

2021-2022 School Profile

During the 2020-21 school year, Salem Academy operated with a hybrid model where students participated in both synchronous and asynchronous learning experiences. This year, Salem Academy is operating a full in-person model. Our standards based grading and promotion practices remain consistent.

Leadership

Stephanie Callahan, Executive Director
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Andrea Jacobs, Upper School Principal
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Melissa Lassen, College Counselor Team Lead
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Brendan Douglass, College Counselor/Transition Coach
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Ashley Worthington, College Counselor
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Community

Salem Academy Charter School is a Title I, public school chartered by the Massachusetts Department of Elementary and Secondary Education under the 1993 Education Reform Act. The school opened its doors to sixth and seventh graders in September 2004, graduated its first class in 2009, and has grown to over 480 students in grades 6-12. Salem Massachusetts has a population of 43,134 and a median household income of \$68,808; 91.2% are high school graduates; 43% are college graduates (bachelor's degree or higher).

Extended Time on Task

Salem Academy has had an extended school year (182 days) and extended school day from 8:30 AM to 3:45 PM daily with tutoring and activities until 4:45 PM.

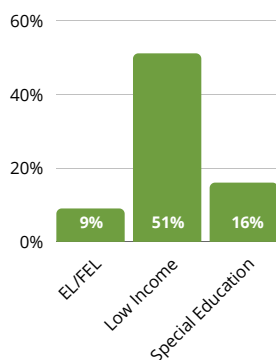
Seal of Biliteracy

Salem Academy is proud to offer our students the opportunity to receive the MA Seal of Biliteracy as established by the 2017 LOOK Act which recognizes students who have achieved proficiency in English as well as one or more additional languages.

Demographics

280 Students (Grades 9-12)

- 46% Hispanic/Latino
- 34% White
- 12% African American
- 6% Asian
- 2% Multiracial



Mission

Salem Academy Charter School is a small 6th–12th grade public school designed to educate the City of Salem's diverse student population. Through a unique integration of college preparatory classes with service to the community, the school graduates informed, articulate and proactive individuals of strong character.

Academic Program

College Preparatory Program: All courses are College Preparatory (CP) level unless otherwise noted as Honors or AP.

Advanced Placement Offerings (13): Art and Design, Biology, Calculus, Chemistry, Computer Science, Drawing, English Language, English Literature, Politics & Government, Psychology, Spanish Language, Statistics, and United States History.

Honors Course Offerings (7): English (2), Math (3), and Science (2)

Class Rank: Salem Academy recognizes a class valedictorian and salutatorian but does not rank students.

Service-Learning

Each year students in grades 6 to 12 engage in service work tied to academic skills. Students are required to write a senior thesis on an issue of their choice, develop an action plan to address the problem they have researched and to perform service, including both advocacy and leadership toward their cause.

Integrated Math Curriculum

Salem Academy's math offerings are integrated in design with skills sequenced through three courses: Math I, Math II and Math III in both CP and Honors.

Math 1	Algebra I and Geometry, available in CP and Honors
Math II	Algebra I and Geometry, available in CP and Honors
Math III	Probability/Statistics, Precalculus and Trigonometry, available in CP and Honors
Statistics	Statistics, available in AP
AP Calculus, AB	College/University level Calculus

Course Grades

Students complete a rigorous, standards based, college preparatory program. In each course, students are assessed solely on their achievement of the academic standards. Salem Academy assesses students on an internal proficiency scale of 1 to 4 based on their progress toward special objectives within each course.

Grade	Performance Level	Description
3.7 - 4.0	Accomplished	Nuanced understanding of content; high fluency in performing skills.
3.3 - 3.6	Knowledgeable	Strong understanding of content; consistent demonstration of skill.
3.0 - 3.2	Proficient	Basic understanding of content; demonstration of skill.
2.5 - 2.9	Progressing	Progressing toward understanding of content/skill development.
2.0 - 2.4	Developing	Beginning understanding of content/skill development.
1.5 - 1.9	Performing as a Novice	Limited understanding of content; limited ability to perform skill.
1.0 - 1.4	No Evidence	No evidence of skill of understanding of content.

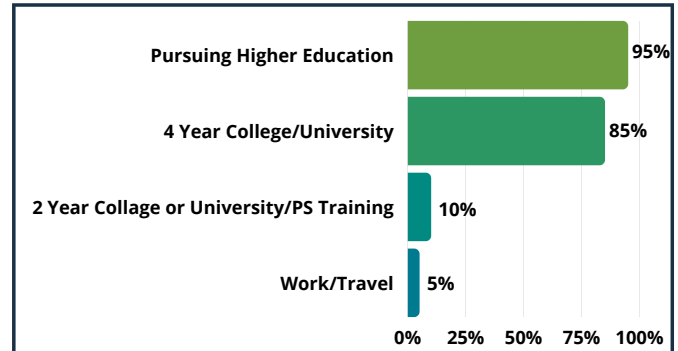
Learning Through Service...Reaching for College...

Graduation

Salem Academy recommends that students earn credits in all five core academic subjects each year. Students are required to earn 66 credits total over four years. One full-year equivalent course yields 3 credits.

Subject	Credits	Course Requirements
English	12	4 full-year equivalent courses
Mathematics	12	4 full-year equivalent courses
History & Social Sciences	9	3 full-year equivalent courses, including U.S. History
Language (Spanish)	9	3 full-year equivalent courses
Science	9	3 full-year equivalent lab science courses
Physical Education	3	4 quarter long PE courses
Health	1.5	2 quarter long Health courses
Fine & Performing Arts	2.25	3 quarter long courses
Service Learning	6	1.5 credits per year from service thesis, research and action projects

Post-Secondary Plans: Class of 2021



Grade Distribution

Course	3.7 - 4.0	3.3 - 3.6	3.0 - 3.2	Below 3.0
AP English Language	17	9	2	0
AP English Literature	3	1	1	0
AP U.S. History	13	4	3	0
AP Biology	18	3	2	2
AP Chemistry	4	4	3	0
AP Spanish Language	5	3	5	0
AP 2D Design and AP Drawing	3	2	0	0
Honors Math III	13	6	4	0
College Prep English	13	10	9	4
College Prep Lab Sciences	11	8	10	4
College Prep Math III	4	12	23	2
College Prep Spanish II - IV	31	13	13	3
College Prep US History	14	17	14	1

Scholastic Achievement Test

Organization	EBRW	Math
Salem Academy (2021)	524	489

Total Participation: 60% of students
Due to limited access and hybrid and remote learning models last year, our participation rates and scores are lower than past years.

Transcription Key

AP: Advanced Placement	H: Honors
CP: College Preparatory	INT: Internship
DE: Dual Enrollment	SL: Service Learning
E: Elective	SEL: Social Emotional Learning

Grade Point Average

We ask colleges to support us in holding our students to a high level of academic rigor by NOT equating our passing grade to anything less than what is noted below. It is not accurate to equate our passing grade to a D- on a traditional scale. Our method of calculating course grades is more rigorous and will therefore better prepare students for the demands of college.

Course Grades	GPA	Honors Weighted	AP Weighted	Letter Grade Equivalent
4.0	4.3	4.8	5.3	A+
3.9	4.1	4.6	5.1	A+
3.8	3.9	4.4	4.9	A
3.7	3.7	4.2	4.7	A
3.6	3.5	4.0	4.5	A-
3.5	3.3	3.8	4.3	B+
3.4	3.1	3.6	4.1	B
3.3	2.9	3.4	3.9	B
3.2	2.7	3.2	3.7	B-
3.1	2.5	3.0	3.5	C+
3.0	2.3	2.8	3.3	C