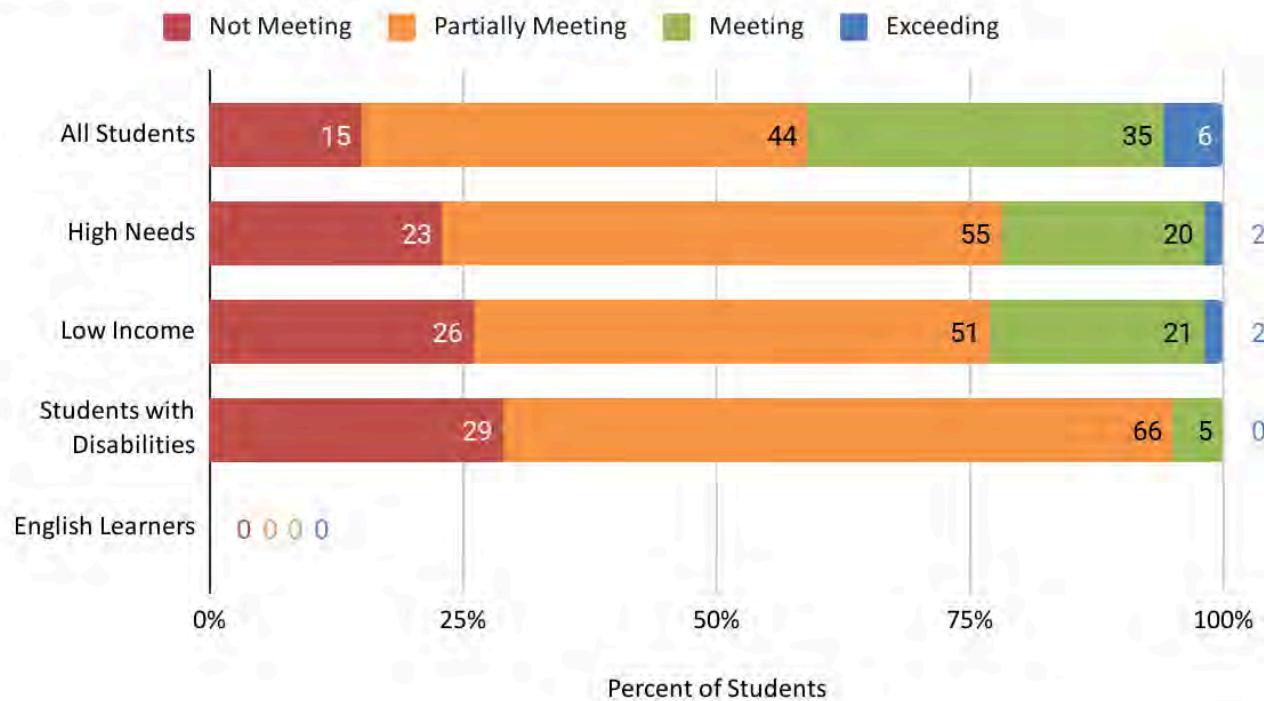
## 4.5 Grades 5–8: Subgroup Trend — 2023→2025

