

Connecticut State Department of Education

DISTRICT PROFILE AND PERFORMANCE REPORT FOR SCHOOL YEAR 2024-25



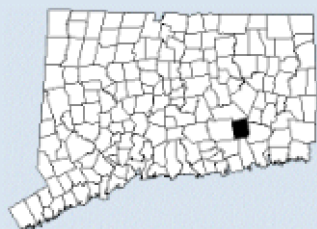
Salem School District

Brian Hendrickson, Superintendent • 860-892-1223 • www.salemschools.org

District Information

Grade Range	PK-8
Number of Schools/Programs	1
Enrollment	392
Per Pupil Expenditures	\$20,816
Total Expenditures	\$11,511,091

Expenditure data reflect the 2023-24 school year.



Community Information

AdvanceCT Town Profiles provide summary demographic and economic information for Connecticut's municipalities at <https://www.advancect.org/site-selection/town-profiles>

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Notes

Unless otherwise noted, all data are for 2024-25 and include all grades offered by the district.

In most tables, data are displayed only for the three major race/ethnicity categories. For additional race/ethnicity categories, please visit <https://public-edsight.ct.gov>

State totals are not displayed as they are not comparable to district totals.

Special Education tables reflect only students for whom the district is fiscally responsible.

* When an asterisk is displayed, data have been suppressed to safeguard student confidentiality. Complete data suppression guidelines are available at <https://tinyurl.com/SuppressionPolicy>

N/A is displayed when a category is not applicable for a district or school.

Students

October 1, 2024 Enrollment

Student Group	District Count	District Percent (%)	State Percent (%)
Female	210	53.6	48.4
Male	182	46.4	51.5
Non-Binary	0	0.0	0.1
American Indian or Alaska Native	*	*	0.2
Asian	*	*	5.2
Black or African American	6	1.5	12.4
Hispanic or Latino of any race	38	9.7	32.1
Native Hawaiian or Other Pacific Islander	0	0.0	0.1
Two or More Races	23	5.9	4.8
White	320	81.6	45.1
English Learners/Multilingual Learners	*	*	11.3
Eligible for Free or Reduced-Price Meals	96	24.5	44.8
Students with Disabilities	64	16.3	18.5

The enrollment table represents students in grades PK-12 reported by the district in the Public School Information System (i.e., PSIS Reporting District).

Students with disabilities are students with an individualized education program (IEP) only. This category does not include students with Section 504 plans or services plans.

Chronic Absenteeism and Suspension/Expulsion

Student Group	Chronic Count	Chronic Rate (%)	Suspension Count	Suspension Rate (%)
Female	20	10.0	*	*
Male	28	16.5	*	*
Non-Binary	N/A	N/A	N/A	N/A
Black or African American	*	*	*	*
Hispanic or Latino of any race	8	21.1	0	0.0
White	37	12.5	13	3.9
English Learners/Multilingual Learners	0	*	0	*
Eligible for Free or Reduced-Price Meals	29	33.0	7	6.6
Students with Disabilities	15	25.0	8	10.1
All Students - District	48	13.0	15	3.7
All Students - State		17.2		6.8

A student is **chronically absent** if they miss ten percent or greater of the total number of days enrolled in the school year for any reason. Pre-Kindergarten students are excluded from this calculation.

A student is included in **suspension count/rate** if they received at least one in-school suspension, out-of-school suspension, or expulsion.

Number of students qualified as truant under state statute: 0
Number of school-based arrests: 0

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Educators

Full-Time Equivalent (FTE) Staff

Role	FTE
General Education Teachers and Instructors	29.8
General Education Paraprofessionals	2.6
Special Education Teachers and Instructors	5.5
Special Education Paraprofessionals	9.2
District Central Office Administrators	1.7
School Level Administrators	2.0
Library/Media Specialists (Certified)	0.6
Library/Media Support Staff	1.0
Instructional Specialists Who Support Teachers	2.0
Counselors, Social Workers and School Psychologists	3.0
School Nurses	1.0
Other Staff Providing Non-Instructional Services/Support	20.5

In the **full-time equivalent count**, staff members working part-time in the school are counted as a fraction of full-time. For example, a teacher who works half-time in a school contributes 0.50 to the school's staff count.

