



SALEM

PUBLIC SCHOOLS

Where belonging leads to opportunity.

Elementary School Reconfiguration

- 3 elementary schools and ECC under 300 students- Bentley, Carlton and Saltonstall; Horace Mann has 316 students.
- Our space is not fully utilized across our elementary school campuses
- We operate 11 schools with 3900 students. As an example, Malden has 7 schools for 6350 students.
- Process:
 - Examine enrollment trends, student assignment practices, finances, transportation costs and facility conditions.
 - Speak with a variety of stakeholders as well as examine the notes from public forums to understand the unique educational contexts of each community.
- Goals:
 - **Elevating the learning experience for every student** through innovative programs, engaging instruction, and environments that foster curiosity, creativity, and academic growth.
 - **Advancing our core value of equity** by ensuring that every decision promotes fair access to opportunities and supports.
 - **Ensuring long-term fiscal sustainability** by making thoughtful, forward-looking decisions that protect resources for today's students and future generations.
- Recommendation (not a decision) coming to School Committee on Nov. 3, 2025

MCAS and Accountability Results

- Record academic growth at the high school level
- 8% increase in grades 3-8 ELA, 13% increase in grades 6-8 ELA
- 3% increase in Science grades 3-8, 6% increase in grades 6-8 Science
- 6 out of 8 schools improved their percentile rank in two consecutive years (Bates, Bentley, Collins, Saltonstall, Witchcraft and Salem High School).
- During the last two years, Salem has met or exceeded more accountability targets than any Gateway City in the Commonwealth.
- Salem Public Schools' student progress towards English proficiency (ACCESS) was 5-percentage points higher than 2024 and 4-percentage points higher than the state average.
- Strong growth for students in the high-needs subgroup, students with disabilities, multilingual learners, Latinos and low-income students had SGPs ranging from the high 40s to the mid-50s. There is **disproportionality** in achievement.
- Chronic absenteeism rates continue to improve such that we had the third lowest rate of absenteeism out of 26 Gateway City school districts.
- 73% of our students passed an advanced class in 11th or 12th grade (3rd among Gateways).
- Our achievement gaps with the state in all high school content areas and Grades 3-8 ELA are smaller than they were before the pandemic.



MCAS and Accountability Results

Content	Meets and Exceeds % 2024	Meets and Exceeds % 2025	Growth	Growth
Grades 3-8 ELA	24%	32%	51	56
Grades 3-8 Math	23%	25%	51	50
Grade 5 & 8 Science	30%	33%	N/A	N/A
Grades 6-8 ELA	20%	33%	47	59
Grades 6-8 Math	16%	19%	49	50
Grade 8 Science	23%	29%	N/A	N/A
Grade 10 ELA	50%	43%	57	66
Grade 10 Math	42%	41%	65	67
Grade 10 Science	44%	41%	N/A	N/A

Advanced Placement Data

	2025	2024	2023	2022	2021	2020	2019
Total AP Students	253	147	115	89	60	147	180
Number of Exams	496	265	207	146	133	273	335
AP Students with 3+ Scores	168	40	58	40	31	65	72
Percentage of students with 3+	66.4%	44.94%	50.43%	44.94%	51.67%	44%	40%
SHS Enrollment	952	948	888	803	860	886	916





Salem High School

CIRCULATION & ACCESS

- Site Vehicular Access Point
- Site Emergency Access Point
- ▲ Building Entry
- ▲ Building Loading
- P Parking
 - Existing Space Count: 386 with 8 ADA
 - Proposed Space Count: 386 with 11 ADA
- 1 Bus & Daycare Drop Off
- 2 Parent Drop Off
- 3 Vehicular Gate
 - Open during Parent Drop Off & Pick Up
 - Closed during school hours to create safe pedestrian-only zone for direct access from the building to outdoor learning spaces
- 4 Pedestrian Bridge
- 5 Bike Rack Locations

SITE PROGRAM & ECOLOGY

- Wetlands
- 6 Outdoor Learning
- 7 Rain Garden
- 8 Tiered Outdoor Classroom
- 9 Culinary Garden & Bistro Seating
- 10 Freight Farm
- 11 Reforested Zone
- 12 Exterior Utility Zone
- 13 Daycare Play
- 14 Flexible Athletic Spectator Seating
- 15 Outdoor Maker Space

ATHLETICS

- A MIAA Soccer + Lacrosse (110 × 60 yards with 10' overrun)
- B NFHS / MIAA Baseball
- C NFHS / MIAA Softball
- D Tennis (6 courts total) with Pickleball overlay
- E New Horace Mann Field (Natural Grass, 100 × 55 yards)

