



School Committee

MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

April 7, 2016

The Chelsea School Committee met on Thursday, April 7, 2016 in the City Council Chambers, City Hall, 500 Broadway, Chelsea.

Members Present: Yessenia Alfaro-Alvarez, Rosemarie Carlisle, Kelly Garcia, Ana Hernandez, Richard Maronski, Shawn O'Regan, Robert Pereira and Jeanette Velez.

Also Present: School Superintendent Dr. Mary M. Bourque, Assistant Superintendent Linda Breau, Executive Director of Administration and Finance Gerald McCue, Director of Personnel Tina Sullivan, and School Business Manager and Clerk to the School Committee Barbara Martin.

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

Pledge of Allegiance:

School Committee Minutes: The minutes of the March 3, 2016 School Committee Meeting and the March 3, 2016 Public Hearing were unanimously approved.

Public Comment: Abbas Abdo, 10 Bassett St, Chelsea, MA. Mr. Abdo spoke about his concerns regarding protocols at Chelsea High School. His comments are attached and form a part of these minutes.

Report of the Superintendent of Schools:

Dr. Bourque presented Chelsea High School Senior Allyssa Rivera with a citation honoring her as an outstanding Varsity Basketball Player breaking some longstanding CHS records.

Next, Dr. Bourque introduced Chief of Police Brian Kyes, who spoke about the gang related activities in the Community. Chief Kyes noted the excellent communication between the Chelsea Police Department and the Chelsea Public Schools. Questions and discussion ensued.

Student Achievement: Assistant Superintendent Linda Breau discussed the District Indicators of Success from March, 2016.

Indicator 1-Attendance year to date was 93.9%, compared to 93.4% last year to date.

Indicator 2- Annual dropout rate from July 1, 2015 to March 31, 2016 stands at 71. For the month of March, eight students have withdrawn, four are in an adult education program, one plans unknown and three with location unknown.

Indicator 10-Student Mobility was 14.5% year to date compared to 15.9% last year.

A copy of this report is enclosed 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 March 31, 2016 the district-wide enrollment was 6,563 students, including 148 students in out-of-district placements. In addition, there are 10 Chapter 768 students for whom the district has financial responsibility.

Announcements:

4-7/4-9 CHS Drama Club presents *Dream Girls*

4-12 Early Release Days (excludes CHS)

4-18/4-22 Spring Break- No School

5-3/5/5 Arts Night Out

5/7 School Committee Meeting

Committee Reports:

- **Student Representative:** Ms. Cabral noted that it is a busy time at CHS. She also spoke about the great things happening in the community including youth collaboratives, community mentors, Summer Search and Trio programs.
- **Curriculum & Instruction:** Ms. Alfaro-Alvarez reported that the subcommittee last met on March 17, 2016. A copy of the report is attached and forms a part of these minutes.
- **Human Resources:** Ms. Hernandez reported that the subcommittee last met on March 17, 2016. A copy of the report is attached and forms a part of these minutes.
- **Policy & Procedures:** Mr. O'Regan reported that the subcommittee last met on March 17, 2016. A copy of the report is attached and forms a part of these minutes.
- **Subcommittee of the Whole:** Ms. Velez reported that the subcommittee met on March 23, 2016. An amended copy of the report is attached and forms a part of these minutes.

Old Business:

- Mr. O'Regan moved to approve the addition of Chief Academic Officer to the Non-Bargaining Salary Schedule with the following salary range:

Minimum	Maximum
\$110,000.	\$130,000.

Chairman Velez called for a roll call vote.

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

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

Late Motion: Ms. Hernandez moved to accept the recommendation of the Superintendent to approve a three day trip to Washington, D. C., for middle school students.

On a voice vote the motion was unanimously approved.

Communications: Accepted and filed:

Clark Ave School Mid-Year Move
Use of School Property-Phoenix Charter Academy
Director of Facilities Management- Water Testing
Director of Facilities Management- Hover Boards

Adjournment: The meeting adjourned at 8:30 p.m.

Recorded by



**Barbara A. Martin
Business Manager
Clerk to the Chelsea School Committee**

Abbas Abdo

10 Bassett St, Chelsea MA 02150

Concerned Community advocate and citizen of Chelsea

Hello my name is Abbas abdo, I stand here before you today with no intention of slandering Chelsea Public schools or any district employees regarding this matter. I am here to raise some concerns and questions on behalf of the victims and families who were taking advantage of by a teacher who was working in the school system engaging in inappropriate misconduct behaviors and relationships with Chelsea High school students and neglected by the school system. As a key witness and investigator for the families and victims I was concerned that 51 A mandated state law protocols were never followed regarding the investigations involved with the teacher and victims. I am aware that a minor who a filed a complaint to district staff and administration was put in a meeting with school social counselors and school administrators without the consent of a parent and the parent ever being notified. A victim also raised some serious concerns of being retaliated on by district employees after speaking up to the law department and was forced to drop out due to threats of law suits from high school administration. The same victim was recently taking to court on Feb 19th in Lynn district court by the teacher on an unfair harassment order claim in order to discredit him in case he attempted to file a law suit against the school district. I am aware that there is no such thing as "Consent" behavior regarding a teacher and a student in the school system because teachers and administrators have the authority of discipline.

