



# SALEM SCHOOL DISTRICT

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## ADMINISTRATION

Dr. Vicki King, Superintendent  
Mr. Marquez Guzman, Director of Business/Auxiliary Services  
Mrs. Christy Weinstock, Director of Student Services  
Mrs. Patty Fitzgerald, PK-5 Principal  
Mr. Ryan Sandberg, 6-8 Principal

## SCHOOL BOARD

Mrs. Dana Powers, President  
Mr. Nick Pauloni, Vice President  
Dr. Ted Goergen, Treasurer  
Dr. Steve Brown, Clerk  
Mr. Jack Niccolai, Deputy Clerk

*"When we are focused on listening to another person, we open the door to gaining clarity about issues and understanding the perceptions and needs of the other person...By being committed listeners, we lay the groundwork for building relationships and creating solutions to problems" (Cheliotas & Reilly, 2010).*

January 31, 2023

Dear Salem Families,

Since December, I have been holding Stay Interviews with all of the Salem staff- *literally* everyone on our payroll. The purpose of my Stay Interviews is twofold. First, I want to hear about the many things we are doing well from the staff's perspective, so we can capitalize on those areas and continue to move in the right direction. Second, I need to understand areas that should be immediately addressed to ensure our amazing staff stay at Salem.

You have likely heard about or seen some of the changes that have occurred as a result of these enlightening conversations. I know our staff and some families have started noticing the differences that are taking place within the district. These changes and slight improvements will continue to transform Salem into the Destination District I know we are positioned to become, which is why I seek out firsthand information. I do not shy away from challenges. I see them as opportunities for us to be better.

As Open Enrollment season begins again, I want to make sure our families choose to STAY at Salem too. I know you have options to go to other districts; I want you to feel like you would be missing out if you took your child somewhere else - because you would be. Salem is doing amazing things and I want to hear how we can be even better. Similar to the Stay Interviews I have been holding with our Salem staff, I would also like to hold Stay Interviews with families in a Focus Group forum.

Families will have the opportunity to attend one of six forums to talk with me about three different areas:

- 1) What is going well at Salem, and why do you enroll your child(ren) at Salem?
- 2) What can I do to improve your child(ren)'s experience or your personal experience at Salem?
- 3) Name someone in the district who has had the greatest, positive impact on you this year at Salem.

I sincerely value direct, open communication and have been looking forward to this opportunity with families for several weeks. Even today, I was able to hear a concern directly from a parent, and we were able to immediately rectify it. Specifically, I learned that some classrooms were not reciting The Pledge of Allegiance every day, which administrators and I have already expressed as an expectation. There was no malicious intent as to why it was not happening. The morning obligations just got away from some teachers. To help with consistency across the District, we have now established that it will be recited over the intercom every morning at the same time every day beginning tomorrow.

There have been several other small corrections and wins we are seeing this year because of these Stay Interviews. I look forward to hearing how we can continue to make progress during my Stay Interviews with Salem families. These will be limited to 10 people per session, and they are first come, first served. I have offered two virtual weekend times as options as well.

[If you would like to sign-up for a Stay Interview with me, please use this link to select the date/time.](#)

Respectfully,

Dr. Vicki King