



School Committee

MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

June 2, 2016

APPROVED JUNE 16, 2016

The Chelsea School Committee met on Thursday, June 2, 2016, in the City Council Chambers, City Hall, 500 Broadway, Chelsea.

Members Present: Jeannette Velez, Ana Hernandez, Kelly Garcia, Shawn O'Regan, Richard Maronski, Yessenia Alfaro-Alvarez, Robert Pereira, Diana Maldonado

Also Present: Superintendent of Schools Dr. Mary M. Bourque, Assistant Superintendent Linda Breau, Human Resource Director Tina Sullivan Executive Director for Administration and Finance Gerry McCue, Yamir Rodriguez, City Council Delegate 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 May 5, 2016 School Committee Meeting were unanimously approved.

Special Presentations:

Dr. Bourque announced the 2016 Students of the Year:

Chelsea High School- Rucellie Jimenez
Browne Middle School- Eduardo Duarte Lizardo
Wright Science & Technology Academy-Gabriella Michel
Clark Ave Middle School- Selvin Parada
Berkowitz Elementary School- Miguel Gomez Reyes
Hook Elementary School- Sean Perez-Ramos
Kelly Elementary School- Cianna Burgos
Sokolowski Elementary School- Mirian Garcia-Cantor

Each student was presented with a citation and a book award presented by their teacher or principal and a member of the School Committee.

Dr. Bourque then called upon Berkowitz School student Sarah Rodrigues to accept her citation. Sarah's design is on the cover of the 2016-2017 Budget Book

Next, Dr. Bourque announced the 2016 Retirees:

Juanita Paris	Jean Gange
Catherine Marciello	Margaret Gregoire
Sheri Rosenthal	Susan Leverone
Diane Cirelli	Albert Generazzo
Mary Sadowski	Janice Haroutunian-Avery
Linda Rogowicz	Patricia Ells
Dawn McCarthy	Frank DePatto
Dale Bekesha	Betty McDonald
Janice Fields	

Each retiree was presented a citation by a member of the School Committee

At this time Chairman Velez called for a recess to allow audience members to leave if they wished.

Public Comment: Sara Barnes, 27 Clinton St, presented a petition requesting additional AP Classes at Chelsea High School. Ms. Barnes also requested information on whether there was a written policy

Student Achievement: Dr. Bourque noted that the District Indicators of Success would be presented at the June 16th meeting.

Dr. Bourque then showed a power point presentation on A Commitment to Our Students: Expanding Opportunities 2016-2021. Questions and discussion ensued. A copy of the presentation 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 May 3, 2016 the district-wide enrollment was 6, 574 students, including 151 students in out-of-district placements. In addition, there are 10 Chapter 768 students for whom the district has financial responsibility.

Next, Dr. Bourque presented the Committee an artist rendering of a mural that Chelsea High School students have proposed for a wall in the High School. Questions and discussion ensued. A motion to approve the mural will be taken at the next School Committee meeting on June 16th. A copy of the drawing is enclosed and forms a part of these minutes.

Dr. Bourque then presented the dates and times for the monthly school committee meetings as well as the sub-committee meetings for 2016-2017.

Next, Dr. Bourque made the following announcements:

6-5	Chelsea High School Graduation - 1:00 p.m.
6-14	Last day of school for students
6-15	Last Day of school for teachers
6-16	School Committee Meeting

Committee Reports: Under a suspension of the rules, the committee waived the reading of the following Subcommittee minutes.

- **Human Resources:** A copy of the report are attached and forms a part of these minutes.
- **Curriculum & Instruction:** A copy of the report is attached and forms a part of these minutes.
- **Policy & Procedures:** A copy of the report is attached and forms a part of these minutes.

New Business:

- Mr. O'Regan moved to accept the 2016-2017 Parent and Student Handbooks changes for each of the nine schools. On a voice vote the motion was approved unanimously.
- Mr. Pereira moves to approve the Non-Bargaining Salary & Wage Schedules for 2016-2017. Chairman Velez called for a roll call vote.