Classroom Teacher Attendance: 2023-24

Level	Average Number of FTE Days Absent Due to Illness or Personal Time
District	8.8
State	13.0

Educators by Race/Ethnicity

Race/Ethnicity	District Count	District Percent (%)	State Percent (%)
American Indian or Alaska Native	0	0.0	0.1
Asian	0	0.0	1.4
Black or African American	0	0.0	4.9
Hispanic or Latino of any race	1	2.2	5.3
Native Hawaiian or Other Pacific Islander	1	2.2	0.1
Two or More Races	1	2.2	0.3
White	43	93.5	87.9

New! Educator Attrition: 2023-24

Educator Type	District Attrition Count	District Attrition Rate (%)	State Attrition Rate (%)
All Educators	9	20.9	6.8
Teachers	6	18.2	7.6

Teacher Attrition Rate is defined as the percent of certified teachers who were teaching in the district in 2022-23 but were not teaching in the district in 2023-24.

All Educator Attrition Rate is defined as the percent of certified educators who were staffed in a certified educator position in the district in 2022-23 but were not staffed in a certified educator position in the district in 2023-24.

Note: See Appendix A for exit reasons.

Instruction and Resources

Students with Disabilities Spending 80% or Greater Time with Nondisabled Peers

Disability	Count	Rate (%)
Autism	8	*
Emotional Disability	*	*
Intellectual Disability	*	*
Learning Disability	33	100.0
Other Health Impairment	10	*
Other Disabilities	*	*
Speech/Language Impairment	*	*
All Disabilities - District	61	83.6
All Disabilities - State		68.0

This table represents students ages 6-21 for whom the district is fiscally responsible (i.e., Nexus District students with an IEP or services plan).

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Students with Disabilities by Primary Disability

Disability	District Count	District Rate (%)	State Rate (%)
Autism	15	2.8	2.9
Emotional Disability	*	*	1.1
Intellectual Disability	*	*	0.6
Learning Disability	33	6.2	6.5
Other Health Impairment	11	2.1	3.6
Other Disabilities	*	*	1.1
Speech/Language Impairment	7	1.3	2.0
All Disabilities	78	14.7	17.8

This table represents students in grades K-12 for whom the district is fiscally responsible (i.e., Nexus District students with an IEP or services plan).

Students with Disabilities Placed Outside of the District

Classroom Setting	District Count	District Rate (%)	State Rate (%)
Public Schools in Other Districts	*	*	8.2
Private Schools or Other Settings	*	*	4.5

This table represents students in grades K-12 for whom the district is fiscally responsible (i.e., Nexus District students with an IEP or services plan).

Overall Expenditures: 2023-24

Expenditure	District Total (\$)	District Per Pupil (\$)	State Per Pupil (\$)
Instruction	\$6,782,970	\$12,266	\$13,471
Support services - students	\$998,248	\$2,606	\$1,826
Support services - instruction	\$211,302	\$552	\$972
Support services - general administration	\$648,504	\$1,693	\$568
Support services - school based administration	\$660,318	\$1,724	\$1,274
Central and other support services	\$488,819	\$1,276	\$761
Operation and maintenance of plant	\$861,083	\$2,248	\$2,125
Student transportation services	\$859,848	\$1,527	\$1,695
Food services	.	.	\$10
Enterprise operations	.	.	\$219
Total	\$11,511,091	\$20,816	\$22,054

Expenditures may be supported by local tax revenues, state grants, federal grants, municipal in-kind services, tuition and other sources.