Subgroups — Trend 2023–2025

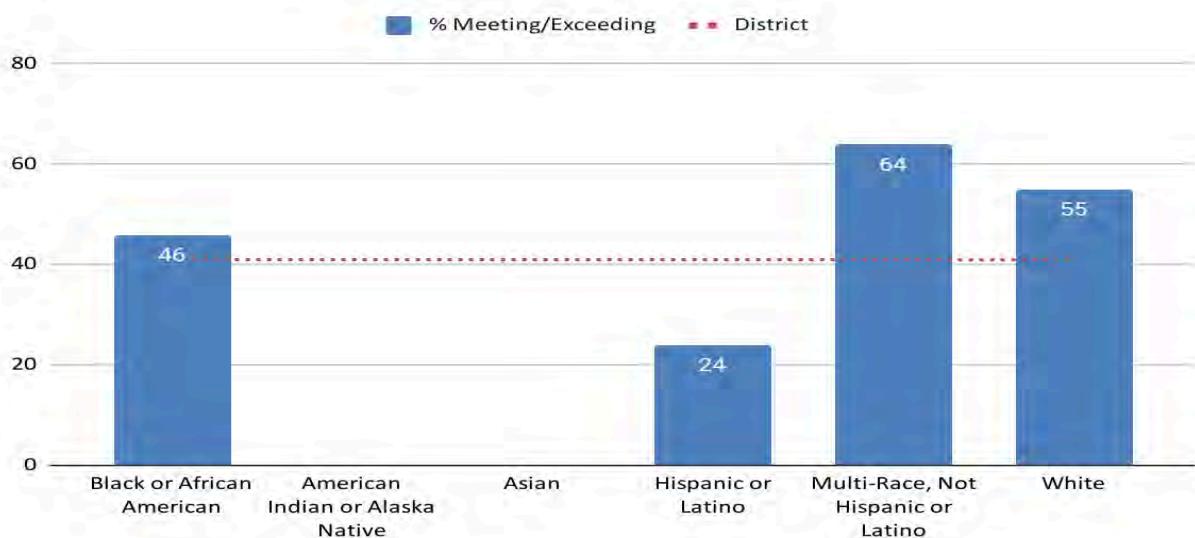


## 4.6 Grade 10: Achievement by Subgroup (2025)

### Science 10 — Subgroups (2025 Achievement)



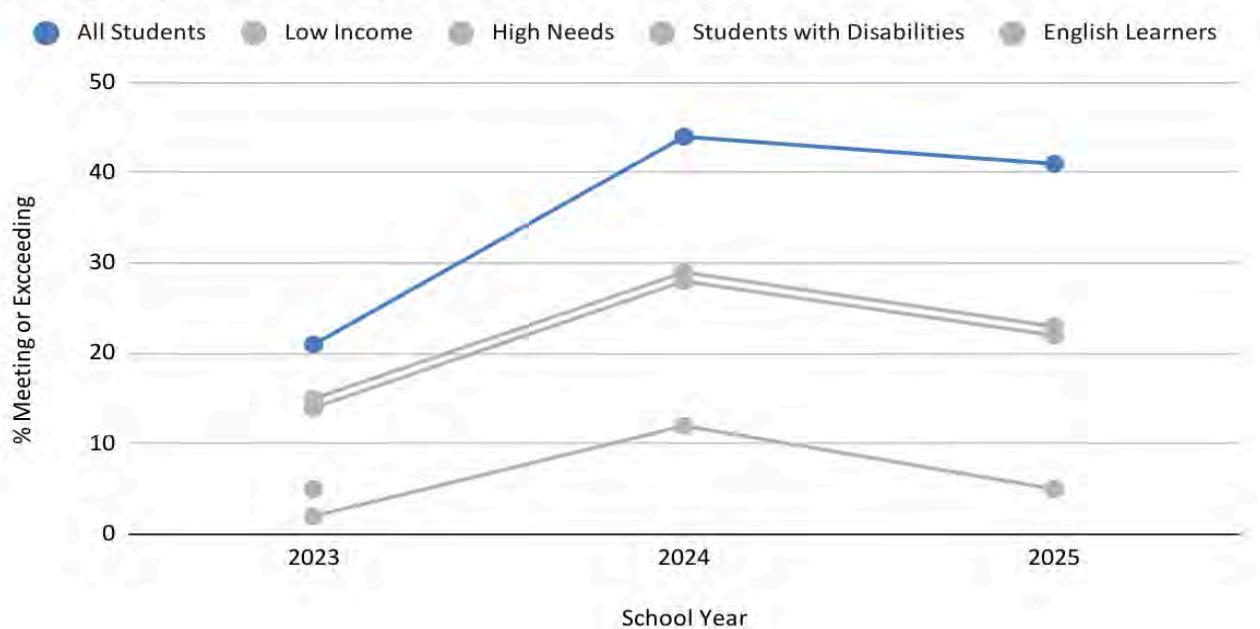
## 4.7 Grade 10: Achievement by Race/Ethnicity (2025)



Note: American Indian and Asian, N<20, therefore proficiency is not reported by DESE

## 4.8 Grade 10: Subgroup Trend — 2023→2025

Subgroups — Trend 2023–2025



## 5. Appendix (Methods & Notes)

### 5.1 Data Sources

The data presented in this packet draws from the following sources (all provided by **Edwin Analytics** unless otherwise noted):

- MCAS Student-Level Data (2023–2025) – State assessment results for ELA, Math, and Science across grades 3–8 and 10. Includes scaled scores, achievement levels, and SGPs.
- Student Demographics Snapshot (2025) – Student subgroup information (High Needs, Low Income, SWD, EL, Race/Ethnicity). Based on Spring 2025 enrollment.
- District Enrollment & Cohort Files – Enrollment counts used for subgroup trend and growth calculations. N-size thresholds based on DESE reporting guidelines.
- SGP (Student Growth Percentile) Reports – Growth measures for ELA, Math, and Science by grade and subgroup. Interpreted using DESE growth models.
- Accountability Data Files (2023–2025) – Historical and current accountability indicators and trends. Used for trendlines, comparisons, and context.