I clearly state as of right now there are no law suits filed or lawyers involved and I am only here today to speak for the people of Chelsea regarding the concerns. I also clearly state that the school committee board members take these complaints and concerns serious and take proper protocols to follow up on these concerns in order to protect our students from future mistreatment and neglect and also place a 0 tolerance policy in Chelsea public schools regarding these issues as I am aware there were multiple teachers who got away with such behaviors in the school system.

Sincerely

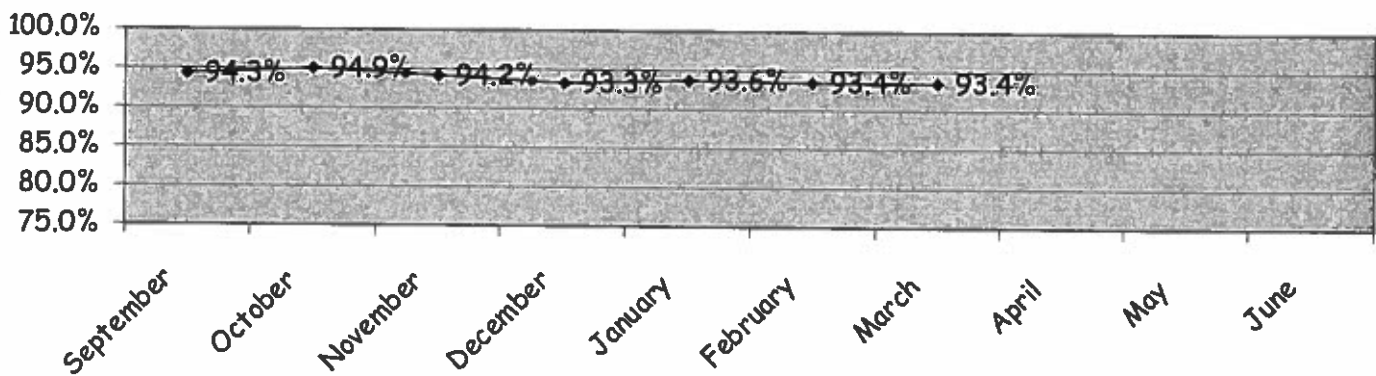
Abbas Abdo

Indicators for Success March 2016

**Indicator 1: District-wide daily students' attendance rate will be 95%.
(Report monthly)**

	Sept	October	November	December	January	February	March		April	May	June
	Month	Month	Month	Month	Month	Month	Month	YTD			
Grade 1	96.1%	95.2%	95.1%	95.2%	94.7%	94.5%	93.8%	95.0%			
Grade 2	95.7%	96.2%	95.5%	95.6%	95.2%	95.3%	95.6%	95.6%			
Grade 3	96.1%	95.9%	96.0%	95.4%	94.6%	95.3%	95.1%	95.5%			
Grade 4	96.0%	96.8%	95.9%	96.0%	95.9%	95.7%	95.9%	96.1%			
Grade 5	93.8%	96.4%	95.8%	95.4%	95.0%	96.1%	95.7%	95.5%			
Grade 6	96.6%	96.4%	96.1%	95.5%	95.1%	94.7%	94.6%	95.7%			
Grade 7	95.7%	96.3%	95.8%	94.9%	94.5%	94.9%	95.1%	95.4%			
Grade 8	93.7%	95.2%	94.9%	93.9%	94.0%	94.0%	93.8%	94.2%			
Grade 9	87.6%	90.4%	89.9%	87.8%	89.5%	89.1%	89.1%	88.9%			
Grade 10	91.5%	92.2%	90.5%	87.9%	90.1%	89.4%	90.2%	90.5%			
Grade 11	90.9%	92.3%	90.6%	88.5%	90.7%	89.6%	89.7%	90.4%			
Grade 12	93.8%	93.6%	91.0%	89.6%	90.5%	88.3%	89.8%	91.2%			
Post-Graduate	64.6%	70.0%	80.9%	79.4%	71.1%	75.0%	85.9%	72.5%			
Kindergarten	95.9%	95.2%	94.5%	93.3%	93.6%	93.4%	92.1%	90.4%			
Grade PreK	95.3%	94.3%	94.1%	91.7%	93.1%	92.7%	93.1%	93.5%			
District Total	94.3%	94.9%	94.2%	93.3%	93.6%	93.4%	93.4%	93.9%			

