



School Committee

DRAFT MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

November 16, 2017

APPROVED 12-7-2017

The Chelsea School Committee met on Thursday, November 16, 2017, in the City Council Chambers, City Hall, 500 Broadway, Chelsea.

Members Present: Yessenia Alfaro-Alvarez, Rosemarie Carlisle, Kelly Garcia, Diana Maldonado, Richard Maronski, Shawn O'Regan, and Jeannette Velez.

Also Present: City Manager Thomas Ambrosino, Superintendent of Schools Dr. Mary M. Bourque, Deputy Superintendent Linda Breau, Assistant Superintendent Sarah Kent, Executive Director for Administration and Finance Gerry McCue, Human Resources Director Tina Sullivan, Business Manager Michael Mason, Student Representative Rucellie Jimenez, and Administrative Assistant and Clerk to the School Committee Terry Young.

The meeting was called to order at 7:00p.m.

Pledge of Allegiance

School Committee Minutes: The minutes of the October 5, 2017 School Committee Meetings were unanimously approved.

At this time Mr. Maronski made a motion to discuss an agenda item out of order. There being no objections Mr. Maronski moved to approve the Memorandum of Agreement between the Chelsea School Committee and Chelsea Teachers' Union.

Ms. Carlisle joined the meeting at this time.

Dr. Bourque thanked the negotiations teams for their work on the agreement.

Chairman Velez called for a roll call vote.

- Consideration and action to approve the Memorandum of Agreement between the Chelsea School Committee and Chelsea Teachers' Union 2017-2020.
Chairman Velez called for a roll call vote.

Jeanette Velez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Abs

Kelly Garcia	Y
Shawn O'Regan	Y
Richard Maronski	Y
Yessenia Alfaro-Alvarez	Abs
Diana Maldonado	Y
Thomas Ambrosino	Y

Having seven votes in the affirmative and two absent, the motion was approved.

A motion was made and seconded to continue with the agenda in order.

Public Comment: None

Report of the Superintendent of Schools: Dr. Bourque commented on the email she sent regarding School Improvement Plans and the District Improvement Plan. The SIPS and DIPS will be sent via email but hard copies are available to school committee members upon request. The SIPs include the Accelerated Improvement Plants and Turnaround Plans that were previously presented to school committee members.

Ms. Alfaro-Alvarez joined the meeting at this time.

Dr. Bourque also presented the Annual Report 2016-2017 which highlights improvements and advancement in multiple areas such as technology and facilities.

Student Achievement: Dr. Bourque called upon Assistant Superintendent Sarah Kent to review MCAS results and the Indicators of Success.

Ms. Kent presented results from the 2017 MCAS tests. District-wide there were gains in Student Growth Percentile. An area of concern is achievement. In ELA a few schools had high SGP. In Math there was growth in the elementary grades with high growth in Hooks and Kelly. Another area of concern is Grade 5 Math. Science is an area where the district is struggling.

Ms. Kent presented the District Indicators of Success for October.

Indicator 1 – MCAS and Accountability: CHS remained fairly constant from the previous year.

Indicator 2 – Attendance: Grades 2-7 are still hitting the goal. Overall the district is at 94%.

Indicator 4 – Grade 4 Students Grades: Percentages are low because it is the beginning of the year and there is no growth yet.

Indicator 6 – AP Courses: 334 students are enrolled in AP courses which is less than last year due to the new scheduling block at CHS.

Indicator 8 – Dropout Rate: Now at 23 dropouts which is the lowest in the last 5 years. 10 of the 23 dropouts are Limited English Proficient.

Mobility: 147 additional students in the district. 10 new students are from Puerto Rico and 1 from St. Thomas.

Ms. Kent mentioned that iBlock is gaining momentum. Questions and discussion ensued.

A copy of the report is attached and forms a part of these minutes.

Personnel Report: Dr. Bourque commended the personnel report to the record.

Enrollment Report: Dr. Bourque commended the enrollment report to the record. As of November 9, 2017 the total enrollment is 6,543 students.

