

*Mr. James M. Fleming
Ms. Ana Nuncio
Ms. Mary A. Manning*



*Mr. Manny Cruz
Ms. Amanda Campbell
Ms. Kristine Wilson*

Mayor Kimberley Driscoll, Chair

School Committee Resolution

A Fresh Start for Bowditch and Horace Mann Students and Staff

Whereas, the Salem School Committee and school leaders are committed to ensuring at a minimum that ALL students in Salem Public Schools receive an equitable education - meaning that personal or social circumstances such as gender, ethnic origin or family background, are not obstacles to achieving educational potential and that ALL students reach basic skill levels to be successful, lifelong learners.

Whereas, the Salem School Committee and Salem Public School staff are working hard to provide all students with a nurturing, supportive and challenging learning environment inclusive of high expectations for all.

Whereas, despite best efforts and several years of interventions, additional resources, assistance and expanded learning time, the students at Nathaniel Bowditch School are not currently receiving an equitable education in comparison to their peers in Salem Public Schools.

Whereas, the Horace Mann Laboratory School is located in an overcrowded, outdated facility on the campus of Salem State University which is impacting learning opportunities within the school.

Whereas, the students and staff in both the Nathaniel Bowditch School and the Horace Mann Laboratory School deserve a 'fresh start' and the opportunity to go to school in an academically equitable environment.

Now Therefore the Salem School Committee hereby approves the following:

1. Beginning at the start of the 2018-19 School year the upper grades at Nathaniel Bowditch School will be relocated to Collins Middle School and available spaces at Saltonstall, in a manner consistent with our student assignment policy.
2. Beginning at the start of the 2018-19 school year, as part of the reconfiguration that is necessary for a fresh start, students in the lower grades at Nathaniel Bowditch School will be re-assigned to other elementary schools in the District on a space availability basis, including the additional space generated by addition of classrooms to the receiving schools, and in a manner consistent with our student assignment policy.
3. Beginning at the start of the 2018-19 school year, students at the current Horace Mann Laboratory School will be relocated to 79 Willson Street, the former Nathaniel Bowditch School.

4. The Superintendent shall maximize and prioritize seats available at the 79 Willson Street school for current Nathaniel Bowditch students, in a balanced manner consistent with our student assignment policy goals. Nathaniel Bowditch students and families that wish to remain at 79 Willson Street will be accommodated and prioritized, with future enrollment being subject to the student assignment policy and the Superintendent's targets.
5. The Superintendent shall accommodate current Horace Mann Lab School students who may wish to transfer to another elementary school in the district due to this relocation, consistent with our student assignment policy goals.
6. The School Committee will form an ad-hoc committee of stakeholders to consider a new name for the 79 Willson Street school, consisting of representatives from the following: Horace Mann Laboratory School families and staff; remaining Nathaniel Bowditch families and staff; Salem State University; School Committee.
7. The School District will work cooperatively to place current teachers and support staff at Nathaniel Bowditch School in other available positions throughout the District, consistent with current collective bargaining requirements.
8. The School Committee recognizes that high performing urban education systems are able to combine quality with equity. In these systems, the vast majority of students have the opportunity to attain high levels of skills, regardless of their own personal and socioeconomic circumstances. It will be important for the School Committee to ensure that as we implement this plan for a 'fresh start' for Bowditch and Horace Mann students, that the students, staff and schools receiving new students have adequate resources and support to provide all students with a quality learning experience. The Superintendent and District Leadership shall include an agenda item on the implementation of the 'fresh start' plan and provide monthly updates, including school assignment data, to members at upcoming School Committee meetings commencing in April through the end of the 2018 calendar year. In addition, for the school year 18-19 all receiving schools will form "Transition Teams" that will include school leaders, teachers and new and existing family members. These teams will be scheduled prior to the start of the new school year and at least twice and up to four times during the school year will review and discuss implementation of the 'fresh start' plan.
9. The School Committee recognizes the importance of educational equity across all our schools and shall move forward with the formal submission of a new sub-committee entitled Educational Equity Subcommittee, whose scope shall include the regular review and analysis of data and information aimed at ensuring that ALL students in Salem Public Schools receive an equitable education - meaning that personal or social circumstances such as gender, ethnic origin or family background, sexual orientation, students with disabilities or special needs are not obstacles to achieving educational potential and that ALL students reach basic skill levels to be successful, lifelong learners.

Approved: March 8, 2018