



Carlton and Saltonstall Merger Planning and Details

January 5, 2026



Priorities for Implementation

The goal is to create a unified school community centered on our four key strategic priorities:

- **Priority I: Student Achievement.** Elevate student learning through shared resources.
- **Priority II: Staff Empowerment.** Position educators for success in a new environment.
- **Priority III: Culture.** Build a shared identity with a culture of belonging and strong family partnerships.
- **Priority IV: Operational Excellence.** Ensure a safe, welcoming, and well-organized school.



Initial Actions- December 2025

Action	Date (s)
School Committee vote	<i>Monday, Dec. 15</i>
Discussion with students- restorative circles	<i>Tuesday, Dec. 16</i>
Leadership announcement	<i>Wednesday, Dec. 17</i>
Transition and Innovation committee invite	<i>Wednesday, Dec. 17</i>
Meeting with school PTO leadership	<i>Weeks of Dec. 15 and Dec. 22</i>



Transition and Innovation Committees

- **Deadline to apply:** January 9
- **Invites:** no later than January 16
- **First meeting of each committee:** before end of January
- **Committee composition:** Each committee will include the lead, two caregivers, two staff members, a school committee member and a representative from the SPS central office.
- **Selection process:** The two school leaders who know their schools best, will make decisions about applicants who are most representative of their communities
- **Decisions:** Recommendations will be made to District leadership and school committee for approval
- **Communication:** Committees will regularly communicate with and solicit input from the respective school communities



Transition and Innovation Committee Design

Transition Committee <i>18 currently interested</i>	Innovation Committee <i>10 currently interested</i>
<ul style="list-style-type: none">• Led by Principal Weaver• Recommend events, traditions and experiences that should continue• Design opportunities for the community to come together- tours, meet-and-greet events, community activities, etc• Focus on social-emotional learning supports, counseling, and activities to help transitioning students	<ul style="list-style-type: none">• Led by Principal Jellison• Adapt the "Continuous Progress" model for the new context• Coordinate with DESE on approval processes• Present final recommendations before April vacation



School Naming

- The naming or renaming of schools is in the purview of the School Committee per policy
- The Committee is open to renaming and has invited community suggestions that align with the district's core values
- Members of the public can submit naming ideas to reconfiguration@salemk12.org no later than 4pm on Friday, January 16, 2026 (note the extension, 7 submissions thus far)
- The Committee will discuss naming at the January 26th meeting



Transfer Requests

- A transfer period will be offered to Carlton and Saltonstall families between – *January 12–February 6*.
 - Families will be notified by February 27 about the result of their request for the 2026-27 school year.
- Each elementary school will have an established number of available seats by grade level. If the number of students requesting a particular grade exceeds the number of available seats, a lottery will be conducted to determine seat placement.
- A few details regarding the lottery:
 - Siblings will receive preference
 - Socio-economic targets for the 2026-27 school year (established by the School Committee in February) will apply



Staffing

- Staff meetings at each school scheduled for this week
- We are interested in learning staff preferences for assignment
- Partnering with our 3 bargaining units to follow specific staffing language in contracts
- Plan to finalize staffing by February vacation week:
Friday, February 13th – communication on what is known to families in March.



Additional Logistics and Details

- **Bell Schedule:** The school day will begin at either **8:30 or 8:35 AM** and end at **3:05 or 3:10 PM**, depending on the bus schedule
- **Assignment:** School assignment is now closed at Saltonstall and Carlton
- **Enrollment:** New school will limit Kindergarten to 3 classrooms for the 2026-27 school year
- **Class composition:** Class lists for the 2026-27 school year will include a balance of students from both schools
- **Traffic and Parking:** A traffic and parking review will be launched in consultation with the city, with guidance out this spring
- **Before and After School Programming:** Details on expanded before and after school programs will be shared this spring
- **Class Size:** Will remain consistent with current caps
- **504/IEP services:** Will be followed according to documented plans



Next Steps and Accountability

- The District Executive Team will meet twice monthly to monitor the transition project plan
- Monthly updates to the school committee
- A merger savings update and capital investment budget will be provided to the community
- Success metrics (through the fall) will include- *academic achievement, attendance, conduct, student (grades 3-5), staff and family perception data*
- Regular FAQs and progress updates will continue throughout the spring
- Questions should be directed to school leaders- Principal Jellison and Principal Weaver





“Often when you think you’re at the end of something, you’re at the beginning of something else.”

--Mister Rogers