ENERGY

- Solar Panel (on Roof and over Parking)
- 16 Geoechange Wellfield

OTHER

- 17 Salem Diner (Not In Contract)
- 18 District/Exterior Storage (Not In Contract)

SALEM HIGH SCHOOL SITE PLAN



BUILDING PLANS
LEVEL 1

Core Academic

Special & Inclusive Ed

CTE / Sci / Art / Music

Drama

Cafeteria / Kitchen

Media

Athletics

Admin / Medical / Other

Kitchen & Served

Facilities / Back of House

ADMIN & SMALL-SCALE SPACES KEY

1.

ASSISTANT PRINCIPAL OFFICE

2.

COPY ROOM

3.

SAFETY RESOURCE OFFICER

4.

MAIL & KITCHEN

5.

GUIDANCE OFFICE

6.

FAMILY ENGAGEMENT OFFICE

7.

CTE DIRECTOR'S OFFICE

8.

COORDINATOR OF STUDENT ACTIVITIES OFFICE

9.

HOUSE MASTER

10.

PRINCIPAL'S OFFICE

11.

PRINCIPAL'S SECRETARY

12.

GUIDANCE WAITING

13.

GUIDANCE STOREROOM

14.

STAFF WELLNESS

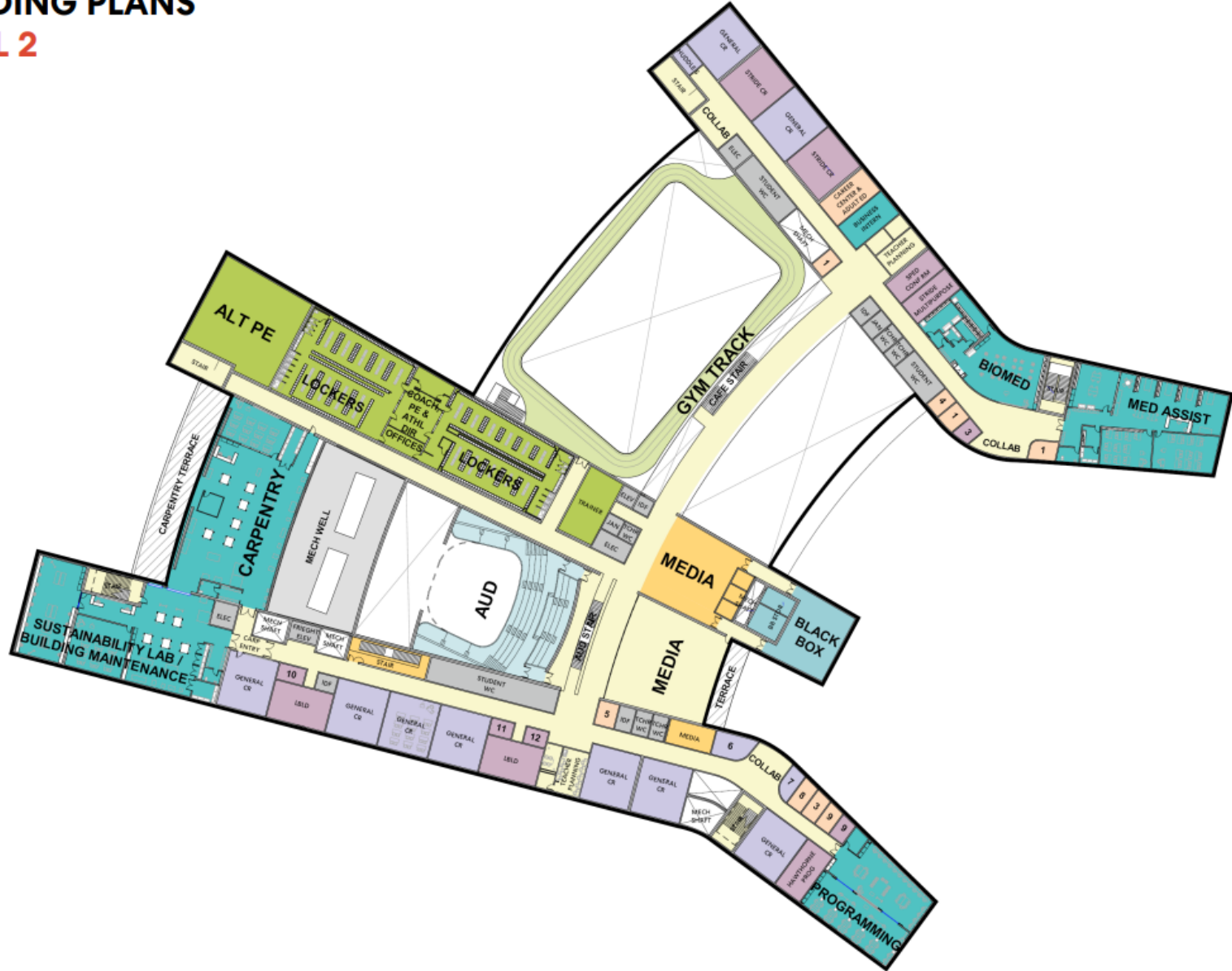
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BUILDING & GROUNDS OFFICE



