



Office of the Superintendent
The Salem Public Schools
City of Salem

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Dear Members of the Faculty & Staff,

Welcome back to the start of the 2011-12 school year! I hope that you're as excited as I am as we prepare to welcome Salem's young people back to our schools and classrooms.

This "official" welcome back email marks my 2nd week on the job. It's my understanding that a committee is being formed to create a "Hi, I'm the new guy" t-shirt to help make me more easily identifiable ☺

I've been asked about my first impressions. Frankly, I've been amazed by the challenges that you're undertaking with your facilities (not to mention Irene's visit) to the educational innovations both underway and planned throughout the various schools/programs that I've been learning more about. What's also impressive is that you're continuing to move forward despite the significant fiscal challenges that schools throughout the Commonwealth have been facing. It's quite exciting!

So what can you expect from the "new guy"? You can expect:

- A continued commitment to the work underway as outlined in Salem's Strategic Plan.
- A belief that we're all in this together - each of us, regardless of the position that you hold, has countless opportunities and a shared responsibility to contribute to students' education in our schools. This commitment can take the form of any/everything from classroom instruction and building leadership, to ensuring that students receive healthy meals and can work in a clean environment. It all counts!
- A continued focus on kids and their individual and collective best interests.
- And, a pledge that I will try to be visible both within and outside Salem's Schools and the community.

One of my favorite quotes comes from Ted Kennedy. I believe that it applies to our shared work in public education and is as important today as it's ever been.

"For those whose cares have been (or are) our concern, the work goes on, the cause endures, the hope still lives and the dream shall never die."

I hope that you will join me in this work in the year ahead on behalf of Salem's students' and the Salem Public Schools. I look forward to our shared undertaking.

With regard,

A handwritten signature in black ink, appearing to read "S Russell".

Stephen Russell, Ed.D.