

APPROVED



Salem Academy Charter School

Minutes

Education Committee Meeting

Date and Time

Wednesday July 9, 2025 at 8:00 AM

The Salem Academy Charter School Education Committee will meet at 8:00 a via Zoom.

Zoom Link: https://salemacademy.cs.zoom.us/meeting/register/MCjI0j_8RjSbosTZD036dg

Committee Members Present

Amy Stewart (remote), Domina DiBiase (remote), Drea Jacobs (remote), Rich Cowdell (remote), Sabrina Williams (remote), Stephanie Callahan (remote)

Committee Members Absent

None

Guests Present

Fallon Burke (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Rich Cowdell called a meeting of the Education Committee of Salem Academy Charter School to order on Wednesday Jul 9, 2025 at 8:05 AM.

C. Approve Minutes

Domina DiBiase made a motion to approve the minutes from Education Committee Meeting on 06-10-25.

Amy Stewart seconded the motion.

The committee **VOTED** unanimously to approve the motion.

II. Annual Report

A. Review 2024-2025 Annual Report Draft

Stephanie Callahan presented the draft of the 2024–2025 Annual Report to the Education Committee, providing an overview of its sections and key updates. For ongoing dissemination data collection, the school will send monthly reminder emails to staff encouraging them to complete a Google form next school. The School Report Card section is still in progress, and school leadership is determining which external (non-statewide) assessments, such as MAP and ANet, will be included. The Instructional Leadership Team (ILT) is reviewing which data points best represent school performance.

Regarding facilities, the capital plan section of the annual report notes that routine projects to maintain existing infrastructure are generally excluded. However, larger upgrades like door replacements, the PA system, and new interactive whiteboards are featured as capital improvements.

Salem Academy met most of its Accountability Plan goals this year. The school achieved strong outcomes in college readiness, Service-Learning, and the dissemination of best practices. While it did not fully meet goals related to student support and social-emotional learning, it did significantly reduce behavioral referrals. Overall, progress was strong, with key improvements in student outcomes and school culture.

Although the school did not meet its student recruitment targets as measured by overall enrollment, this metric may not fully reflect recruitment effectiveness. When isolating newly recruited students, the school is on track. For example, next year's 6th-grade class includes 22% students with disabilities and 4% English learners, while the 9th-grade cohort includes 20% English learners—figures that align with recruitment goals and the school's commitment to serving a diverse student body.

III. Education Committee Goals

A. Progress Toward DESE Accountability Measures

Drea Jacobs provided a brief update on student performance data. While the school is still waiting on MCAS results, preliminary MAP data indicates strong growth, particularly in middle school math. The school's overall growth percentile for MAP was in the 83rd percentile nationally, suggesting significant academic progress compared to peers across the country. Notably, 8th graders demonstrated the highest shift in achievement, and there is optimism that these MAP gains will be reflected in the forthcoming MCAS results.

B. Trustee Recruitment

The committee will continue to explore Board and/or committee prospects.

IV. Family Advisory Council

A. Establishment Family Council

Drea Jacobs reviewed the key components related to the formation and support of the School Council. Since Salem Academy has a single PTO serving grades 6–12, DESE has determined that one unified School Council is appropriate, with Drea serving as the designated administrator representative.

The electoral process has been outlined for each stakeholder group—family members, teachers, community members, and Upper School students—detailing how representatives will be selected. The Education Committee or full Board will be responsible for generating the pool of prospective community members.

The proposed electoral process will be presented for a vote by the full Board at the June meeting.

V. Other Business

A. Staffing Updates

Stephanie provided a brief staffing update, noting that several vacancies remain. To support recruitment and retention, Salem Academy will offer an annual \$2,000 stipend to staff members who hold and maintain an ESL license. The school will also continue its signing bonus for culturally and linguistically diverse hires who commit to the school for 3 years.

To better support new staff, the HR team has implemented a 30/60/90-day onboarding structure in response to observed first-year turnover. In response to committee questions, Stephanie noted that applicant flow varies by position, with continued challenges in hiring for Math, Science, and Special Education. The school is exploring a partnership with Edgility to support the search for a Dean of Students.

The committee also discussed the importance of transparency in job postings. While salary ranges should appear on SchoolSpring, the team will double-check postings. They

also plan to add a summary of benefits and a link to a full document, alongside salary ranges, for all positions.

VI. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:06 AM.

Respectfully Submitted,
Fallon Burke