



School Committee

MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

September 3, 2015

Approved October 1, 2015

The Chelsea School Committee met on Thursday, September 3, 2015 in the City Council Chambers, City Hall, 500 Broadway, Chelsea.

Members Present: Chairman Ana Hernandez, Rosemarie Carlisle, Lucia Hernandez, Charles Klauder, Lisa Lineweaver, Richard Maronski, Jeanette Velez, and Shawn O'Regan

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

The meeting was called to order at 7:00p.m. by Committee member Jeanette Velez in the absence of Committee Chair Ana Hernandez

Pledge of Allegiance:

School Committee Minutes: The minutes of the April 2, 2015 and June 4, 2015 School Committee Meetings were unanimously approved.

At this time member, under suspension of the rules Shawn O'Regan made a motion to go to new business.

- Ms. Lineweaver moved to approve the Settlement Agreement between the Chelsea Administrator's Association (MTA) and Chelsea School Committee. Questions and discussion ensued.
Ms. Velez called for a roll call vote

Charles Klauder	Y
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Richard Maronski	Y
Shawn O'Regan	Y
Edward Ells	AB
Lucia Henriquez	Y
Ana Hernandez	AB
Jeanette Velez	Y
Lisa Lineweaver	Y
Shawn O'Regan	Y
Thomas Ambrosino	Y

At this time Dr. presented citations to the following retirees:

Lawrence Sullivan
Sandra Porrazzo

Chairman Hernandez joined the meeting at this time.

Public Comment: None

Report of the Superintendent of Schools:

Student Achievement: Superintendent Mary Bourque called upon Asst. Superintendent Linda Breau to discuss the District Indicators of Success from June, 2015.

Indicator 1-Attendance year to date was 93.9%, down from 94.2 % last year to date.

Indicator 2- Seven additional students have dropped out. Three with location unknown and four with plans unknown.

Indicator 3- Early Warning Indicators percentages have decreased at the all levels.

Indicator 4- Less than 10% will fail at least one class in grades 9 & 10. The percentage has decreased 9% in grade 9 and increased 2% in grade 10.

Indicator 6-Lexile reading levels increased 2% from winter results, but down 7% compared to last year to date.

Indicator 7- Elementary DIBELS Daze percentage was up 12% from last year to date.

Indicator 8-Kindergarten DIBLES Next "at risk" percentage was up 5% from previous year.

Indicator 9- AP Courses. 409 students enrolled in AP courses with 35% scoring a 3, 4 Or 5, down from 48% last year to date.

Indicator 10-Student Mobility was 18.7% year to date compared to 17% last year to date. A copy of this report is enclosed and forms a part of these minutes.

Next, Mrs. Breau reviewed the preliminary graduation data, noting that 94.8 % of the 267 seniors graduated up from 93.6% 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 August 31, 2015 the district-wide enrollment was 6, 584 students, including 136 students in out-of-district placements. In addition, there are 3 Chapter 768 students for whom the district has financial responsibility.

Dr. Bourque reported that the Department of Elementary and Secondary Education draft report was reviewed and the rebuttal sent to them on July 31, 2015

Lastly, Dr. Bourque noted the following:

- 9-4 No school
- 9-7 No school
- 9-11 CHS Football -Home vs. Lynn Technical
- 9-17 CHS Football- Away vs. Revere
- 10-1 School Committee Meeting
- 10-7 Joint Meeting with City Council

Committee Reports:

- Human Resources- Mrs. Carlisle reported that the subcommittee last met on August 24, 2015. A copy of the report is attached and forms a part of these minutes
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New Business:

- Ms. Lineweaver moved to approve the addition of School Nurses and School Health Aides to the Non-Bargaining Salary Schedule as follows:

	Minimum	Maximum
School Nurses (annual salary)	\$43,300	\$68,500
School Health Aides (per hour)	\$13.90	\$16.40

Communications: Accepted and filed:

Use of School Property
Chelsea Gardeners Association

Announcement: Book of the Month for October -Charles Klauder

Adjournment: The meeting adjourned at 7:45 p.m.

Recorded by

Barbara Martin

Barbara A. Martin

Business Manager

Clerk to the Chelsea School Committee

HUMAN RESOURCES SUBCOMMITTEE

MEETING MINUTES

A meeting of the Human Resources Subcommittee was held on Monday, August 24, 2015, at 6:00 p.m. at Chelsea City Hall. Present were Ed Ells, Rosemarie Carlisle, and Shawn O'Regan, along with Dr. Mary Bourque, Tina Sullivan, HR Director, Ellen Benson, assistant HR Director, and Gerry McCue, Finance Director.