BUILDING PLANS

LEVEL 2



- Core Academic
- Special & Inclusive Ed
- CTE / Sci / Art / Music
- Drama
- Cafeteria / Kitchen
- Media
- Athletics
- Admin / Medical / Other
- Kitchen & Served
- Facilities / Back of House

ADMIN & SMALL-SCALE SPACES KEY

- GUIDANCE OFFICE
- CAREER ED OFFICE
- SCHOOL ADJUSTMENT COUNSELOR OFFICER
- STAFF WELLNESS ROOM
- ASSISTANT PRINCIPAL'S OFFICE
- MEDIUM HUDDLE ROOM
- SMALL HUDDLE ROOM
- ON TRACK OFFICE
- STUDENT ACTIVITIES OFFICE
- READING SPECIALIST OFFICE
- TRANSITION SPECIALIST OFFICE
- TVI / TODHH / O&M OFFICE

BUILDING PLANS

LEVEL 3



- Core Academic
- Special & Inclusive Ed
- CTE / Sci / Art / Music
- Drama
- Cafeteria / Kitchen
- Media
- Athletics
- Admin / Medical / Other
- Kitchen & Served
- Facilities / Back of House

ADMIN & SMALL-SCALE SPACES KEY

- GUIDANCE OFFICE
- SPECIAL EDUCATION ADMIN OFFICE
- SCHOOL PSYCH OFFICE
- BCBA OFFICE
- GUIDANCE OFFICE
- ASSISTANT PRINCIPAL OFFICE
- OT/PT OFFICE
- ON TRACK OFFICE
- SCHOOL ADJUSTMENT COUNSELOR
- STAFF WELLNESS



BUILDING PLANS
LEVEL 4

- Core Academic
- Special & Inclusive Ed
- CTE / Sci / Art / Music
- Drama
- Cafeteria / Kitchen
- Media
- Athletics
- Admin / Medical / Other
- Kitchen & Served
- Facilities / Back of House



ADMIN & SMALL-SCALE SPACES KEY

1. INCLUSION SUITE
2. INCLUSION TEST ROOM
3. ASI/ASD/LS/PH/LBLD SCHOOL ADJUSTMENT COUN
4. SCHOOL ADJUSTMENT COUNSELOR
5. STAFF WELLNESS
6. GUIDANCE OFFICE
7. ASSISTANT PRINCIPAL'S OFFICE
8. TIDES TSP ADJUSTMENT COUNSELOR





Athletics Core:

Configuration allows for either synthetic or natural turf field:

- 1 MIAA Field - Soccer and Lacrosse:
(110 yards x 60 yards with 10' overrun)
- 1 NFHS/MIAA Baseball Field
- HMLS Field: 1 MIAA Soccer only (100 yards x 55 yards)

