

2020-2021 School Profile

Salem Academy closed in-person learning on March 13, 2020 due to the COVID-19 crisis. In an effort to both uphold high expectations and support all students we immediately implemented online learning and matinated our standards-based grading practices. This year, Salem Academy is operating with a phased-in hybrid model. Attendance is recorded daily and in each class period and students participate in both synchronous and asynchronous learning experiences. Our standards based grading and promotion practices remain consistent.

Leadership

Stephanie Callahan, Interim 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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Ashley Worthington, College Counselor
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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, 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.

Community

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 over 480 students in grades 6-12. 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).

Extended Time on Task

Historically, Salem Academy has had an extended school year (195 days) and extended school day from 8:30AM to 4:00PM daily with tutoring and activities until 5:00PM. Due to COVID, this year Salem Academy has a 172 day school year and continues to have an extended school day.

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

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 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
Statistics	Statistics, available in AP
AP Calculus, AB	College/University level Calculus

Demographics

277 Students (Grades 9-12)

- 46% Hispanic/Latino
- 35% White
- 13% African American
- 6% Asian
- 10% ELL/FEL
- 52% Low Income
- 18% Special Education

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 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/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.

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 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

Transcript Key

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

Post-Secondary Plans: Class of 2020

Category	Percentage
Pursuing higher education	97%
Four-year college or university	88%
Two-year college	9%
Work/Travel	3%

Scholastic Achievement Test

Organization	EBRW	Math
Salem Academy (2019)	543	533
Total Participation: 100%		

Grade Distribution - Remote Instruction

Class of 2021 (Grade 11)

Due to our shift to online learning post March 13th, Final course grades (GPA calculations) were determined by the highest of three grade checkpoints (end of Quarter 3, May 15th and end of Quarter 4).

Course	3.6-4.0	3.2-3.5	3.0-3.1	Below 3.0
AP English Language	16	8	0	0
AP US History	6	11	1	0
AP Biology	2	1	0	0
AP Spanish Language	4	1	0	0
AP 2D Design & Drawing	11	5	0	0
Honors Math III	20	8	0	0
Honors Physics	15	5	3	0
College Prep English	6	15	11	2
College Prep Lab Sciences	10	16	10	3
College Prep Math III	3	7	13	5
College Prep Spanish II-V	21	12	8	2
College Prep US History	9	18	8	2