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

Robert Pereira	Y
Diana Maldonado	Y

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

- Mr. Pereira moves to accept the following grants for the 2015-2016 school year:

Federal pass through the Department of Elementary and Secondary Education

21st CCLC-High School (REACH) - \$20,213

21st CCLC-Berkowitz - \$20,000

Chairman Velez called for a roll call vote.

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

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

- Mr. Pereira moves to accept the following grant for the 2015-2016 school year:

State pass through the Department of Elementary and Secondary Education (DESE) – \$3,000:

- Chairman Velez called for a roll call vote.

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

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

- Mr. Pereira moves to accept the following grant for the 2015-2016 school year:

Private pass through Chelsea Education Foundation – \$55,000

Chairman Velez called for a roll call vote.

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

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

- Mr. Pereira moves to accept the following grant for the 2015-2016 school year:

Federal pass through University of Massachusetts - \$34,076

Chairman Velez called for a roll call vote.

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

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

- Consideration and Action to accept the recommendation of the Superintendent to approve a one day trip to Fun Town/Splash Town in Saco Maine for the end-of-summer REACH program celebration.

On a voice vote the motion was approved unanimously.

Communications: Use of School Property- EDCO

Adjournment: The meeting adjourned at 9:00 p.m.

Recorded by

Barbara A. Martin

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



A Commitment to Our Students: Expanding Opportunities 2016-2021

Our Mission

Chelsea Public Schools is a gateway school system that welcomes and educates ALL students and families.

Our Vision

By June 30, 2021 Chelsea Public Schools will ensure diverse opportunities and pathways for ALL students to succeed in college, career, and life through our commitment to collaborative leadership, reflective practice, supportive classroom climate, purposeful and rigorous teaching and learning, and ongoing assessment to adjust our practice.

Our Values

- All decisions will be grounded in what is in the best interests of students.
- The life and mind of every student are precious and it is our job to take students from where they are to where they need to be.
- Results matter more than intentions and it is the job of all the adults in the community to help children achieve academic success, high aspirations and the skills they need to be successful.
- The diversity of our school community (race, ethnicity, ability and socioeconomic status) is a source of strength and a resources for the education of all learners.

Our Indicators of Success

- All CPS schools will be on track to be Level 2 or better in the State's accountability system.
- District-Wide daily attendance rate will be 95%.
- 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.
- 85% of grade 4 students will exit grade 4 and enter grade 5 with a 3 or better in ELA, Math, and Science.
- 85% of grade 8 students will exit grade 8 and enter grade 9 with a C or better in ELA, Math, and Science.
- 85% of Chelsea High School students in AP courses will attain a 3, 4, or 5.
- The CPS four-year graduation rate will increase by 2% per year; the five year graduation rate will increase by 2% per year.
- The CPS dropout rate will decrease by 2% per year.
- All students will graduate from Chelsea High School with a plan for college, career, and life.
- Annual staffing data will show improved teacher retention.



A Commitment to Our Students: Expanding Opportunities 2016-2021

The Work: Expanding Opportunities

- Increase rigor in teaching and learning each and every day in each and every class.
- Embed assessment in all that we do to deepen learning, own our work, and set improvement goals for students and ourselves: formative, summative, performance assessment, capstone, etc.
- Build a tiered system of support to meet all diverse student needs (struggling students, English language learners, and Special Education students).
- Deepen social and emotional supports and expand the use of the trauma sensitive classroom.
- 1:1 Technology in grades 1-12.
- Expand College Board Advanced Placement course offerings.
- Offer an Associate's degree pathway for students through dual college enrollment.
- Expand Internships and Pathways Programs at CHS.
- Offer local diploma credential for bi-literacy.
- Build a middle and high school community service project continuum.
- Expand the school day at all three middle schools grades 5-8 with Citizen Schools.
- Expand protective factors around our students including linking athletics programs throughout the grades to academics, healthy living, and healthy eating.
- Expand dual language program through grade 8.
- Deepen our culture of collaboration in Professional Learning Communities and our belief in life-long adult learning through professional development.
- Build multiple internal pipelines and career ladders for future teachers and future administrators.
- Assess and evaluate the need for increased space.

A Commitment to Our Students: Expanding Opportunities 2016-2021



MISSION

Chelsea Public Schools is a gateway school system that welcomes and educates ALL students and families.