District Attendance Percentage



**Indicator 2. District annual dropout rate will not exceed 3%.
(Report annually)**

Data for each year is period to date

	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Oct. 1 st Enrollment*	1369	1353	1330	1372	1408	1527	1536
# of Drop-Outs	86	54	94	74	66	89	71
Drop-Out %	6.28%	3.99%	7.07%	5.39%	4.69%	5.83%	4.62%

CHS Enrollment as of 9/24/2015

CHS Programmatic Breakdown this year to date

CHS Enrollment	Regular Ed Students	Sped Students	ELL Students
Oct. 1 st Enrollment*	952	153	431
# of Drop-Outs	30	5	36
Drop-Out %	3.2%	3.3%	8.4%

*CHS enrollment as of 9/24/2015

3/1/2016-3/31/2016

- 8 students have withdrawn
- 1 Plans unknown, 4 Adult Education Program, 3 Location Unknown
- Regular=2, LEP=4, Sped=2
- Grade 9 = 5
- Grade 10 = 2
- Grade 11 = 1

Indicator 3. Using the Early Warning Indicators, students identified at-risk for dropping out at all levels, elementary, middle and high school, will decrease at least .5% each quarter or 2% per year.

Early Warning Indicators - % at High Risk

Grade Level	2010-11	2011-12	2012-13	2013-14	2014-15
Elementary	8.11%	3.3%	6.4%	6.6%	4.6%
Middle	3.86%	5.9%	5.8%	5.1%	4.3%
High School	5.63%	6.1%	5.0%	6.9%	3.3%

Grade Level	Q1 2015-16	Q2 2015-16	Q3 2015-16
Elementary	3.9%	8.9%	
Middle	1.8%	6.9%	
High School	1.3%	6.6%	

Data as of March 31, 2016

Indicator 4. Less than 8% of CHS students will be retained and less than 10% will fail at least one class in grades 9 and 10.

- In 2009-2010, 146 students were retained (divided by CHS Oct. 1 enrollment of 1,353) for a retention rate of 10.8%.
In 2009-2010, there were 795 ninth and tenth graders who received a final grade in a core course. 362 of them failed at least one course (45.5%).
- In 2010-2011 There were 369 Grade 9 students - 86 retained (23%) and 360 Grade 10 students - 73 retained (20%).
- In 2011-2012 There were 413 Grade 9 students - 56 retained (13.6%) and 363 Grade 10 students - 43 retained (11.8%).
- In 2012-2013 There were 412 Grade 9 students - 77 retained (18.7%) and 342 Grade 10 students - 58 retained (16.9%).
- In 2013-2014 There were 470 Grade 9 students - 164 retained (34.9%) and 347 Grade 10 students - 45 retained (12.9%).
- In 2014-2015 There were 569 Grade 9 students - 171 retained (30.1%) and 326 Grade 10 students - 59 retained (18.1%).

Quarter 1 Grades

Grade	Total # of students	1 failing grade	2 failing grades	3 failing grades	4+ failing grades	Total %
9	498	90	65	54	40	50.0%
10	448	97	60	34	38	51.1%

Quarter 2 Grades

Grade	Total # of students	1 failing grade	2 failing grades	3 failing grades	4+ failing grades	Total %
9	511	70	57	64	140	64.8%
10	447	77	57	39	77	55.9%

Quarter 3 Grades

Grade	Total # of students	1 failing grade	2 failing grades	3 failing grades	4+ failing grades	Total %
9						
10						

Final Grades

Grade	Total # of students	1 failing grade	2 failing grades	3 failing grades	4+ failing grades	Total %
9						
10						

**Indicator 5. The percentage of students in grades 5, 6 and 10 who score advanced or proficient on Math MCAS will increase by 2% or more each year.
(Report yearly)**

Grade Level	2007-08 Adv&Prof Pct	2008-09 Adv&Prof Pct	2009-10 Adv&Prof Pct	2010-11 Adv&Prof Pct	2011-12 Adv&Prof Pct	2012-13 Adv&Prof Pct	2013-14 Adv&Prof Pct	2014-15 Adv&Prof Pct
Grade 5	30%	28%	25%	42%	35%	31%	28%	n/a
Grade 6	38%	35%	37%	37%	47%	32%	32%	n/a
Grade 10	44%	43%	39%	51%	54%	57%	56%	51%

Indicator 6. 80% of middle school students will read at a Lexile level of 955 or higher by the end of Grade 7.

