

2025-2026 School Profile

Leadership

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Mission

Salem Academy Charter School is a small 6th–12th grade charter 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 (14): 2D Art and Design, Biology, Calculus, Chemistry, Computer Science, Drawing, English Language, English Literature, Politics & Government, Psychology, Physics, Spanish Language, Statistics, U.S. History and World History.

Honors Course Offerings (8): English (2), Math (3), and Science (3)

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

Community

Salem Academy Charter School is a Title I, 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 480 students in grades 6-12. Salem Massachusetts has a population of 45,445 and a median household income of \$85,317; 92% are high school graduates; 49.6% are college graduates (bachelor’s degree or higher).

Extended Time on Task

Salem Academy has an extended school year (187 days) and extended school day from 8:30 AM to 3:45 PM daily with after-school activities until 4:45 PM.

Seal of Biliteracy

Salem Academy is proud to offer our students the opportunity to receive the MA Seal of Biliteracy 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

In the 2023-2024 academic year, Salem Academy transitioned from an Integrated Math program to a more traditional sequence of Algebra I, Geometry, and Algebra II. On transcripts, Math I and Math II will appear for 9th and 10th grade students at both the College Prep (CP) and Honors levels. These courses cover Algebra I and Geometry standards. For 11th grade, students progress to Pre-AP Algebra II, available at both CP and Honors levels.

Math I	Algebra I and Geometry, available in CP and Honors
Math II	Algebra I and Geometry, available in CP and Honors
Math III	Probability/Statistics, Pre-Calculus and Trigonometry, available in CP and Honors

Demographics

252 Students (Grades 9-12)

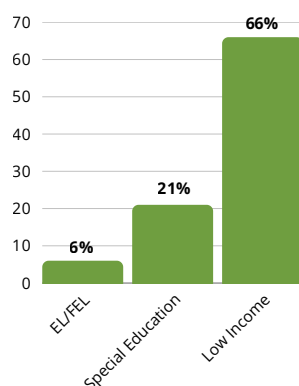
68% Hispanic/Latino

17% White

9% African American

4% Asian

2% Multiracial



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 special 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 - 1.0	Performing as a Novice	Limited understanding of content; limited ability to perform skill.
1.0 - 1.4	No Evidence	No evidence of skill understanding of content.

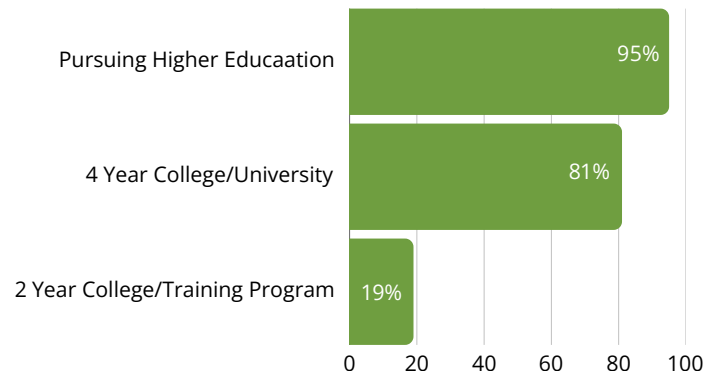
Learning Through Service...Reaching for College...

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
Physical Education	3	4 quarter long PE courses
Health	1.5	2 quarter long Health courses
Fine & Performing Arts	2.25	3 quarter long courses
Service-Learning	6	1.5 credits per year from service thesis, research and projects

Post-Secondary Plans: Class of 2025



Grade Distribution

Class of 2026 from School Year '24-'25

	3.7 - 4.0	3.3-3.6	3.0 - 3.2	Below 3
AP Lang	20	7	0	0
AP Lit	5	0	0	0
AP Bio	2	3	3	0
AP Physics	5	3	0	0
AP Spanish	7	4	2	0
AP Gov	0	0	1	0
AP Psych	1	0	0	0
AP World	10	11	4	1
Algebra II/PreCalculus	5	10	0	0
PreAP Algebra II	1	11	23	0
CP ELA	8	9	5	0
CP Lab Sciences	3	17	18	4
CP Spanish I - IV	11	13	9	0
CP World History	3	6	15	1

Scholastic Achievement Test

Organization	EBRW	Math
Salem Academy (Spring 2025)	488	441
Total Participation: 100% of students		

Transcript Key

AP: Advanced Placement	H: Honors
CCR: College/Career Readiness	INT: Internship
CP: College Preparatory	SL: Service Learning
DE: Dual Enrollment	SEL: Social Emotional Learning
E: Elective	

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