Next, Dr. Bourque made the following announcements:

11/16, 11/17, & 11/18 CHS's Performance of Augusta & Noble

11/22 No school for students but offices are open

11/23 & 11/24 Holiday – schools and offices are closed

12/1 Kelly School Winter Concert

11/29 Extra meetings of the Budget & Finance and Human Resources Sub-Committees need to be held prior to the next full School Committee meeting. The Human Resources Sub-Committee will meet on 11/29 at 6:00pm in the Superintendent's office and the Budget & Finance Sub-Committee will meet on 11/29 at 6:30pm in the Conference Room.

11/23 Thanksgiving Day Football Game CHS vs Matignon (at Matignon)

12/7 Next School Committee Meeting

Committee Reports:

Policy & Procedures – Mr. O'Regan reported that the sub-committee last met on 10/5/17. A copy of the report is attached and forms a part of these minutes.

Student Representative – Ms. Jimenez reported that students are getting accustomed to iBlock and are figuring out how to make it work for them. Ms. Jimenez mentioned the Turkey Trot that will take place at CHS at 10:00am on Saturday 11/18/17.

New Business:

- Ms. Garcia moved to accept the Home Schooling Petition of the Ghelle family for their children Zeynab, Osman, Aisha, and Saphiya Ghelle.
Chairman Velez called for a roll call vote.

Jeanette Velez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Abs
Kelly Garcia	Y
Shawn O'Regan	Y
Richard Maronski	Y
Yessenia Alfaro-Alvarez	Y
Diana Maldonado	Y

Having seven votes in the affirmative and one absent, the motion was approved.

- Consideration and action to accept a gift from the Museum of Science in the amount of \$3,000.
Chairman Velez called for a roll call vote.

Jeanette Velez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Abs
Kelly Garcia	Y
Shawn O'Regan	Y
Richard Maronski	Y
Yessenia Alfaro-Alvarez	Y
Diana Maldonado	Y

Having seven votes in the affirmative and one absent, the motion was approved.

- Consideration and action to accept the Early Grades Literacy Program grant in the amount of \$18,600.

Chairman Velez called for a roll call vote.

Jeanette Velez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Abs
Kelly Garcia	Y
Shawn O'Regan	Y
Richard Maronski	Y
Yessenia Alfaro-Alvarez	Y
Diana Maldonado	Y

Having seven votes in the affirmative and one absent, the motion was approved.

- Consideration and action to accept a gift of construction services and construction supplies and materials to renovate an art room in the Wright Academy and including art supplies, art equipment and technology.

Chairman Velez called for a roll call vote.

Jeanette Velez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Abs
Kelly Garcia	Y
Shawn O'Regan	Y
Richard Maronski	Y
Yessenia Alfaro-Alvarez	Y
Diana Maldonado	Y

Having seven votes in the affirmative and one absent, the motion was approved.

- Consideration and action to approve the Security Camera System Deployment and Management Policy.
A motion was made and seconded. The motion was approved.
- Consideration and action to approve the updated Bullying Plan and Bullying Policy.
A motion was made and seconded. The motion was approved.
- Consideration and action to approve a budget transfer in the amount of \$27,724.00 from Wright Science and Technology Academy After School Contracted Services to Browne Middle School Contracted Services.
Chairman Velez called for a roll call vote.

Jeanette Velez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Abs
Kelly Garcia	Y

Shawn O'Regan	Y
Richard Maronski	Y
Yessenia Alfaro-Alvarez	Y
Diana Maldonado	Y

Having seven votes in the affirmative and one absent, the motion was approved.

- Consideration and action to approve a budget transfer in the amount of \$173,000.00 from Wright Science and Technology Academy After School Contracted Services to Browne Middle School Contracted Services (\$4,000.00), Clark Ave After School Contracted Services (\$4,000.00), Chelsea High Contracted Services (\$11,000.00), Chelsea High Stipends (\$76,000.00), Wright Science and Technology Academy Stipends (\$26,000.00), Browne Middle School Stipends (\$26,000.00) and Clark Ave Stipends (\$26,000.00). Chairman Velez called for a roll call vote.

Jeanette Velez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Abs
Kelly Garcia	Y
Shawn O'Regan	Y
Richard Maronski	Y
Yessenia Alfaro-Alvarez	Y
Diana Maldonado	Y

Having seven votes in the affirmative and one absent, the motion was approved.

Communications: The following communications were accepted and filed:

- October 2017 Memorandum from Cheryl Watson Fisher, City Solicitor, regarding Open Meeting Law Guide – Memorandum accepted and filed.
- November 13, 2017 email from Dr. Bourque submitting nine School Improvement Plans (SIPs) and District Improvement Plan (DIP) – Email accepted and filed.