(Report on 3 times per year with SRI results)

Year	Fall	Winter	Spring
2011-2012	26.3%	25%	38%
2012-2013	20%	35%	42%
2013-2014	23.6%	26.1%	33%
2014-2015	28%	24%	26%
2015-2016	22%	25%	

Indicator 7. 80% of elementary students will score a 24 or higher on the DIBELS Daze by the end of Grade 4.

(Report on DIBELS 3 times per year)

Year	Fall	Winter	Spring
2011-2012	1%	22%	35%
2012-2013	8%	23%	40%
2013-2014	7%	22%	34%
2014-2015	6%	14%	46%
2015-2016	4%	23%	

Indicator 8. By June of each school year, 95% or more of Kindergarten students will score in the "Proficient" or "In Process" range on the Phonemic Segmentation Fluency DIBELS subtest (less than 5% will be identified as "at-risk" in Phonemic Segmentation Fluency).

	At risk	Some risk	Low Risk
2012	9%	11%	81%
2013	10%	9%	81%
2014**	20%	21%	59%
2015	35%	13%	52%
2016			

**During the 2013-2014 school year, the ELC implemented the DIBELS Next 2012 Recommended Benchmark Goals which are considerably higher than the previous versions. This was a significant change from the benchmark goals used in previous years. Therefore, the data from the results of this year's DIBELS assessments cannot be compared to data collected from previous years. As a result the Indicator for Success has to be adjusted as well. NOTED: Referencing the previous benchmark goals, students continued to reach a success rate of 95% or above.

REVSIED INDICATOR: By June of each school year, 80% or more of Kindergarten students will score in the "Proficient" or "In Process" range on the Phonemic Segmentation Fluency DIBELS subtest.

Indicator 9. 50% of Chelsea High School students in AP courses will attain a 3, 4, or 5. 2011 Goal 50%

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Enrolled in AP Courses	192	227	252	301	340	396	409	428
AP tests taken	192	237	244	288	340	398	388	
# of Students scored a 3, 4, or 5	90	97	78	98	114	193	137	
% of Students scored a 3, 4, or 5	47%	41%	32%	34%	34%	48%	35%	

Indicator 10. Student Mobility - Monthly transfers into and out from the school system after the first day of school

	Sept 24		Oct 31		Nov 30		Dec 31		Jan 31		Feb 29		Mar 31						TOTAL	
	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out						
ELC (K only)	25	1	4	5	4	3	2	3	6	0	5	3	4	2						67
Elementary	44	30	20	16	21	11	17	18	19	20	10	10	19	7						262
Middle School	31	45	27	15	13	7	11	13	20	15	9	11	14	15						246
High School	48	65	23	29	21	7	21	19	21	26	16	14	17	16						343
District Total	148	141	74	65	59	28	51	53	66	61	40	38	54	40						918

*District-wide mobility rate (sum of transfers in and transfers out divided by October 1st enrollment (6349)) is 14.5% 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															
Rate	17.0	18.7															

Curriculum and Instruction Sub-Committee Meeting

**Meeting was held at: 3rd. Floor Conference Room
Chelsea City Hall
500 Broadway
Chelsea, MA 02150**

Thursday, March 17, 2016

Present were school committee members: Ms. Kelly Garcia, Mr. Richard Maronski, O'Regan, Ms. Jeanette Velez and Ms. Yessenia L. Alfaro-Alvarez, and Linda Breau, Assistant Superintendent

Special Guest presentation from Chelsea High School: Ms. Priti Johari, Principal; Ms. Kristen Almquist, Assistant Principal; Chelsea high school current and former students.

Meeting was promptly started at 6:00 pm

At this meeting Chelsea High School Principal Ms. Priti Johari and Ms. Kristine Almquist, Assistant Principal presented the curriculum for Chelsea High School Capstone Project. Two former Chelsea High School Students provided with positive feedback on the benefits they had acquired from participating in the Capstone Project. Also, two current Chelsea High School students provided the Curriculum and Instruction with the current learning structures under these Capstone Projects.

Ms. Priti Johari, went over the Chelsea High School Strategic Plan; mission; and vision, but also its strategic initiatives to accomplish its mission and vision goals.

For the most part of the Capstone Project presentation which I have attached with these minutes in order to use as a key reference point of learning for parents and students. For the most its curriculum is aligned with Chelsea High School Vision of having student graduating not only with an academic readiness but with skills necessary to think critically, problem solve and develop 21st century skills.