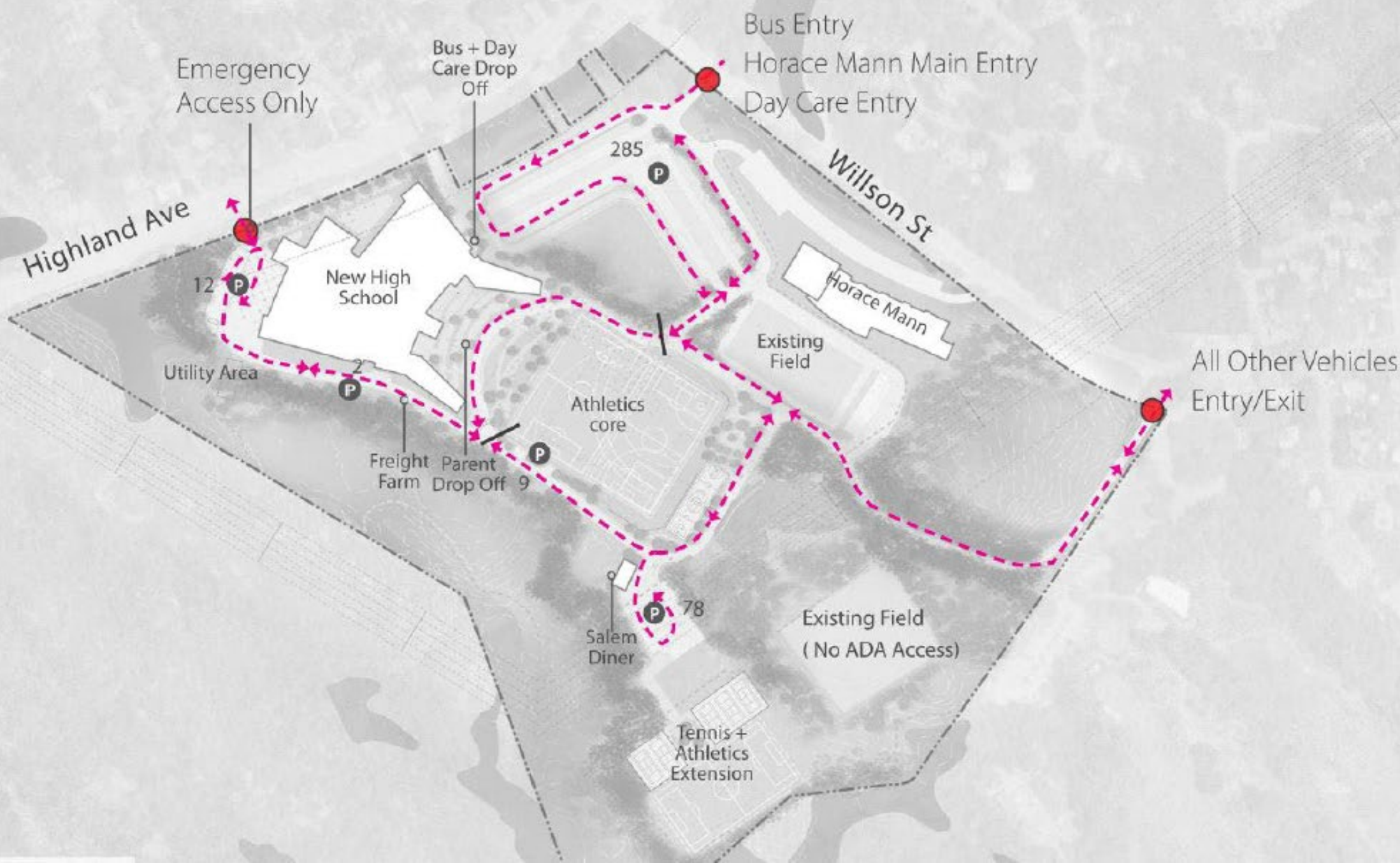


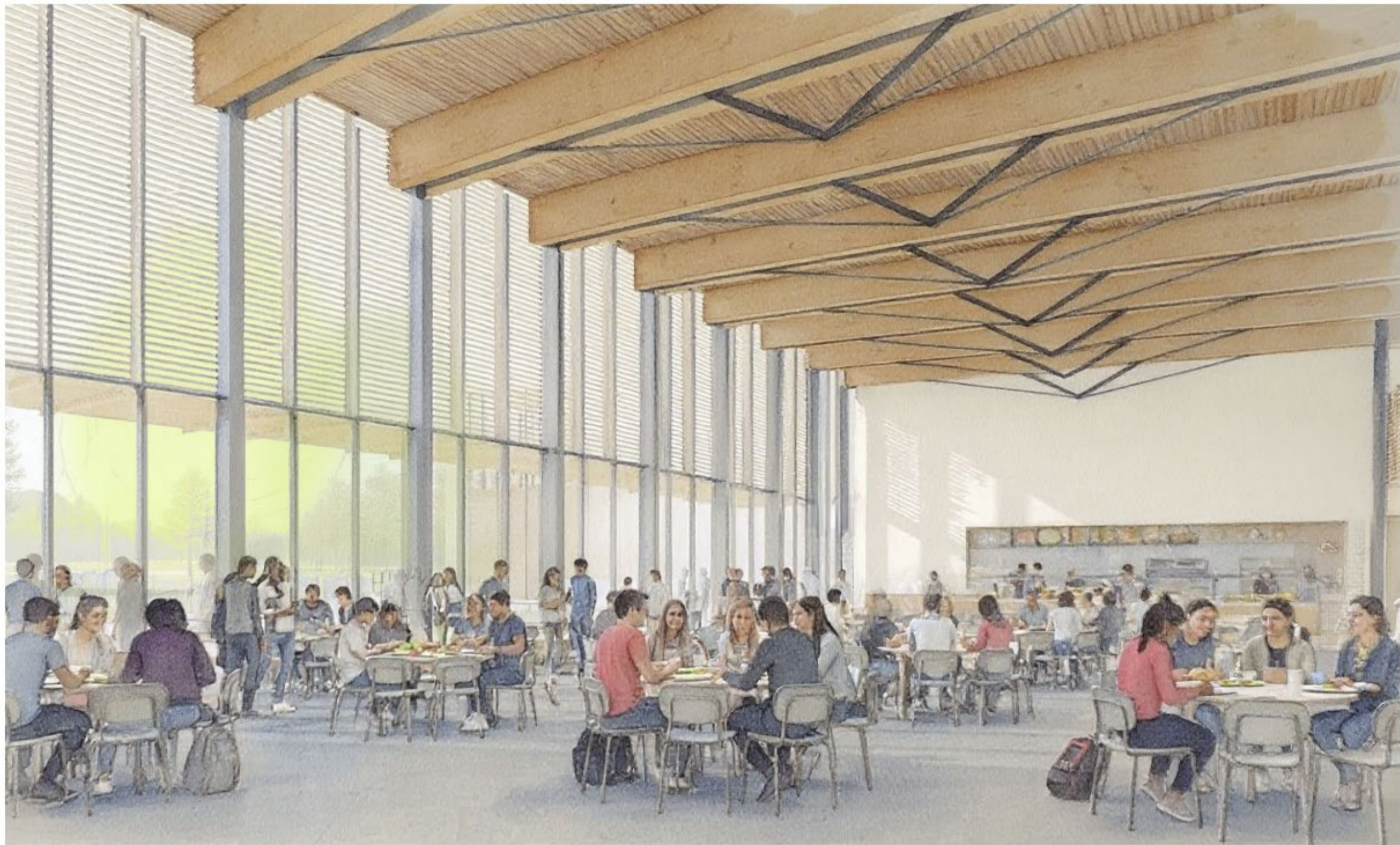
Lower Athletics:

- 5 Tennis courts + 1 Tennis court (Located South of Athletics Core)
- Pickleball can overlay at Tennis
- 1 NFHS/MIAA Softball Field

NOTE: No traditional bleachers are included

Athletic Enlargements





A “YES” VOTE FOR A NEW SCHOOL MEANS ...

- **\$456M Project.**
- **Shared Cost with the State.**
(assume 50% for now, say \$225M)
- **30-year “Mortgage” Assumed by the City.**
- **Taxpayers Cover Payments through Property Tax Increase.**
- **New Building, Next Generation High School, Expanded CTE, Academic, and Arts Programs, Net Zero Energy, Expanded Athletic Fields.**

Cost Comparison Chart

Options	Total Gross Square Feet	Square Feet of Renovated Space (\$*/SF)	Square Feet of New Construction (\$*/SF)	Site, Building Takedown, Haz Mat, Etc. (\$*)	Estimated Total Construction (\$*)	Estimated Total Project Costs ** (\$*)
Code Renovation Only A1	419,530	\$282,883,565	\$0	\$45,894,289	\$282,883,565	\$353,604,456
Renovation Only A.2.1	399,200	\$309,510,373	\$0	\$58,999,101	\$368,509,474	\$460,636,843
Addition Renovation A.3.2	369,460	\$23,023,509	\$269,812,857	\$93,213,040	\$386,049,405	\$482,561,756
New Option A.4.4	365,000	\$0	\$286,147,626	\$78,261,958	\$364,409,584	\$455,511,980

* Marked up Construction Costs

** Includes Construction Contingency

A “NO” VOTE FOR A NEW SCHOOL MEANS ...

- **\$354M Project. (\$100M less than new)**
- **No shared cost from State. (100% on City)**
- **Projects spread out over 30 years+.**
- **Escalation cost. (assume 5% per year)**
- **Only Code upgrades, No educational improvements, No Expanded CTE, Academic or Academic Programs, Modest Energy Improvements.**
- **Risk of Accreditation.**
- **Risk of Student Attrition.**

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www.salemma.gov/SalemHighSchool