Announcements: Ms. Carlisle wished everyone a Happy Thanksgiving.

Ms. Alfaro-Alvarez announced that next Tuesday 11/21 there will be a family Thanksgiving celebration at St. Luke's at 201 Washington Avenue organized by the Chelsea Collaborative.

Adjournment: The meeting adjourned at 7:49 p.m.

Recorded by

Terry Young
Administrative Assistant
Clerk to the Chelsea School Committee

Data Analysis

MCAS 2017



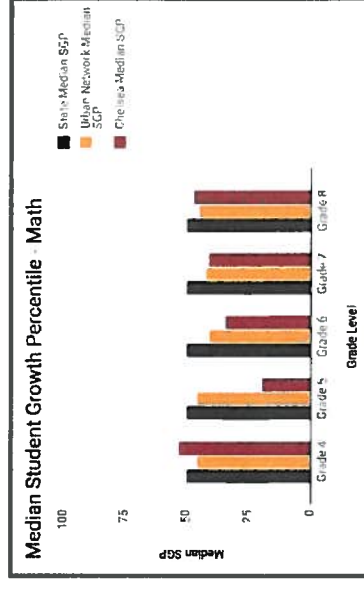
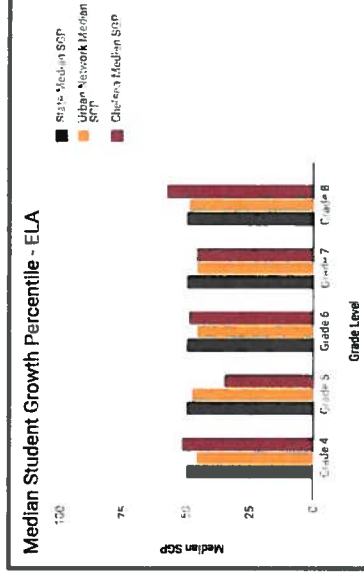
Districtwide - MCAS



Highlights

Areas of Concern

- Gr 4 and 8 ELA SGP outperformed the State overall
 - Gr 4 and 8 ELA SGP of students with disabilities (SWD) outperformed the State's SWD
 - Gr 4 ELLs ELA SGP outperformed the State's Gr 4 ELLs.
 - Gr 6 ELA SGP outperformed other urban districts and Gr 7 ELA SGP was equal to other urban districts
- Gr 4 Math SGP outperformed the State
- Gr 8 Math SGP outperformed other urban districts
- Achievement in Gr 3 - 8 ELA fell below the State and other urban districts
- Achievement in Gr 5 - 8 math fell below the State and other urban districts
 - Gr 3 & 4 fell below the State but above other urban districts
- Gr 5, 8 and 10 science achievement fell significantly below the State
- Achievement of our students in ELL and SWD subgroups fell below the State with the exception of Gr 4 math



Mathematics - MCAS

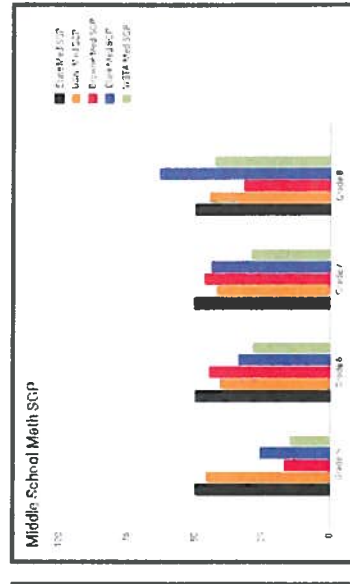
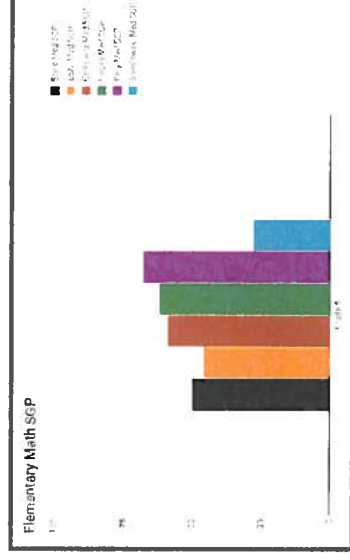