Special Education Expenditures: 2023-24

Expenditure	District Total (\$)	District Percent (%)	State Percent (%)
Teacher Salaries	\$559,913	19.7	26.4
Instructional Aide Salaries	\$218,757	7.7	10.1
Other Salaries	.	.	10.5
Employee Benefits	\$202,575	7.1	13.3
Purchased Services Other Than Transportation	\$326,733	11.5	6.8
Special Education Tuition	\$1,205,007	42.3	22.8
Supplies	\$10,391	0.4	0.6
Property Services	.	.	0.4
Purchased Services For Transportation	\$322,033	11.3	8.7
Equipment	\$1,786	0.1	0.2
All Other Expenditures	.	.	0.1
Total	\$2,847,195	100.0	100.0

Percent of Total Expenditures Used for Special Education: 2023-24

Level	Percent (%)
District	24.7
State	25.7

Expenditures by Revenue Source: 2023-24

Revenue Source	Percent of Total (%) Excluding School Construction
Local	73.7
State	23.2
Federal	2.8
Tuition & Other	0.3

Revenue sources do not include state-funded Teachers' Retirement Board contributions, Connecticut Technical Education and Career System (CTECS) operations, CSDE-budgeted costs for salaries and leadership activities and other state-funded school districts (e.g., Dept. of Children and Families and Dept. of Correction).

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Performance and Accountability

District Performance Index (DPI)

A District Performance Index (DPI) is the average performance of students in a subject area (i.e., English Language Arts(ELA), Mathematics or Science) on the state summative assessments. The DPI ranges from 0-100. A DPI is reported for all students tested in a district and for students in each individual student group. Connecticut's ultimate target for a DPI is 75.

Student Group	ELA Count	ELA DPI	Math Count	Math DPI	Science Count	Science DPI
American Indian or Alaska Native	*	*	*	*	0	N/A
Asian	*	*	*	*	0	N/A
Black or African American	*	*	*	*	*	*
Hispanic or Latino of any race	29	67.9	29	58.8	13	*
Native Hawaiian or Other Pacific Islander	0	N/A	0	N/A	0	N/A
Two or More Races	17	*	17	*	*	*
White	195	69.0	192	66.2	68	65.8
English Learners/Multilingual Learners	*	*	*	*	*	*
Non-English Learners/Non-Multilingual Learners	*	*	*	*	*	*
Eligible for Free or Reduced-Price Meals	58	59.8	58	56.2	18	*
Not Eligible for Free or Reduced-Price Meals	190	71.4	187	67.8	69	65.1
Students with Disabilities	43	48.0	41	45.3	18	*
Students without Disabilities	205	73.0	204	69.0	69	68.9
High Needs	85	56.8	83	53.5	28	54.2
Non-High Needs	163	74.9	162	71.0	59	68.5
All Students - District	248	68.7	245	65.0	87	63.9

National Assessment of Educational Progress (NAEP): Percent At or Above Proficient

Year	Subject	Grade	CT	National Public
2024	Reading	4	36%	30%
2024	Reading	8	35%	29%
2024	Math	4	42%	39%
2024	Math	8	32%	27%

NAEP is often called the "Nation's Report Card." It is sponsored by the U.S. Department of Education. This table compares Connecticut's performance to that of national public school students. Performance standards for state assessments and NAEP are set independently. Therefore, one should not expect performance results to be the same across Smarter Balanced and NAEP. Instead, NAEP results are meant to complement other state assessment data. Performance on NAEP by student group is available at <https://tinyurl.com/CTNAEP2024>

Physical Fitness Tests: Percent of Students Reaching Health Standard

Test	Grade 4 Percent (%)	Grade 6 Percent (%)	Grade 8 Percent (%)	HS Percent (%)	All Tested Grades Count	All Tested Grades Percent (%)
Sit & Reach	85.0	48.7	50.0	N/A	119	61.3
Curl Up	92.7	92.3	72.5	N/A	120	85.8
Push Up	62.5	61.5	65.0	N/A	119	63.0
Mile Run/PACER	37.5	63.2	47.5	N/A	118	49.2
All Tests - District	30.0	28.9	22.5	N/A	118	27.1
All Tests - State	55.8	51.4	46.0	43.6		49.0

The Connecticut Physical Fitness Assessment (CPFA) is administered to students in Grades 4, 6, 8 and High School (HS). The health-related fitness scores gathered through the CPFA should be used to educate and motivate children and their families to increase physical activity and develop lifetime fitness habits.

