



School Committee

MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

March 1, 2018

APPROVED 3-29-2018

The Chelsea School Committee met on Thursday, March 1, 2018, in the City Council Chambers, City Hall, 500 Broadway, Chelsea.

Members Present: Yessenia Alfaro-Alvarez, Rosemarie Carlisle, Kelly Garcia, Lucia Henriquez, Ana Hernandez, Julio Hernandez, Richard Maronski, 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, City Council Delegate to the School Committee Luis Tejada, and Administrative Assistant and Clerk to the School Committee Terry Young.

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

Pledge of Allegiance

Chairman Velez called for a moment of silence for the students of Parkland, Florida.

At this time Mr. Maronski made a motion to discuss agenda items out of order. The motion was seconded.

- Consideration to approve the Wage Reopener Agreement between the Chelsea School Committee and A.F.S.C.M.E. Local 708 Food Service Workers effective July 1, 2017. Chairman Velez called for a roll call vote.

Julio Hernandez	Y
Jeanette Velez	Y
Lucia Henriquez	Y
Yessenia Alfaro-Alvarez	Y
Rosemarie Carlisle	Abs
Ana Hernandez	Y
Richard Maronski	Y
Frank DePatto	Abs
Kelly Garcia	Y
Thomas Ambrosino	Y

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

Ms. Carlisle joined the meeting at this time.

- Consideration to approve the Wage Reopener Agreement between the Chelsea School Committee and A.F.S.C.M.E. Local 708 Security Monitors effective July 1, 2017. Chairman Velez called for a roll call vote.

Julio Hernandez	Y
Jeanette Velez	Y
Lucia Henriquez	Y
Yessenia Alfaro-Alvarez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Y
Richard Maronski	Y
Frank DePatto	Abs
Kelly Garcia	Y
Thomas Ambrosino	Y

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

- Consideration to approve the Wage Reopener Agreement between the Chelsea School Committee and A.F.S.C.M.E. Local 708 Maintenance Workers effective July 1, 2017. Chairman Velez called for a roll call vote.

Julio Hernandez	Y
Jeanette Velez	Y
Lucia Henriquez	Y
Yessenia Alfaro-Alvarez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Y
Richard Maronski	Y
Frank DePatto	Abs
Kelly Garcia	Y
Thomas Ambrosino	Y

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

Mr. Maronski moved to continue with the agenda in order. The motion was seconded.

School Committee Minutes: The minutes of the February 1, 2018 School Committee Meeting were unanimously approved.

Public Comment: None

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

Ms. Kent presented the District Indicators of Success for February and explained that the report included monthly and quarterly data plus some annual data.

Indicator 2 – Attendance: February attendance has been closer to 90%. As it is flu season, many students are out with illnesses.

Indicator 4 – Grade 4 student grades are not as high as we would like but grades have improved.

Indicator 7 – Graduation Rate: Last year’s graduation rate has been added.

Indicator 8 – Dropout Rate: 22 Students dropped out for the month of February.

Mobility: Overall, there were 103 students either coming into or going out of the district. There was a net loss of 13 students this month.

Questions and discussion ensued.

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

Dr. Bourque mentioned that bricks from the old Chelsea High School will be sold for \$20 each. Money will go back to the scholarship fund.

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

Enrollment Report: Dr. Bourque commended the enrollment report to the record. As of February 27, 2018, the total enrollment is 6,494 students.

Next, Dr. Bourque made the following announcements:

- 3/6 6:00 pm – Sub-Committee of the Whole meeting
 - 3/7 6:00 pm – All District Music Concert at the Williams
 - 3/9 District Special Education Parent Advisory Committee
 - 3/15 6:30 pm – School Committee Public Hearing on the budget
 - 3/29 7:00 pm – Next School Committee meeting
- There will not be a regular School Committee meeting held in April

Dr. Bourque commended CHS administration, in particular Assistant Principal Ron Schmidt and Coach Judah Jackson, for creating a positive and welcoming atmosphere for everyone in attendance at Tuesday night’s basketball tournament game. It was a difficult game but what amazed her were the comments from the Waltham community. People felt they were treated well and with respect. Administration had student greeters at the game and MIAA fan expectations were on display.

Dr. Bourque announced that we were invited to apply for the next phase of the Barr Grant which is the implementation grant. Deputy Superintendent Linda Breau and Assistant Principal Ron Schmidt have been working hard on planning the Chelsea Opportunity Academy.

All the schools have been working hard on their Turnaround Plans and Accelerated Improvement Plans for this year.

Next, Dr. Bourque clarified some rumors that have been circulated. First, there has been a rumor that the Chelsea Public Schools will be taken over by the state. Dr. Bourque assured everyone that will not happen and the schools are in good shape. Second, there has been word that Dr. Bourque will be leaving the district to work for the Governor Baker. Dr. Bourque assured all that she would not be leaving the district. Dr. Bourque was happy to see students in attendance at the School Committee meetings. She noted that we need to build up our schools and stay positive.

Dr. Bourque also asked for help from parents in monitoring students' social media activity. Students may be staying up late using their phones. Dr. Bourque asked parents to please start checking students' phones and help provide guidance.