Highlights

- **Hooks** and **Kelly** Gr 4 math SGP fell in the high growth range (and **Berkowitz** was one point away) outperforming the State
 - Gr 4 SWD math SGP at **Kelly** and **Hooks** was in the high moderate range and high range respectively
 - Gr 4 ELL students math SGP at the **Hooks** was in the high moderate range
- **Clark** Gr 8 math SGP was in the high growth range
- **Chelsea High School** reduced the number of students failing by 6%

Areas of Concern

- **Grade 5** math SGP across the three middle schools remains in the low growth range
- Math achievement at **Browne, Clark** and **Wright** Middle Schools fell between 5% - 30% Meeting and Exceeding Expectations
- **Berkowitz** and **Sokolowski** math achievement fell between 26% and 34% Meeting and Exceeding Expectations
- **Chelsea High School** math SGP remained constant from 2016



MCAS 2.0 in Grades 3 - 8 ELA and Mathematics

- Updated version of the nearly 20-year-old MCAS assessment
- Focuses on students' **critical thinking abilities, application of knowledge, and ability to make connections between reading and writing**
- Gives a **clearer signal of readiness** for the next grade level or college and career
- Designed to be given on a **computer**
- First given in **spring 2017** in grades 3–8 in English language arts & math
- Will eventually replace all older (“legacy”) MCAS tests in grades 3–10 such as Science and Grade 10 assessments

Proficiency Levels - MCAS 2.0

Legacy

Advanced

Students at this level demonstrate a comprehensive and in-depth understanding of rigorous subject matter, and provide sophisticated solutions to complex problems.

Proficient

Students at this level demonstrate a solid understanding of challenging subject matter and solve a wide variety of problems.

Needs Improvement

Students at this level demonstrate a partial understanding of subject matter and solve some simple problems.

Warning

Students at this level demonstrate a minimal understanding of subject matter and do not solve simple problems.

Next-generation

Exceeding Expectations

A student who performed at this level exceeded grade-level expectations by demonstrating mastery of the subject matter.

Meeting Expectations

A student who performed at this level met grade-level expectations and is academically on track to succeed in the current grade in this subject.

Partially Meeting Expectations

A student who performed at this level partially met grade-level expectations in this subject. The school, in consultation with the student's parent/guardian, should consider whether the student needs additional academic assistance to succeed in this subject.

Not Meeting Expectations

A student who performed at this level did not meet grade-level expectations in this subject. The school, in consultation with the student's parent/guardian, should determine the coordinated academic assistance and/or additional instruction the student needs to succeed in this subject.



October 2017

Monthly:

2. District-Wide daily attendance rate will be 95%. (p. 3)
8. The CPS dropout rate will decrease by 2% per year. (p. 6)

Quarterly Updates:

4. 85% of grade 4 students will exit grade 4 and enter grade 5 with a 3 or better in ELA, Math and Science. (p. 4)
5. 85% of grade 8 students will exit grade 8 and enter grade 9 with a C or better in ELA, Math and Science. (p. 5)

Winter/Spring:

3. 75% of Kindergarten students will score in the Proficient or In Progress range on the Nonsense Word Fluency Correct Letter Sounds (NWF-CLS) DIBELS subtest. (p. 4)

Annual:

1. All CPS Schools will be on track to be Level 2 or better in the State's accountability system. (p. 2)
6. 85% of High School Students in AP courses will attain a 3, 4, or 5. (p. 5)
7. The CPS four-year graduation rate will increase by 2% per year; the five year graduation rate will increase by 2% per year. (p. 6)
9. All students will graduate from Chelsea High School with a plan for college, career and life. (p. 7)
10. Annual staffing data will show improved teacher retention. (p. 8)

Appendix: Additional Relevant Data:

- Mobility (p. 9)
- Mobility Rate (p. 9)
- CHS Grade 9 & 10 Failing Grades (p. 10)
- CHS Grade 9 & 10 Retention (p. 10)

Chelsea Public Schools Indicators of Success 2016 - 2021



Indicator 1: All CPS Schools will be on track to be Level 2 or better in the State's accountability system.