Note: Only students assessed in all four areas are included in the All Tests calculation

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Next Generation Accountability Results

Connecticut's Next Generation Accountability System is a broad set of 12 indicators that help tell the story of how well a district/school is preparing its students for success in college, careers, and life. It moves beyond test scores and graduation rates to provide a more holistic, multifactor perspective of district and school performance.

Indicator	Student Group	Index/Rate	Target	Points Earned	Max Points	% Points Earned	State Average Index/Rate
ELA Performance Index	All Students	68.7	75	45.8	50	91.6	64.7
ELA Performance Index	High Needs Students	56.8	75	37.9	50	75.7	54.9
Math Performance Index	All Students	65.0	75	43.4	50	86.7	61.1
Math Performance Index	High Needs Students	53.5	75	35.7	50	71.3	50.6
Science Performance Index	All Students	63.9	75	42.6	50	85.2	62.6
Science Performance Index	High Needs Students	54.2	75	36.2	50	72.3	52.1
ELA Academic Growth	All Students	63.3%	100%	63.3	100	63.3	60.6%
ELA Academic Growth	High Needs Students	61.3%	100%	61.3	100	61.3	55.7%
Math Academic Growth	All Students	56.7%	100%	56.7	100	56.7	62.3%
Math Academic Growth	High Needs Students	51.8%	100%	51.8	100	51.8	55.9%
Progress Toward English Proficiency	Literacy	.	100%	.	.	.	58.7%
Progress Toward English Proficiency	Oral	.	100%	.	.	.	55.7%
Chronic Absenteeism	All Students	13.0%	<=5%	34.1	50	68.1	17.2%
Chronic Absenteeism	High Needs Students	28.0%	<=5%	4.0	50	8.0	24.8%
% Taking CCR Courses	All Students	.	75%	.	.	.	92.4%
% Meeting CCR Benchmark	All Students	.	75%	.	.	.	47.2%
On-track to High School Graduation	All Students	100.0%	94%	50.0	50	100.0	85.9%
4-year Graduation Rate (2024 Cohort)	All Students	.	94%	.	.	.	88.9%
6-year Graduation Rate (2022 Cohort)	High Needs Students	.	94%	.	.	.	87.3%
Postsecondary Entrance (Class of 2024)	All Students	.	75%	.	.	.	67.0%
Physical Fitness % Meeting Health Standard	All Students	27.1%	75%	18.1	50	36.2	49.0%
Arts Access	All Students	.	60%	.	.	.	55.1%
Accountability Index				580.7	900	64.5	

Physical Fitness Estimated Participation Rate - District: 98.4% | State: 95.6%

NOTE: A dot (.) appears in the table above when there are fewer than 20 students in the student group or the indicator is not applicable based on grades served.

Gap Indicator	Non-High Needs Rate	High Needs Rate	Size of Gap	State Gap Mean +1 Stdev	Is Gap an Outlier?
ELA Performance Index Gap	74.9	56.8	18.1	16.9	Y
Math Performance Index Gap	71.0	53.5	17.4	18.4	N
Science Performance Index Gap	68.5	54.2	14.3	18.2	N
Graduation Rate Gap	.	.	.	.	

If the Non-High Needs Rate exceeds the ultimate target (75 for Performance Index and 94% for graduation rate), the ultimate target is used for gap calculations.