Committee Reports:

Curriculum & Instruction – Mr. Hernandez reported that the sub-committee last met on 2/1/18. A copy of the report is attached and forms a part of these minutes.

Policy & Procedures – Mr. Maronski reported that the sub-committee last met on 2/1/18. A copy of the report is attached and forms a part of these minutes.

Unfinished Business:

- Consideration and action support a two-year pilot initiative to collaborate with Excel Academy on universal enrollment.
Ms. Hernandez moved to take the motion off of the table. The motion was seconded.
Dr. Bourque supported moving the motion to sub-committee for discussion
On a voice vote, the motion to commit the motion to sub-committee passed.

New Business:

- Consideration and action to accept the following State grant for the 2018-2019 school year:
- Essential School Health Services Grant - \$3,000
Chairman Velez called for a roll call vote.

Julio Hernandez	Y
Jeanette Velez	Y
Lucia Henriquez	Y
Yessenia Alfaro-Alvarez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Y
Richard Maronski	Y
Frank DePatto	Abs
Kelly Garcia	Y

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

- Consideration and action to accept a gift from Fidelity Charitable Gift Fund in the amount of \$2,500 for Chelsea High School's Social Worker department.
Chairman Velez called for a roll call vote.

Julio Hernandez	Y
Jeanette Velez	Y
Lucia Henriquez	Y
Yessenia Alfaro-Alvarez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Y
Richard Maronski	Y
Frank DePatto	Abs

Kelly Garcia	Y
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Having eight votes in the affirmative and one absent, the motion was approved.

- Consideration and action to authorize a duration of 20 years for a power supply agreement with PowerOptions/Solect Energy to purchase solar panel-generated electrical supply for the new Clark Avenue Middle School. The solar panels will be located on the roof of the school.

At this time Executive Director for Administration and Finance Gerald McCue addressed the School Committee. Mr. McCue explained that the original savings estimate was based on a design developed for this project. After a site visit a few weeks ago, it was determined that the design would need to be changed because of the layout of the roof. Until there is updated information on the design, Mr. McCue recommended that the motion be laid on the table until the next meeting.

Ms. Carlisle moved to lay the motion on the table. The motion was seconded. The motion was laid on the table.

- Consideration and action to approve a budget transfer in the amount of \$2,080.00 from CHS Physical Education Equipment Repair to Districtwide Computer Instructional Equipment. Chairman Velez called for a roll call vote.

Julio Hernandez	Y
Jeanette Velez	Y
Lucia Henriquez	Y
Yessenia Alfaro-Alvarez	Y
Rosemarie Carlisle	Y
Ana Hernandez	Y
Richard Maronski	Y
Frank DePatto	Abs
Kelly Garcia	Y

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

Next, Dr. Bourque explained that information came in the day before that a CHS student-athlete qualified for the New Balance National Championship in New York City, which is the reason for the following late motion.

- A motion was made and seconded to consider the following late motion:
- Consideration and action to accept the recommendation of the Superintendent to approve a field trip to New York City for 2 students and 2 chaperones on March 9, 2018. On a voice vote the motion was unanimously approved.

Communications: None

Announcements: Ms. Velez commented on how she was upset about the rumors. We need to support each other as a community and these rumors are ultimately affecting our students. Ms. Velez is proud of the Chelsea Public Schools and thanked the administration and teachers for their commitment.

Ms. Alfaro thanked the students who have been working on student advocacy. Ms. Alfaro urged parents to call their legislators to push them for increased funding. She then thanked Mr. McCue for his work on the budget and for making it easy to understand for all.

Ms. Garcia thanked the students who were in attendance for the School Committee meetings.

Ms. Carlisle mentioned that she recently spoke with a legislator who said that he had high hopes for Chelsea. Ms. Carlisle thanked Dr. Bourque for her work at the State House.

Adjournment: The meeting adjourned at 7:46 p.m.

Recorded by



Terry Young

Administrative Assistant

Clerk to the Chelsea School Committee



February 2018

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 Month	Oct Month	Nov Month	Dec Month	Jan Month	Feb		March Month	April Month	May Month	June Month
							MTD	YTD				
Grade 1	95.0%	94.7%	94.4%	94.4%	92.5%	92.5%	91.2%	93.6%				
Grade 2	95.0%	95.8%	96.4%	95.9%	94.2%	92.9%	92.1%	94.9%				
Grade 3	95.2%	95.8%	95.6%	95.3%	94.8%	93.4%	92.3%	94.7%				
Grade 4	95.4%	95.6%	96.4%	95.6%	94.9%	93.9%	92.9%	95.1%				
Grade 5	95.1%	95.8%	96.2%	95.2%	93.2%	92.0%	92.8%	94.6%				
Grade 6	95.0%	95.2%	95.4%	94.4%	93.8%	92.4%	93.5%	94.5%				
Grade 7	95.0%	95.7%	94.9%	94.9%	93.3%	92.3%	93.0%	94.1%				
Grade 8	94.2%	94.6%	95.1%	94.4%	92.4%	91.6%	92.4%	93.6%				
Grade 9	89.1%	89.3%	87.9%	85.3%	84.1%	83.7%	85.6%	86.2%				
Grade 10	90.0%	89.6%	87.9%	85.8%	83.2%	84.0%	85.8%	86.2%				
Grade 11	90.0%	90.2%	89.7%	87.3%	86.6%	87.5%	87.5%	88.1%				
Grade 12	88.7%	91.7%	90.7%	88.3%	88.3%	87.9%	87.5%	89.3%				
Post-Graduate	n/a	100.0%	64.5%	100.0%	100.0%	97.4%	100.0%	88.2%				
Kindergarten	92.8%	95.3%	94.5%	93.5%	90.9%	89.6%	91.4%	92.7%				
Grade PreK	93.0%	94.6%	93.2%	91.7%	90.8%	89.0%	91.6%	91.9%				
District Total	93.4%	94.1%	93.8%	92.7%	91.4%	90.6%	90.9%	92.5%				