PARCC/MCAS

School	ELA CPI 2016	ELA CPI 2017	ELA CPI 2018	ELA SGP 2016	ELA SGP 2017	ELA SGP 2018	Math CPI 2016	Math CPI 2017	Math CPI 2018	Math SGP 2016	Math SGP 2017	Math SGP 2018	Science CPI 2016	Science CPI 2017	Science CPI 2018
Berkowitz	69			61	50.5		73.6			38	59				
Hooks	73.6			74	64		94.7			61	62				
Kelly	66.6			47	55		74.4			46	68				
Sokolowski	65			53	47		75.8			55	28				
Browne	59.2			46	60		48			31	33		36.4	41.7	
Clark	69.4			40	44		60.5			29	41		51.7	49.6	
WSTA	64.8			38	38		55.2			29	27		45.4	48.7	
CHS	83.1	84.5		55	53		62.4	66.3		26	25		65.6	66.6	

Chelsea Public Schools Indicators of Success 2016 - 2021



Indicator 2: District-Wide daily attendance rate will be 95%.

	%2017	Sept		Oct		Nov	Dec	Jan	Feb	March	April	May	June
		Month	Month	Month	YTD								
Grade 1	95.0%	94.7%	94.4%	94.8%									
Grade 2	95.0%	95.8%	96.4%	96.3%									
Grade 3	95.2%	95.8%	95.6%	95.8%									
Grade 4	95.4%	95.6%	96.4%	96.2%									
Grade 5	95.1%	95.8%	96.2%	96.3%									
Grade 6	95.0%	95.2%	95.4%	95.4%									
Grade 7	95.0%	95.7%	94.9%	95.3%									
Grade 8	94.2%	94.6%	95.1%	94.9%									
Grade 9	89.1%	89.3%	87.9%	88.6%									
Grade 10	90.0%	89.6%	87.9%	88.7%									
Grade 11	90.0%	90.2%	89.7%	90.0%									
Grade 12	88.7%	91.7%	90.7%	91.2%									
Post-Graduate	n/a	100.0%	64.5%	57.1%									
Kindergarten	92.8%	95.3%	94.5%	94.9%									
Grade PreK	93.0%	94.6%	93.2%	93.9%									
District Total	93.4%	94.1%	93.8%	94.0%									



Indicator 3: 75% of Kindergarten students will score in the Proficient or In Progress range on the Nonsense Word Fluency Correct Letter Sounds (NWF-CLS) DIBELS subtest.

	2016 - 2017	2016 - 2017	2017-2018
Winter (% students)	49%	44%	
Spring (% students)	61%	50%	

Indicator 4: 85% of grade 4 students will exit grade 4 and enter grade 5 with a 3 or better in Reading, Writing, Math and Science.

	2016-2017 (% students)	Quarter 1 (% students)	Quarter 2 (% students)	Quarter 3 (% students)	Final Grade (% students)
Reading	57.8%	32.8%			
Writing	44.7%	22.5%			
Math	62.5%	40.1%			
Science	78.6%	72.4%			

Chelsea Public Schools Indicators of Success 2016 - 2021



Indicator 5: 85% of grade 8 students will exit grade 8 and enter grade 9 with a C or better in ELA, Math and Science.

	2016 - 2017 (% students)	Quarter 1 (% students)	Quarter 2 (% students)	Quarter 3 (% students)	Final Grade (% students)
ELA	62.3%	72.4%			
Writing	73.5%	79.9%			
Math	56.5%	75.9%			
Science	61.4%	75.3%			

Indicator 6: 85% of High School Students in AP courses will attain a 3, 4, or 5.

	2015 - 2016	2016 - 2017	2017 - 2018
# of students enrolled in AP courses	428	454	334
# AP tests taken	400	399	
# of tests scored 3, 4, or 5	128	141	
% of tests scored 3, 4, or 5	32%	36%	



Indicator 7: The CPS four-year graduation rate will increase by 2% per year; the five year graduation rate will increase by 2% per year.

	2014-2015	2015-2016	2016-2017
4 year graduation rate	63.6%	62.9%	
5 year graduation rate	67.1%		

Indicator 8: The CHS dropout rate will decrease by 2% per year.