### 5.2 Reporting Notes

- Subgroup data is only reported for groups with  $N \geq 20$  per DESE guidelines.
- English Learner data may be suppressed at the grade level due to low counts.
- All growth metrics use the DESE-defined SGP model for longitudinal analysis.



# SALEM PUBLIC SCHOOLS

*Where belonging leads to opportunity.*

Stephen K. Zrike, Jr., Ed.D.

Superintendent

29 Highland Ave. Salem, MA 01970

978-740-1212

[szrike@salemk12.org](mailto:szrike@salemk12.org)

October 3, 2025

RE: MSBA Update

School Committee Members,

Please see the following important updates regarding the Salem High School building project:

- **Accenture** began the meeting on September 25<sup>th</sup> with their usual recap of the schedule, noting that the Schematic Design submission, the last submission of the Feasibility Process, which confirms the project cost, is due on December 17<sup>th</sup> to the MSBA.
- **The Construction Manager Selection Subcommittee** gave an update on the selection process. A joint venture of Shawmut + WT Rich was selected over three others.
  - The Subcommittee introduced the team leadership, David Malmquist from Shawmut and Jon Rich from WT Rich. They shared some of the information from the interview, including a video that visualized one possibility for undertaking the project. The meeting recording and presentation slides are posted on the [project website](#).
- **The design team** presented updates on the extensive design development since the last meeting. The update included:
  - Reductions in square footage to some programs (overall reduction of just under 12,000sf). These reductions were largely in the CTE areas as the design of these areas has become more detailed with input from the departments
  - Updates to the building plans to improve adjacencies. This update included room layouts
  - Updates to the site and athletic field design, based on input from the high school staff
  - Initial images of the building. A physical model of the site was provided that is now available to be viewed at public presentations in Salem.
- **Upcoming Meeting:** The next meeting is scheduled for Thursday, October 16<sup>th</sup> from 6-8 pm on Zoom.

Sincerely,

Stephen K. Zrike, Jr., Ed.D.



[www.salemk12.org](http://www.salemk12.org)



@SalemSchoolsK12



@SalemPublicSchools



**To:** Members of the Salem School Committee  
**CC:** Dr. Stephen Zrike  
**From:** Elizabeth Pauley  
**Date:** October 6, 2025  
**Re:** October operational updates

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Below please find selected updates from our operational departments.

- **Buildings & Grounds:**

- On 10.6, work will begin to replace the sound system at Bertram Field, which was part of the FY26 Capital Projects. The project was delayed due to back-order parts.
- On 9.29, Curtis playground closed to Carlton school, and the work to renovate the playground has launched. Carlton school has made provisions for students to have safe, enjoyable play spaces.

- **Food & Nutrition Services (FNS): Farm to School**

- October is National Farm to School Month. FNS is celebrating by launching salad bars at all schools, including elementary schools.
- On September 15th, FNS launched composting in the High School cafeterias. The High School is the third SPS school to launch composting in the cafeteria. All kitchens have been composting since the 23-24 school year.
- October 14-17 is National School Lunch week.
- The Harvest of the Month this month is Pears; taste tests for pears will be held during the week of October 20-24.

- **Finance: EOYR**

- Every school district is required to submit an annual End of Year Report by September 30th. Each school district's actual net school spending in the prior fiscal year and the estimated net school spending in the current year is calculated based on this report.
- Salem's EOYR was submitted one day early, on September 29.

*Elizabeth A. Pauley*  
29 Highland Avenue  
Salem, Massachusetts 01970



**Tel: (978) 740-1222**  
**[epauley@salemk12.org](mailto:epauley@salemk12.org)**



**To:** Salem School Committee

**CC:** Dr. Stephen Zrike

**From:** Elizabeth Pauley, Camila Salazar

**Date:** October 2, 2025

**Re:** FY26

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Below please find a transfer that is recommended for your consideration. The total amount requested for transfer is \$6,000.00. Because the transfer is across cost centers, we are asking for School Committee approval to make this transfer.

The rationale for this transfer is described briefly below.

I recommend approval of these transfers.

Account Name	Transfer to: Account Number	Amount	Transfer From: Account Name	Transfer From: Account Number
DL - Instructional Supplies	13711521-5514	\$6,000.00		
		\$6,000.00	DL - Stipends	13711520-5150

**To help fund SchoolPace subscriptions, stipends will be covered by Gateway grant.**

*Elizabeth A. Pauley*

29 Highland Avenue

Salem, Massachusetts 01970

Tel: (978) 740-1222

[epauley@salemk12.org](mailto:epauley@salemk12.org)