If the size of the gap exceeds the state mean gap plus one standard deviation, the gap is an outlier.

NOTE: A dot (.) appears in the table above when there are fewer than 20 students in at least one of the student groups used to calculate the gap measure or the indicator is not applicable based on grades served. Gap calculations are based on unrounded rates.

Subject	Student Group	Participation Rate (%)
ELA	All Students	98.1
ELA	High Needs Students	96.7
Math	All Students	96.9
Math	High Needs Students	94.4
Science	All Students	95.7
Science	High Needs Students	90.3

Minimum participation standard is 95%.

Connecticut's State Identified Measurable Result (SIMR) for Children with Disabilities

Increase the reading performance of all 3rd grade students with disabilities statewide, as measured by Connecticut's English Language Arts (ELA) Performance Index.

Grade 3 ELA Performance Index for Students with Disabilities:

District: * **State: 50.2**

Supporting Resources: <https://public-edsight.ct.gov/Overview/Next-Generation-Accountability-Dashboard#related-links>

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Narratives

School District Improvement Plans and Parental Outreach Activities

Thorough planning and analysis of schedule and class placement of special education students and collaboration with Director of Student Services to improve delivery of programs and services; Grandparent's Day Event for PK-8 students; Veteran's Day assembly/community event; School Wide recognition system reset implementing monthly, student-led community meetings. Bloomz Communication Application--Staff members used this to communicate directly with families, share pictures of student activities in the classroom, conference and event signups and much more; RULER work with students; Monthly Wellness Newsletter to Families from School Psych, School Counselor; Weekly, Streamlined Communication "Cougar Tales" showcasing pictures, events, student work, and much more; Continuous feedback opportunities for families using Google forms regarding events such as open house, conferences, orientation nights, scheduling and program offerings, etc.; Solidified and streamlined the SRBI process, criteria, improving tiered services and intervention supports; Communicated to families regarding SRBI process and placement; Implementation of grade 7 math course based on parent feedback, parent night to explain new course and family choice of placement; K orientation night; Collaboration with PTO for events (meet the new admin team to start the year through end of year ice cream social to end the year); Guest reader opportunities at the lower elementary level bringing parents in consistently throughout the year to read to classes; and .Collaboration with East Lyme Public Schools to enhance the transition for our 8th grade students as well as curriculum and academic alignment.

Efforts to Reduce Racial, Ethnic and Economic Isolation

New Reading program with culturally sensitive material.

Parent/Student High School Informational Night for 8th grade families exposing them to other high school options such as magnet and technical school options; Scholarship opportunities through the Lions club for students potentially attending a technical high school to assist families in buying tools, gear, etc.

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Equitable Allocation of Resources among District Schools

Salem School is a one school district and ensures that resources are allocated equitably across grade levels and departments.

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Appendix A

2023-24 Exit Reasons for Certified Educators

Exit reasons are reported by districts in the Educator Data System (EDS) based on the information provided by exiting educators.

Exit Reason	District Count	District Percent (%)	State Percent (%)
Another Profession	0	0.0	2.1
Deceased	0	0.0	0.5
District/School Shut Down	0	0.0	0.0
Moved Out of State	0	0.0	2.2
Personal Reasons	0	0.0	6.7
Position Eliminated or Expired	1	16.7	9.8
Position Filled Permanently	0	0.0	0.1
Resigned (no reason given)	3	50.0	32.0
Retired	2	33.3	23.7
Teach/Admin in Other CT Dist	0	0.0	18.0
Teach/Admin in CT Nonpublic School	0	0.0	0.1
Teach/Admin Out-of-State (public or private)	0	0.0	1.3
Terminated	0	0.0	1.2
Took Job Related To Education	0	0.0	2.3
TOTAL	6		

Please note that the exit counts above are for educators leaving the district. This differs from the counts in the attrition table where individuals may still be employed in the district but in non-teaching or non-certified educator roles.