

CAMBRIDGE PUBLIC SCHOOLS



KENNETH N. SALIM, Ed.D.
Superintendent of Schools

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Dear CPS Community,

I am writing to let you know that I will be resigning from my position as Superintendent of Cambridge Public Schools at the end of this school year, effective June 30, 2021. This has been one of the most difficult decisions of my professional career and one that I am making only after deep personal reflection and considering what is best for my family at this time.

The pandemic has presented personal and professional challenges for so many in our community. I have tried my best to balance caring for my two young children and supporting the well-being of elderly parents from afar, while also carrying out my responsibilities as Superintendent of Schools. As too many families experience, this has been a massive challenge and has taken a significant toll on myself, my wife and my family. I am hopeful that this upcoming change this summer will allow me to better attend to my immediate family's needs while we explore opportunities to be closer to our extended family. I also hope that sharing this news at this time will allow the School Committee and Cambridge community to carry out the important work of selecting a leader who will take CPS to the next level of success.

I am proud of what CPS has accomplished over the past four and half years. In collaboration with our community, we set out a vision for rigorous, joyful and culturally responsive learning for every student as part of a multi-year strategic plan. We formally adopted definitions for equity and racial equity to guide our improvement efforts. We have seen dramatic improvements in academic outcomes for students - outperforming the state across demographic groups at nearly every grade level, reached a historic milestone of 25% of CPS teachers identifying as people of color, expanded capacity for family engagement, and changed systems through efforts like the Level Up initiative to provide greater equity and access to advanced coursework. We have laid the foundation for continuous improvement efforts and have made important progress. At the same time, we know there is much work to be done to become a truly anti-racist school district and to ensure that every family and every child feels connected, and is thriving in every classroom, every day.

I am grateful to the School Committee for the opportunity to lead CPS. I am especially thankful to my leadership team, our school principals and educators and staff for carrying out the hard work of improving educational outcomes, and leading with equity and racial equity at the center. And I am grateful to our students, families and many city and community partners who have been instrumental in our improvement journey.

In the coming months, I am committed to leading the district through the difficult times we face. I plan to work with you as we seek to make the best decisions possible for our students. I have great hopes for Cambridge Public Schools and the future of our young people, educators and families.

Sincerely,

Kenneth N. Salim, Ed.D.
Superintendent