Visioning Process

Keeping the End in Mind

- Understand the past
- Assess the present
- Imagine the future



Visioning Process

Understand the Past

Our purpose was not to begin again, but to intersect and build upon the work we began in 2011. We successfully fulfilled much of the vision we agreed to in 2011:

- *Use of Reflective practice.*
 - *Professional Learning Communities*
 - *Growth-Mindset philosophy and belief for staff and students*
- *Open the doors of our schools and partner with family and community organizations.*
 - *Our work with BHCC, Roca, Chelsea Thrives, Chelsea Collaborative, MGH, NSMH to name only a few.*
- *All students achieving at high levels, think critically, and graduate from our school system college and career-ready.*



Values

- 1) All decision will be grounded in what is in the best interests of our students.
- 2) The life and mind of every student are precious and it is our job to take students from where they are to where they need to be.
- 3) Results matter more than intentions and it is the job of all the adults in the community to help children achieve academic success, high aspirations and the skills they need to be successful.
- 4) The diversity of our school community (race, ethnicity, bi-literacy, ability and socioeconomic status) is a source of strength and a resources for the education of all learners.



VISION

By June 30, 2021 Chelsea Public Schools will ensure diverse opportunities and pathways for ALL students to succeed in college, career, and life through our commitment to collaborative leadership, reflective practice, supportive classroom climate, purposeful and rigorous teaching and learning, and ongoing assessment to adjust our practice.



Visioning Process

Understand the Past

- *All students achieving at high levels, think critically, and graduate from our school system college and career-ready.*
 - *Advanced Placement Classes*
 - *Internships*
 - *Pathways*
 - *Dual College Enrollment*

More work needs to be done in the student outcomes area and so we will carry this work into the next Five-Year Plan.



Visioning Process

Assess the Present Data

School Works Reviews
 DESE District Review
 Learning Walk Data
 Student Performance Data (MCAS, PARCC, Anet, DDMs)
 ACCESS Data
 Internal and External Stakeholder Survey Data
 Community Feedback—Chelsea Thrives; student groups; parent focus groups
 Youth Risk Behavior Survey
 Student Demographic Patterns and Trends Data



Visioning Process

Assess the Present Data

Dropout Data
Graduation Data
College Acceptance Data
AP Data
Discipline Data
Student Attendance Data
Student Mobility Data
Student Exodus to Charter School Data
Teacher Data (attendance, turnover)
Social Worker Data



Visioning Process

Assess the Present

Themes that emerged:

- Academic Outcomes
- Meeting Diverse Student Needs (Tiered Support, ELL, Special Education)
- Classroom Climate (organization, behavior, social and emotional supports)
- Teacher/Staff Retention



Visioning Process

Must face the brutal facts for improvement while being visionary and problem solving

By June 30, 2021 Chelsea Public Schools will ensure diverse opportunities and pathways for ALL students to succeed in college, career, and life through our commitment to collaborative leadership, reflective practice, supportive classroom climate, purposeful and rigorous teaching and learning, and ongoing assessment to adjust our practice.



Visioning Process

Alignment with the work—Envision the Future

...ensure diverse opportunities and pathways for ALL students to succeed in college, career, and life (Indicators 1, 2, 3, 6, 7, and 8)

- Expand Advanced Placement course offerings
- Associate's degree pathway for high school students (dual enrollment)
- Local diploma credential for bi-literacy
- Expand Caminos-like Program to grade 8



Visioning Process

Alignment with the work—Envision the Future

... through our commitment to collaborative leadership, reflective practice, (Indicators 1, 2, 3, 4, 5, 6, 7, and 8)

- Continued deepening our relationships and our work through Professional Learning Communities
- Promote leadership at every level of our school system
- Own our work and where we celebrate success as well as seek to improve



Visioning Process

Alignment with the work—Envision the Future

...supportive classroom climate, purposeful and rigorous teaching and learning, and ongoing assessment to adjust our practice. (Indicators 1, 2, 3, 4, 5, 6, 7, and 8)

- Social and emotional supports and the trauma sensitive classroom work
- Teacher and staff retention to support long term student-adult relationships and teaching expertise
- Increased rigor in teaching and learning
- Assessment to help us own our work and set improvement goals



Visioning Process

Alignment with the work—Envision the Future

...supportive classroom climate, purposeful and rigorous teaching and learning, and ongoing assessment to adjust our practice.