HR Sub Committee Notes

Meeting 3/17/2016

(Informational Session) Ana Hernandez will arrive late. Meeting started at 6:16 pm and Ana was caught up upon her arrival.

In attendance: Diane Maldonado, Ana Hernandez (6:30), Mary Bourque, Tina Sullivan, Ellen Benson

Dr. Bourque informally explained the Grievance process. This is in reference to the ELC grievance that went to a Level 3. She reviewed the process, keeping in mind the following:

- 1- Best interest of the students
- 2- Ana Hernandez will the guide process
- 3- Decision will be made after the Union leaves

Mary handed out the grievance packet. Executive session at 6:24.

Out of executive session at 6:36

Chief Academic Officer Position- Dr. Bourque explained the rational of the need of a new position of Chief Academic Officer.

Since 2013, the duties of Assistant Superintendent of Curriculum and Instruction have been absorbed mostly by Assistant Superintendent for Accountability Linda Breau and Superintendent Mary Bourque. There has been an increase in demand in both areas of curriculum/instruction and accountability. With schools at Level 3 and a need for more attention to Accelerated Improvement Planning, curriculum and assessment, there is a need to reinstitute a position to focus on Curriculum and Development, work closely with instructional coaches, and implement a new assessment system. The Superintendent feels this is a position that would meet the needs at this time.

Meeting adjourned at 6:44pm

F

Martin, Barbara

From: shawnp0626 <shawnp0626@yahoo.com>
Sent: Tuesday, April 05, 2016 11:39 AM
To: Martin, Barbara
Subject: Policy+Procedures Minutes

A meeting of the Policy+Procedures was held on Thursday March 17th.

Present were Jeanette Velez, Richard Maronski, Kelly Garcia, Yessenia Alvarez, Shawn O'Regan and Superintendent Bourque.

Meeting was called to order at 7:14pm.

On the agenda for the meeting we discussed the importance for having a Chief Academic Officer Position. We also talked about For Kids Only Afterschool. The last item on the agenda was going over the Clark Ave Middle School 2016-2017 calendar draft.

Meeting was adjourned at 7:53pm

Sent from my MetroPCS 4G Android device

Sub-Committee of the Whole

March 23, 2016

The meeting was called to order at 6:12 p.m. In attendance were Mary Bourque, Linda Breau, Rosemarie Carlisle, Shawn O'Regan, Kelly Garcia, Diana Maldonado, Jenny Velez and Rich Maronski.

The first discussion was around the foundation budget. Mary Bourque explained the protocol. The Governor presents what he proposes for the annual then it must pass both the House and the State Senate. At this point, the proposed foundation budget came in at \$40M but should be more in the range of \$100M. However, we need to wait and see if this is adjusted by either the House or the Senate which will come later in the spring.

Ms. Bourque also explained the problem with the new methodology of identifying low income families in Chelsea for State funding. Previously we reported low income students via a form which the families filled out disclosing their annual salary. The new methodology called Economically Disadvantaged calculates low income based on the databases for Federal and State assistance programs such as Snap, Food Stamps, Mass Health etc. This is problematic for Chelsea because many of our students are undocumented and do not appear on these databases or if documented have a 5 year waiting period to be eligible for these assistance programs. There are 2034 of our students not counted due to this new methodology which accounts for \$2.3M loss of funds for the district. Mary and her colleagues at MASS are working with DESE for a resolution. She believes the State recognizes this issue and may return some of these funds to the city. Right now there are three methodologies being discussed. MASS Budget is calculating that we are owed \$2.6M, Gerry McCue is calculating we are owed \$2.3M and DESE is calculating \$1.1M. She thinks we may get an amount closer to DESE's calculation of \$1.1M. Mary did say that we are a little better off than our neighboring cities.

Next we discussed three ballot initiatives that the general public will be voting on in November. The first is the lifting of the cap for Charter Schools. She advised the committee to keep in touch with MASC for their stance on the issue. The second ballot initiative is the repeal of the Common Core State Standards. The district and MASS are strong proponents of keeping the CCSS in place. The standards are stronger and much better in preparing our students with 21st century skills and college and career readiness. The last initiative is legalizing marijuana. MASS is totally against this and Mary feels strongly that it is a gateway drug.

Other discussions included the District Report from DESE which was handed out for all to read and what our corrective actions well be going forward. A schedule was circulated for school visits by the committee with the caveat that if they could not visit this time around, the next set of visits would be in the fall. Jenny Velez also talked about her trip to Washington D.C. where she learned about ESSA (Every Student Succeeds Act) and Robert's Rules.

The meeting was adjourned at 7:32 p.m.