



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

# Sarah Parker Remond School

Merger Updates  
*March 23, 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.



# General Updates

**Human Resources:** All staff affected by the merger have been verbally notified of their status. Written notifications will be issued in mid April.

**Technology:** Determined technology needs for SPR and moves from Carlton, NLIS and Prep.

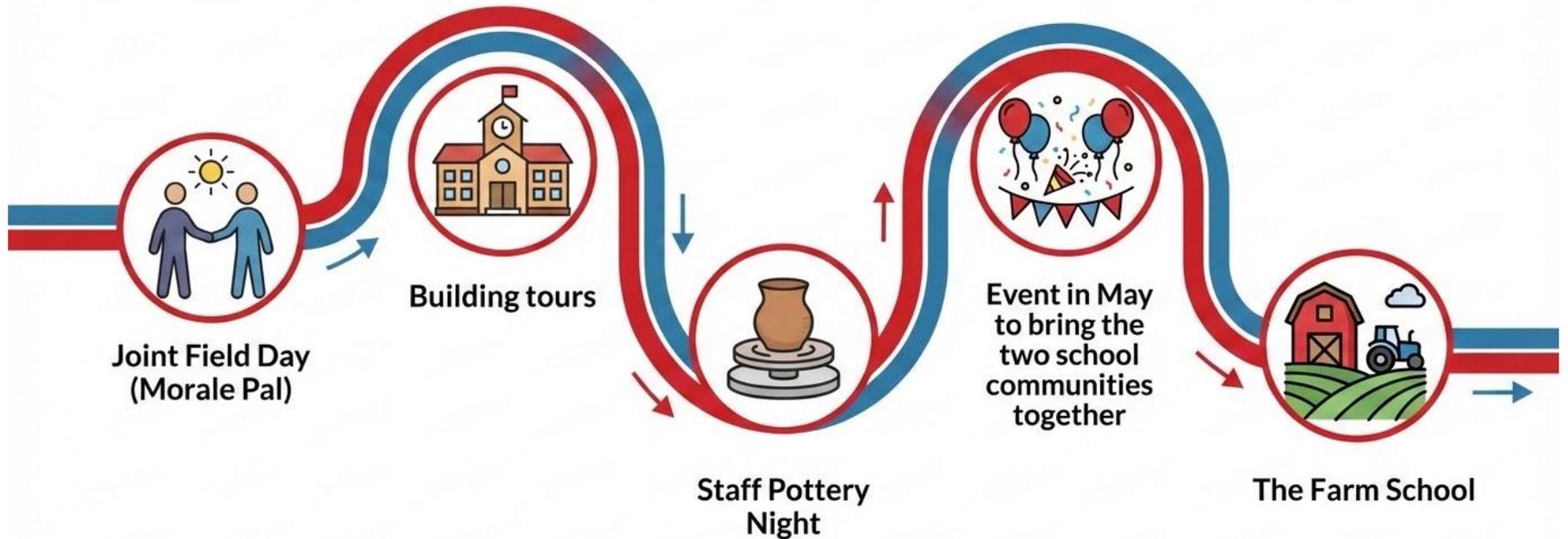
**Library Collections:** Analysis of both Carlton and Salts library collections for “weeding” and acquisitions.

**DESE Notifications:** Submitted forms to DESE about the school merger and the new name of the school and changed the NLIS/Prep address.

**Website/Social Media Handles:** Chris is working on the back-end to plan for a new website for the Sarah Parker Remond School and adjusting the social media handles.



# Transition Committee Roadmap



# What is an Innovation Plan & Required Process



## 1. Prospectus Submission

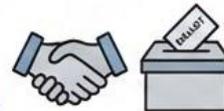
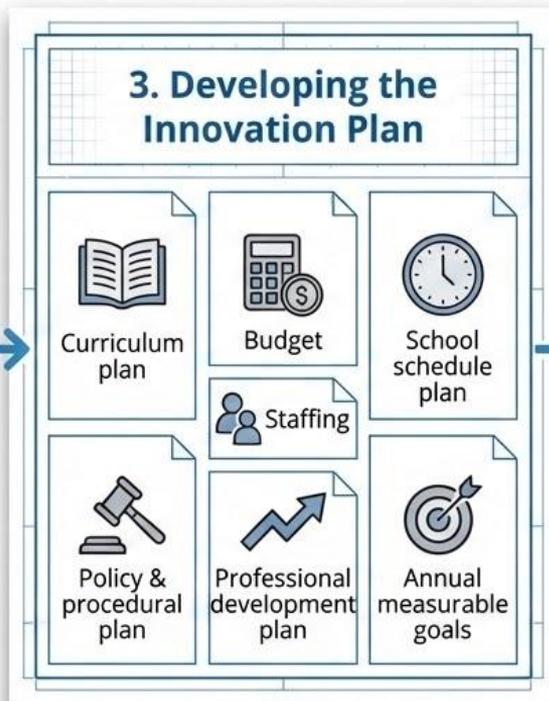
Applicant submits Prospectus. Must be signed by at least 2 of 3 roles:

- Superintendent
- School Committee Chair
- Union President



## 2. Committee Formation (30 Days)

Within 30 days of approval, create an Innovation Plan Committee to develop the full plan.



## 4. Reviewing Conditions

If autonomies cause changes in working conditions, they must be negotiated with a  $\frac{2}{3}$  teacher vote.



