

Leadership

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Faculty

45 Full Time Equivalent Teachers
100% Highly Qualified
72% Advanced Degrees
9.8 to 1 Student Faculty ratio

Students

445 Students (grades 6-12)
10% African American
5% Asian
49% Caucasian
36% Hispanic
17% First Language not English
5.2% English Language Learners
49% Low Income
15% Special Education

Extended Time on Task

Extended school year (195 days).
Extended school day from 8:30 a.m.
to 4:00 p.m. daily with tutoring and
activities until 5:30 p.m.

Recognitions

Fall 2016: Ranked in the top ten Charter High Schools in Massachusetts by Boston Magazine.

Fall 2015 and 2016: Ranked in the top 10% in Massachusetts and top 5% nationally, U.S. News and World Report Best High Schools and in Washington Post Most Challenging Schools.

Fall 2015: Recognized as a "Proven Provider" by the Mass Dept. of Elementary and Secondary Education.

Fall 2012: 2013, 2014, 2015, 2016: Recognized as a Level I school by the Massachusetts Department of Elementary and Secondary Education.

Mission

Salem Academy Charter School is a public school serving the diverse population of Salem, MA with a college preparatory program for 450 students in grades six through twelve. Through a unique integration of college preparatory classes with service to the community, the school graduates informed, articulate, and proactive individuals of strong character.

City and School Information

Salem Academy Charter School is a 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 445 students. All students are challenged with rigorous college preparatory classes, engage in enrichment activities and classes, and apply their learning through service in the community. Salem, Massachusetts has a population of 41,641 and median household income of \$56,580; 90% are high school graduates; 38% are college graduates (bachelor's degree or higher).

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 that they have researched, and to serve at least 50 hours of direct service, advocacy and leadership toward their cause.

Academic Program

College Preparatory Program: ALL courses are CP level unless otherwise noted as Honors or AP

Advanced Placement Offerings (8): Biology, Calculus, Chemistry, English Language, English Literature, Politics and Government, Spanish and United States History

Honors courses offerings (10): English, Math and Science

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

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

Graduation Requirements

Salem Academy recommends that students earn credits in all five core academic subjects each year. Students are required to earn 66 credits out of a maximum of 78 credits 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 and 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 including 1 physical science and 1 life science course
Physical Education	3	4 quarter long PE courses
Health	1.5	2 quarter long Health courses
Fine and Performing Arts	2.25	3 quarter long courses
Service Learning	6	1.5 credits per year from service thesis, research, and action projects

Course Grades

At Salem Academy, students complete a rigorous, standards-based, college preparatory program in order to graduate. In each course, students are assessed solely on their achievement of the academic standards. Instead of assigning traditional letter or percentage grades, Salem Academy assesses students on an internal proficiency scale of 1 to 4 based on their progress toward specific 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 content/skill development.
1.5-1.9	Performing as a Novice	Limited understanding of content; limited ability to perform skills.
1.0-1.4	No Evidence	No evidence of skills or understanding of content.

Grade Point Average

Salem Academy uses a weighted GPA. Honors courses are weighted an additional 0.5 points and Advanced Placement an additional 1.0 points more than College Preparatory courses. While Salem Academy does not use traditional letter grades, we do provide a conversion to letter grades with our GPA conversion chart below. We hold our students to a very high bar and therefore do not award GPA credit for grades below a "traditional C" at Salem Academy. **We ask colleges to support us in holding our students to this 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.

Passing Grade Beginning in 2015-16

In order to receive credit for a course, students must demonstrate that they are proficient by averaging a 3 or higher on their standards for that course. We believe that this method of calculating course grades is more rigorous and will therefore better prepare students for the demands of college.

GPA Conversion Chart for 2015-16

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
Below 2.0	0	0	0	n/a

Current

Passing Grade Prior to 2015-16

In order to receive credit for a course, students must demonstrate that they are proficient by earning a 3 or higher on at least 70% of the course standards.

GPA Conversion Chart Prior to 2015-16

Course Grades	GPA	Honors Weighted	AP Weighted	Letter Grade Equivalent
100 – 97	4.33	4.88	5.33	A+
96 – 93	4	4.5	5	A+
92 – 90	3.67	4.17	4.67	A
89 – 87	3.33	3.83	4.33	B+
86 – 83	3	3.5	4	B
82 – 80	2.67	3.17	3.67	B-
79 – 77	2.33	2.83	3.33	C
76 – 73	2	2.5	3	C-
72 – 70	1.67	2.17	2.67	C-
Below	0	0	0	n/a

Past

Grade Distribution - Class of 2017 (Grade 11)

CEEB Code: 221-869

Course	3.6-4.0	3.2-3.5	3.0-3.1	Below 3.0
AP English Language and Honors English	9	3	0	2
AP US History	10	4	0	0
AP Biology	6	7	1	1
AP Spanish	1	0	0	0
Honors Math III	8	8	0	0
Honors Physics	1	6	2	2
College Preparatory ELA	0	11	9	4
College Preparatory Lab Sciences	1	9	7	5
College Preparatory Math III	4	11	5	3
College Preparatory Spanish II-V	18	9	3	0
College Preparatory US History	5	9	5	8

Post Secondary Plans: Class of 2016

Category	Percentage
Pursuing higher education	100%
Four-year college or university	95%
Two-year college	5%
Military	N/A
Other	N/A

Scholastic Achievement Test

Organization	Critical Reading	Math	Writing
Salem Academy (2016)	493	502	487
State (2016)	517	530	506
National (2016)	494	508	482

Class of 2016 College Destinations

Babson University, Boston University, Bridgewater State University, Centre College, Clark University, Eastern Nazarene College, Fitchburg State University, Hampshire College, Keene State College, Lasell College, Lesley University, Northeastern University, Plymouth State University, Salem State University, UMASS Amherst/Lowell/Boston, University of Rhode Island

Percentage of Seniors Scoring a 3 or Higher on an AP Exam During High School

