

<b>Zoom Link</b>	<a href="https://salemacademy.zoom.us/j/81816746695?pwd=FEUwsDxbs10HzHOSpBbUP1iNcH46tn.1">https://salemacademy.zoom.us/j/81816746695?pwd=FEUwsDxbs10HzHOSpBbUP1iNcH46tn.1</a>
<b>Members Present</b>	Rich Cowdell, Amy Stewart, Stephanie Callahan, Megan Franco, Drea Jacobs
<b>Members Absent</b>	Sabrina Williams, Domina DiBiase
<b>Recorder</b>	Fallon Burke
<b>Guests</b>	
<b>Start Time</b>	3:06 pm
<b>End Time</b>	4:30 pm

## Minutes

- I. The meeting began with the approval of the minutes.
- II. Next, the committee reviewed the provisionally approved accountability plan, a requirement for submission every five years. The plan builds upon the 2019–2024 framework, factoring in the challenges posed by the COVID-19 pandemic. Since 2019, Salem Academy has been disaggregating data by subgroups, which include students with disabilities, high-needs students, English Language Learners (ELLs), and low-income students. Highlights of the updated goals include:
  - A. Goal 1: Shifting to ensure 95% of students are accepted to at least two four-year colleges/universities, with a matriculation goal within 15 months.
  - B. Goal 2: Aiming for 90% of students across subgroups of 20 or more to meet grade-level proficiency, with a long-term benchmark of an average 3.4 on assessments.
  - C. Goal 3: Service-Learning goals exceeded in the prior plan. Attendance was considered but not included; the focus shifted to higher academic achievement.
  - D. Goal 4: Maintaining a safe and supportive culture, with data collection focused on reducing referrals over time.

The end of this plan is slated for 2029. Stephanie will present the plan at the Board meeting for approval.

- III. Drea Jacobs presented the Q1 Academic Report, which included test and grade data. Highlights included:
  - A. MAP Test: Adaptive testing is informing interventions. Reading scores are higher than other areas.
  - B. Interim Exams: Introduced in the Lower School to align instruction with external testing benchmarks, showing positive results in science for 7th and 8th grades.

- C. US Interim Exams: Proactive strategies are in place for 10th graders, and support continues for 11th grade SAT preparation.
  - D. Chronic Absenteeism: Lower School is closer to its target, at 14.5%, but the Upper School remains further from its goal.
- IV. The committee discussed draft Education Committee goals, with a primary focus on holding school leaders accountable and supporting improvements in student outcomes. The agreed-upon goal is:
- A. By June 2025, the Education Committee will support school leaders in increasing the percentage of school accountability measures met by 15%. This will involve quarterly progress reviews, documentation of achievements, and updates to the Board to ensure alignment with improvement objectives.
  - B. The committee noted that the biggest areas for growth are in English, Math, and Science achievement, while maintaining focus on subgroup progress and overall consistency in performance metrics. The updated goal reflects an increased ambition from 10% to 15% growth, equating to specific point gains for the Lower and Upper Schools.

**Documents Referenced During the Meeting:**

- Accountability Plan
- Q1 Academic Report