Data for each year is period to date

	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Oct. 1 st Enrollment*	1369	1353	1330	1372	1408	1527	1536	1556	1538
# of Drop-Outs	40	21	44	21	30	46	31	31	23
Drop-Out %	2.92%	1.55%	3.31%	1.53%	2.84%	3.01%	2.02%	1.99%	1.50%

*CHS enrollment as of 10/1/2017

CHS Programmatic Breakdown this year to date

CHS Enrollment	Regular Ed Students	Sped Students	ELL Students
Oct. 1 st Enrollment*	827	182	529
# of Drop-Outs	6	0	17
Drop-Out %	.73%	0%	3.2%

*CHS enrollment as of 10/1/17

Chelsea Public Schools Indicators of Success 2016 - 2021



10/1/2017-10/31/2017 DROPOUT NOTES:

- 12 students have withdrawn
- 1 to an Adult Ed Program, 11 Plans Unknown
- Regular=2, LEP=10
- Grade 9 = 1
- Grade 10 = 5
- Grade 11 = 6

Indicator 9: All students will graduate from Chelsea High School with a plan for college, career and life.

Plan	Class of 2016	Class of 2017	Class of 2018
Attend 2 or 4 year college	71%	70%	
Enter directly into workforce	15%	13%	
Enter military	4%	3%	
Enter certificate program	5%	4%	
Take gap year and/or enroll in Year Up or City Year Program	3%	3%	
Enter a trade school	1%	2%	
total:	99%	95%	.

Chelsea Public Schools Indicators of Success 2016 - 2021



Indicator 10: Annual staffing data will show improved teacher retention.

Retention

	2015- 2016		2016 - 2017		2017-2018	
	Total teachers in CPS	443.75	100%	457.12	100%	
Teachers who left CPS	77	17.4%	87	19%		
Teachers who retired or were terminated	32	7.2%	31	7%		
Teachers who left on their own*	45	10.2%	56	12%		

* reasons for leaving included: moving back home, new job in another district, returning to school, health

Promotions

	2015- 2016	2016 - 2017	2017-2018
Paraprofessional to teacher	6	7	
Teacher to administrator	3	3	
Administrator promotion	3	3	
Substitute to paraprofessional	2	3	
Total promotions	14	16	



APPENDIX:

Mobility:

	2016-17 Total		Sept		Oct		Nov		Dec		Jan		Feb		Mar		Apr		May		June		TOTAL	
	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out
ELC (K only)	98	48	0	5	8	4																	8	9
Elementary	215	174	106	44	15	18																	121	62
Middle School	155	108	75	38	18	4																	93	42
High School	263	262	92	67	28	15																	120	82
District Total	731	592	273	154	69	41																	342	195

*District-wide mobility rate (sum of transfers in and transfers out divided by October 1st enrollment (6327)) is 8.5% year to date.

Student Mobility Rate September 1 – June 30 (10-month calculation)

Year	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Rate	32.0	32.4	33.7	33.5	23.9	36.0	28.6	37.5	23.6	32.0	28.5	25.0	24.8	17.0	20.0	17.6	20.6
Year	2014	2015	2016	2017	2018												
Rate	17.0	18.7	17.0	20.8													

Chelsea Public Schools Indicators of Success 2016 - 2021



CHS Failing Grades

	2016-2017 Final	2017-2018 Quarter 1	2017-2018 Quarter 2	2017-2018 Quarter 3	2017-2018 Final Grade
Grade 9 Total # Students	457	405			
G9: One failing grade	90	80			
G9: Two failing grades	60	67			
G9: Three failing grades	35	44			
G9: Four or more failing grades	35	14			
G9: Total percent	48.1%	50.6%			
Grade 10 Total # Students	420	409			
G10: One failing grade	72	89			
G10: Two failing grades	39	46			
G10: Three failing grades	40	40			
G10: Four or more failing grades	47	10			
G10: Total percent	47.1%	45.2%			

CHS Retention

	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Grade 9 retained	23%	13.6%	18.7%	34.9%	30.1%	15.6%	21.2%	
Grade 10 retained	20%	11.8%	16.9%	12.9%	18.1%	11.3%	12.6%	

A meeting of the policy and procedures sub committee was held on Thursday October 5 2017.

Present were: Kelly Garcia, Jeanette Velez, Yessenia Alfaro, Shawn O'Regan, deputy superintendent Linda Breau, Assistant superintendent sarah kent

Meeting called to order at 6:15

On the agenda were

1. Security cameras
2. Bullying policy and bullying plan

Meeting was adjourned at 6:27.