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%	41%
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%	46.1%		
Writing	44.7%	22.5%	35.5%		
Math	62.5%	40.1%	44.2%		
Science	78.6%	72.4%	72.5%		



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%	73.3%		
Writing	73.5%	79.9%	72.9%		
Math	56.5%	75.9%	67.0%		
Science	61.4%	75.3%	69.0%		

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	333
# 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	62.9%	59.7%	57.3%
5 year graduation rate	69.3%	65.4%	

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	72	43	79	59	58	72	63	57	80
Drop-Out %	5.26%	3.18%	5.94%	4.30%	4.12%	4.72%	4.10%	3.66%	5.20%

*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	29	1	50
Drop-Out %	3.51%	0.55%	9.45%

Chelsea Public Schools Indicators of Success 2016 - 2021



1/29/2018-2/27/2018 DROPOUT NOTES:

- 22 students have withdrawn
- 6 to an Adult Ed Program, 16 Plans Unknown
- Regular=7, LEP=14, SpEd=1
- Grade 9 = 2
- Grade 10 = 13
- Grade 11 = 5
- Grade 12 = 2

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%	



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	5	5	4	5	6	3	6	5									29	27
Elementary	215	174	106	44	15	18	23	19	9	14	18	22	20	14									191	131
Middle School	155	108	75	38	18	4	10	16	11	4	15	18	10	10									139	90
High School	263	262	92	67	28	15	22	19	18	19	15	31	9	29									184	180
District Total	731	592	273	154	69	41	60	59	42	42	54	74	45	58									543	428

*District-wide mobility rate (sum of transfers in and transfers out divided by October 1st enrollment (6327) is 15.4% 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	402		
G9: One failing grade	90	80	72		
G9: Two failing grades	60	67	69		
G9: Three failing grades	35	44	42		
G9: Four or more failing grades	35	14	6		
G9: Total percent	48.1%	50.6%	47.0%		
Grade 10 Total # Students	420	409	391		
G10: One failing grade	72	89	101		
G10: Two failing grades	39	46	50		
G10: Three failing grades	40	40	36		
G10: Four or more failing grades	47	10	14		
G10: Total percent	47.1%	45.2%	51.4%		

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%	

Curriculum & Instruction Sub-Committee
Thursday, March 1st, 2018

Attendance: Julio Hernandez, Kelly Garcia, Richard Maronski, Chairwoman Jeanette Velez, Yessenia Alfaro, Deputy Superintendent Linda Breau, and Assistant Superintendent Sarah Kent.

Meeting was called to order at 5:51pm.

First item in the agenda was 11/12 Grades Data;

Assistant Superintendent Sarah Kent presented data of the 11th and 12th grades failing grades, which was requested by Frank DePatto in the previous School Committee meeting that was held, February 1st, 2018. Mrs. Kent went over the 5-year plan for the 11th and 12th grade data.

Second item on the agenda was Drop out Data;

Mrs. Kent explained to the committee how the state calculates the dropout rate in our district.

Third item on the agenda was Graduation Rate Data:

Mrs. Kent went over the Graduation Data, combining it with the second item on the agenda, which was dropout rate.

Meeting adjourned at 6:15pm.

Policy & Procedures Sub-Committee

Thursday, March 1, 2018

In attendance: Chairwoman Jeanette Velez, Yessenia Alfaro-Alvarez, Kelly Garcia, Julio Hernandez, Richard Maronski, Superintendent Mary Bourque, Deputy Superintendent Linda Breau, and Assistant Superintendent Sarah Kent.

The meeting was called to order at 6:18pm

There were 2 items on the agenda that were discussed:

1. Civil Rights Policy Language Changes: Mrs. Breau explained that the policy was updated to add language including gender identity and homelessness.
2. Tardy Data: Dr. Bourque explained that most CHS students came in late within a half hour. The group discussed suspending students who were chronically tardy but it was determined that it was not an option. The major discussion was how to get parents involved in getting students to school on time.

Since there was not enough time to discuss TPS, the group agreed that TPS will be discussed at the next sub-committee meeting.

For future Policy & Procedures meetings, the group discussed the possibility of changing the meeting to a different night of the week to allow for extra time for discussion at the meeting.

The meeting adjourned at 6:47 pm