(Indicators 1, 2, 3, 4, 5, 6, 7, and 8)

- Expand school day and student opportunities at the three middle schools through partnering with Citizen Schools
- Expand and link athletics programs throughout the grades to healthy living, eating, and the regular school day
- Between grades 7-12, ALL CPS students must fulfill a community service project



Indicators of Success

How will we measure growth and improvement toward the Vision?

- 1) All CPS schools will be on track to be Level 2 or better in the State's accountability system.
- 2) District-Wide daily attendance rate will be 95%.
- 3) 75% of Kindergarten students will score in the Proficient or In Process range on the Nonsense Word Fluency Correct Letter Sounds (NWF-CLS) DIBELS subtest.
- 4) 85% of grade 4 students will exit grade 4 and enter grade 5 with a 3 or better in ELA, Math, and Science.
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- 6) 85% of Chelsea High School students in AP courses will attain a 3, 4, or 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.
- 8) The CPS dropout rate will decrease 2% per year.
- 9) All students will graduate from Chelsea High School with a plan for college, career, and life.
- 10) Annual staffing data will show improved teacher retention.



The Work: Expanding Opportunities

- Increase rigor in teaching and learning each and every day in each and every class
- Embed assessment in all that we do to deepen learning, own our work, and set improvement goals for students and ourselves: formative, summative, performance assessment, capstone, etc.
- Build a tiered system of support to meet all diverse student needs (struggling students, English language learners, and Special Education students).
- Deepen social and emotional supports and expand the use of the trauma sensitive classroom
- 1:1 technology in grades 1-12
- Expand College Board Advanced Placement course offerings
- Offer an Associate's degree pathway for students through dual college enrollment
- Expand Internships and Pathways Programs at CHS
- Offer local diploma credential for bi-literacy
- Build a middle and high school community service project continuum
- Expand the school day at all three middle schools grades 5-8 with Citizen Schools
- Expand protective factors around our students including linking athletics programs throughout the grades to academics, healthy living, and healthy eating
- Expand dual language program through grade 8
- Deepen our culture of collaboration in Professional Learning Communities and our belief in life-long adult learning through professional development
- Build multiple internal pipelines and career ladders for future teachers and future administrators
- Assess and evaluate the need for increased space



Discussion and Feedback

Turn and talk to your neighbor:

- What excites you about this five-Year Plan 2016-2021?
- What is missing for you that you wish was included?
- Please complete the feedback form.



MAY 11, 2016

A meeting of the School Committee Human Resources SubCommittee was called to order at 6:05 PM by Ana Hernandez, Chairperson HR SubCommittee.

Present were: Members Ana Herandez, Jeanette Velez, Diana Maldonado, Rosemarie Carlisle, and Robert Pereira, Richard Maronski, Yessenia Alfaro-Alvarez.

Also attending were: Superintendent of Schools Mary Bourque and Director of Human Resources Tina Sullivan.

Superintendent Bourque noted that invitations had been send to the School Committee for a tour of the Clark Avenue School on Saturday, May 21 at 10 am. Members who intended to go needed to RSVP to make sure that there would be a sufficient number of hard hats available.

She then distributed a copy of the Roles and Procedures of the School Committee that all had been trained in and reviewed the SubCommittee process of meetings. She reviewed the process of HR procedures that are used to hire administrative staff with the establishment of a screening committee, the types of individuals who would serve on a committee, and their duties to bring final candidates to her for her hiring decision. The process is fair and objective with a lot of variables looked at during the screening and interview process. Under Ed Reform, the Superintendent has the right to hire and fire.

Chair Hernandez called for a motion to go into executive session for two purposes:
(1) discussing strategy on a Level III grievance; and (2) mediation with MCAD.

The Committee entered into Executive Session at 6:30 pm. The Committee reentered Public Session at 7:01 pm.

With no further business, the meeting adjourned at 7:01 pm.

