

## Leadership

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**Melissa Lassen: College Counselor**  
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## Faculty

63 Faculty Members  
100% Highly Qualified  
72% Advanced Degrees  
8 to 1 Student Faculty ratio

## Students

477 Students (grades 6-12)  
10% African American  
5% Asian  
43% Caucasian  
40% Hispanic  
22% First Language not English  
11% ELL & Formerly ELL  
42% Low Income  
16% 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.

## Recognition

**Fall 2016:** Ranked in top ten Charter  
High Schools in Massachusetts by the  
*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 MA Dept. of  
Elementary and  
Secondary Education.

**Fall 2012-Present:** Recognized as a  
Level I school by the MA Dept. 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 477 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 477 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 43,132 and median household income of \$59,044; 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 (9): Biology, Calculus, Chemistry, English Language, English Literature, Politics and Government, Psychology, Spanish, and United States History I & II.

Honors courses offerings (10): English (4), Math (3) and Science (3)

Class Rank: Salem Academy recognizes a class valedictorian and salutatorian 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
Precalculus	Precalculus
AP Calculus, AB	College/University level Calculus

## Graduation

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 Health	3 1.5	4 quarter long PE courses 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 Prior to Spring 2016

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.

### Passing Grade Fall 2016 to Present

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 Prior to Spring 2016

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 70	0	0	0	n/a

*Past*

### GPA Conversion Chart Fall 2016 to Present

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*

Grade Distribution - Class of 2018 (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	6	14	3	0
AP US History	2	12	0	0
AP Biology	3	3	0	0
AP Spanish	4	1	0	0
Honors Math III	5	9	1	0
Honors Physics	5	6	5	0
College Preparatory ELA	0	7	6	2
College Preparatory Lab Sciences	2	8	5	0
College Preparatory Math III	2	10	6	0
College Preparatory Spanish II-V	5	17	1	1
College Preparatory US History	7	8	6	2

Post-Secondary Plans: Class of 2017

Category	Percentage
Pursuing higher education	95%
Four-year college or university	85%
Two-year college	10%
Military	N/A
Other	N/A

Scholastic Achievement Test

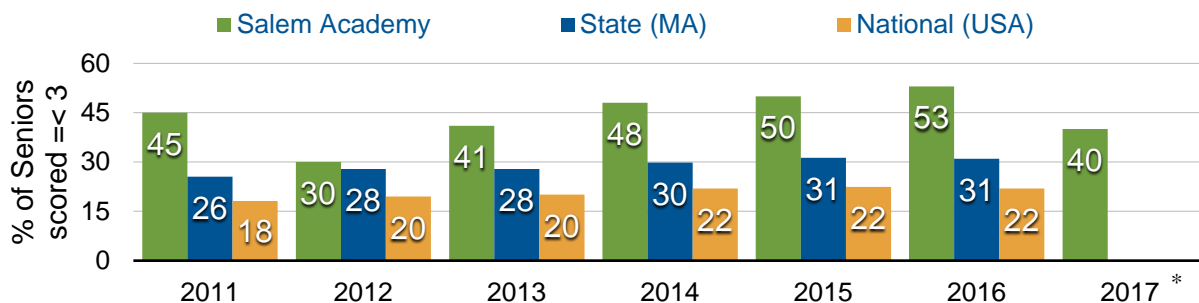
Organization	Evidence Based Reading & Writing	Math	Writing
Salem Academy (2017)	520	504	5
State (2017)	562	565	5
National (2017)	540	536	5

\* Essay was optional in 2017

Class of 2017 College Destinations

Boston College, Bryn Mawr College, Fisher College, Framingham State University, Franklin Pierce University, Loyola University New Orleans, Massachusetts College of Art and Design, National Aviation Academy of New England, North Shore Community College, Salem State University, The George Washington University, The University of Tampa, University of Hartford, University of Maine, UMass Amherst, UMass Dartmouth, UMass Lowell, University of Pennsylvania, University of Vermont, Worcester Polytechnic Institute

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



\* State and National comparisons are not available until 2018