## 5. Final Approval Process

Presented to School Committee & Public Hearing held. At a second meeting, the School Committee votes.



# Innovation Plan Working Group

**FAMILY COFFEE HOURS:**

3/24–9:00-10:00 @ Carlton  
3/30–3:30-4:30 @ Carlton  
3/30–7:00-7:45 @ Saltonstall

Principals Weaver  
and Jellison are  
facilitating.

**JOINT STAFF MEETING:**

March 25 with discussion session



Shared details about innovation plan elements with staff and families.



Offering drop-in coffee hours for those who have questions or feedback.



Expecting to have Prospectus to Screening Team sometime this week.



# Curriculum Materials

## ELA

- MyView will be used in grades K-3 and Benchmark in grades 4-5.

## Math

- General consensus is desire to explore a new math curriculum.
- Curriculum Review team formed separate from the Innovation Team. Team includes content teachers from both schools and represents a variety of roles (e.g. classroom teachers, special ed and ML teachers, instructional coach, math specialists, etc.)
  - Researching reviews done by DESE and EdReports.
  - Narrowing down to 2-3 possibilities and obtaining sample to thoroughly review prior to making a selection.



# Facilities

## Moving Plan

- A week-by-week moving plan has been drafted and will be shared with the union later this week. Draft plan includes...
  - Directions for staff, when boxes will arrive, etc.
  - Proposal for paid and flex hours to be offered to support staff in the packing and unpacking process

## Capital Requests—*contingent upon funding*

- Requests made to make improvements in the facility and beautify the space
  - *Auditorium*—Requested a new rug and enhancements to the sound and projector systems
  - *Other*—Grounds work including redoing the parking lot, signage and interior painting



# Summer Staff Retreats

4 day summer staff retreat–August 2026

## Providing funding



Team building–Ropes Course



Stipends for staff



Tee shirts



Refreshments

## Goals–engage full staff in collaborative planning



Mission & Vision



Plan early implementation steps of new Innovation Plan



Norm on shared expectations



Plan for opening day





**SALEM**  
PUBLIC SCHOOLS  
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# Carlton and Saltonstall (Sarah Parker Remond Elementary Merger Updates *February 9, 2026*



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## Priority IV: Operational Excellence.

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# Updates

**New school name:** Sarah Parker Remond Elementary School



- Pronunciation 🗣️
- *Innovation* in the name? 💡



**Transfer Request Window:** Closed Friday, Feb. 6 (16 requests)



**Staffing:** Finalizing initial staffing lists, plan is to share as much information with schools prior to Friday, Feb.13



**District walkthrough:** Scheduled for week of Feb. 23



**Project plan check-ins:** Every two weeks with Executive team



**Informational meeting for Spanish-speaking families:** TBD



**Open house:** Feb. 5



# Transition Committee

**Vision:** Unite the two school communities through a transparent, collaborative process that ensures the emotional well-being of every student, caregiver, and staff member.

**Mission:** Co-create an inclusive culture rooted in shared values, consistent and familiar routines, and a collective commitment to excellence.

## Success Indicators

- **Students** feel a sense of familiarity and ownership
- **Staff** are motivated to engage in collaborative planning and feel included in important decisions
- **Caregivers** are well-informed, hopeful for the 26-27 school year, and equipped to support their child(ren)

**Progress to Date:** Established "Common Agreements" for the committee keeping a collaborative mindset and equity at the core of the work, and established success criteria for the collective work together.



# Transition Committee

## Committee Plan

### Working Groups

**Bucket 1: Students**



**Bucket 2: Staff**



**Bucket 3: Caregivers  
and Families**



### Meeting Trajectory



**2/25/2026:**

Brainstorm ideas and commit to 2–3 high-impact actions per bucket.



**3/18/2026:** Detail planning for the execution of events and actions.



**3/25/2026:** Develop comprehensive community communication plan.



# Innovation Team

- 1<sup>st</sup> meeting on Jan. 29, next meetings are Feb. 10 & 26 and March 10
- Reviewed comparative data for Carlton and Saltonstall (school demographics and MCAS performance).
- Engaged in a “notice and wonder” activity, highlighting that, despite differences in student demographics, both schools demonstrated similar performance levels.
- Started a conversation about curriculum given that the two schools use different resources across content areas and will have to make some decisions about a shared curriculum for the merged school.
- The team only had enough time to start this discussion and focused on ELA but will revisit this review in upcoming meetings.



# Innovation Team

## Stage 1: Prospectus Submission & Approval



## Stage 2: Innovation Plan Development & Final Approval





# New Liberty Innovation School and Salem Prep High School Next Steps

*February 9, 2026*



# Future Locations of New Liberty and Salem Prep

- Significant concerns about the conditions at the mall- maintenance, cleanliness and safety/security
- 4-year exploration of new spaces

## New Liberty Innovation School

- Interest in moving NLIS to Salem State
  - 1<sup>st</sup> high school on a 4-year college campus
  - Aligned to commitment to higher education and workforce development
  - Fiscal constraints
  - Temporary location needed- *Current Carlton School*



## Salem Prep High School

- Continued examination of the school- overlap with existing programs, limited outside tuitions opportunities & consultation with DESE
- Option to move program to current *Carlton School* or to *Salem High School (separate entrance)*
  - Access to SHS programs, resources and services vs. separation



**SALEM PREP  
HIGH SCHOOL**