Following hearing and consideration of grievance: Closure of session by role call vote.

D

Martin, Barbara

From: shawnp0626 <shawnp0626@yahoo.com>
Sent: Tuesday, May 31, 2016 12:19 AM
To: Martin, Barbara
Subject: Policy and Procedures Notes

The Policy and Procedures sub-committee met on May 19th.

Present at the meeting: Rich Maronski, Kelly Garcia, Yessenia Alvarez, Shawn O'Regan and Supt. Mary Bourque.

Meeting was called to order at 6:48pm.

On the agenda for the evening, we went over the hiring procedures from the Human Resources department.

We also went over some rule changes to the student handbook.

A motion was made to accept the rule changes and send them before the full school committee.

Another motion was made to allow the superintendent to make small changes to the student handbook if changes needed to be made.

Meeting adjourned at 7:33pm.

Sent from my MetroPCS 4G Android device

May 19th, 2016

Curriculum and Instruction Subcommittee Meeting

Attendees:

Kelly Garcia
Richard Maronski
Linda Breau
Yessenia Alfaro
Sean O'Regan

Start time: 6:10pm

Comments:

- The subcommittee went over the online course catalogue. Students will be able to access their classes online.
- Classes can be found in the link below
www.chelseaschools.com

General comments about our meetings for the year:

Pluses	Deltas
-Principal visit from CHS	-
-Capstone presentation	-
-	-

To-do:

- Committee members need to send Linda items they would like to discuss for next year
 - Some ideas that came up during the meeting: visits from all school principals, NGO's around the community,

Meeting adjourned at: 6:37pm

2016 GRADUATING CLASS

COLLEGE ACCEPTANCES

1. AMDA - College and Conservatory of the Performing Arts
2. Anna Maria College
3. Ashland University
4. Babson College
5. Bates College
6. Bay Path University
7. Bentley University
8. Berklee School of Music
9. Boston College
10. Boston University
11. Bowling Green State University
12. Brandeis University
13. Bridgewater State University
14. Bryant University
15. Bunker Hill Community College
16. California College of the Arts
17. Clark University
18. College of the Holy Cross
19. Curry College
20. Dartmouth College - IVY
21. Denison University
22. Eastern Nazarene College
23. Fisher College
24. Framingham State University
25. **Gap Year (Year Up/City Year)**
26. Georgia Southern University
27. Gordon College
28. Hamilton College
29. Hofstra University
30. Kent State University
31. Lasell College
32. Lesley University
33. MA College of Art and Design
34. MA College of Pharmacy & Health Sciences
35. Mass Bay Community College
36. Massachusetts College of Liberal Arts
37. Mount Ida College
38. New York Institute of Technology
39. North Shore Community College
40. Ohio Wesleyan University
41. Plymouth State University
42. Providence College

43. Purchase College State University of New York
44. Regis College
45. Rensselaer Polytechnic Institute
46. Rhode Island College
47. Rivier University
48. Rutgers University-Newark
49. Salem State University
50. Simmons College
51. Smith College
52. Stonehill College
53. Suffolk University
54. Tiffin University
55. Tufts University
56. University of Hartford
57. University of Maine
58. University of Massachusetts, Amherst
59. University of Massachusetts, Boston
60. University of Massachusetts, Dartmouth
61. University of Massachusetts, Lowell
62. University of New England
63. University of New Hampshire at Durham
64. University of Rhode Island
65. University of Vermont
66. Wentworth Institute of Technology
67. Westfield State University
68. Wheaton College
69. Wheelock College
70. Worcester Polytechnic Institute
71. Worcester State University

SCHOLARSHIPS WORTHY OF NOTING (full and partials)

- Dartmouth College (IVY LEAGUE) – 1 student
- POSSE Scholarships for Denison University & Hamilton College – 2 students
- Boston University – 2 students
- Boston College – 1 student
- College of the Holy Cross – 2 students
- California College of the Arts – 1 student
- Berklee College of Music – 1 student
- BHCC President's High School Scholarship – 1 student
- Suffolk University – 2 students
- MA Horatio Alger Scholarship – 2 students
- Simboli Family College Award – several students (don't know how many ye