The meeting was called to order at 6:07 p.m.

Upon the recommendation of Superintendent Bourque, Shawn O'Regan moved that the sub-committee go into Executive session for purposes of discussing collective bargaining strategy and other matters involving pending litigation. Motion passed unanimously.

Executive session began at 6:10 p.m.

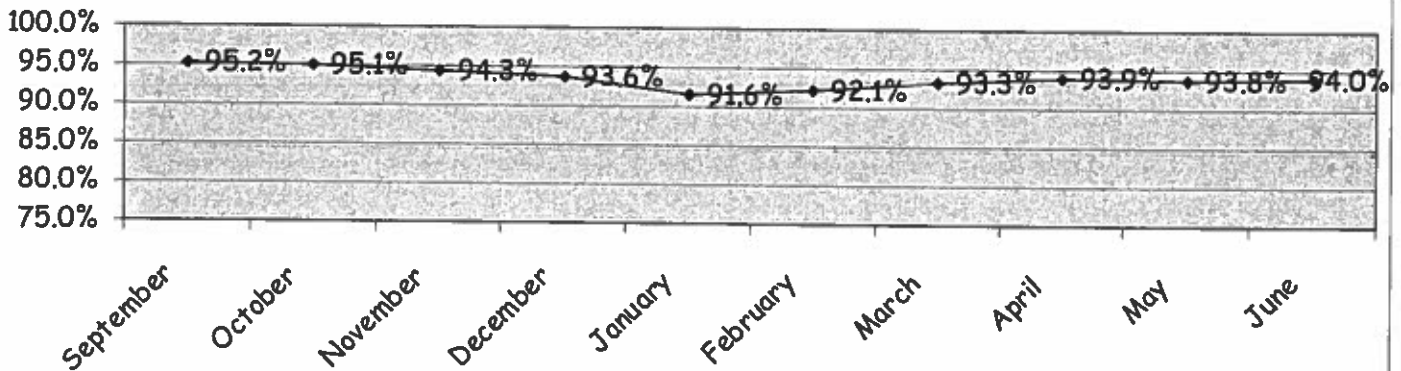
The regular session of the HR sub-committee resumed at 6:55 p.m. With no further business on the Agenda, meeting adjourned at approximately 6:55 p.m.

Indicators for Success June 2015

**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	Month	Month	Month	YTD
Grade 1	96.1%	96.0%	95.3%	95.3%	91.3%	94.3%	94.9%	94.4%	95.2%	95.8%	95.0%
Grade 2	96.4%	96.2%	96.2%	94.3%	91.9%	94.3%	94.4%	95.3%	95.6%	95.5%	95.2%
Grade 3	96.6%	96.9%	96.4%	95.9%	94.0%	94.9%	95.7%	95.7%	95.8%	96.0%	95.9%
Grade 4	96.6%	96.6%	96.0%	95.8%	93.5%	95.4%	96.1%	96.2%	96.0%	95.6%	95.9%
Grade 5	95.1%	96.8%	96.4%	96.0%	93.1%	94.9%	95.7%	96.0%	95.8%	94.9%	95.5%
Grade 6	96.0%	96.2%	96.2%	95.3%	92.6%	93.7%	94.8%	95.4%	95.0%	93.5%	95.0%
Grade 7	96.1%	96.5%	96.0%	94.8%	92.7%	91.9%	93.6%	95.1%	94.2%	93.0%	94.8%
Grade 8	95.9%	96.0%	95.6%	95.1%	92.9%	92.9%	94.4%	95.3%	94.3%	91.5%	94.7%
Grade 9	92.6%	91.8%	90.2%	90.0%	90.6%	86.5%	89.1%	90.2%	89.7%	90.2%	90.5%
Grade 10	92.8%	93.0%	91.1%	89.6%	89.9%	86.8%	89.4%	90.7%	90.1%	91.0%	90.7%
Grade 11	93.1%	91.5%	90.8%	89.6%	89.9%	87.9%	90.9%	91.0%	88.7%	91.7%	90.8%
Grade 12	91.6%	91.0%	88.9%	88.0%	89.9%	87.0%	88.3%	88.6%	91.1%	99.7%	90.3%
Post-Graduate	96.1%	97.0%	96.3%	95.3%	99.1%	97.1%	98.9%	96.9%	100.0%	100.0%	92.0%
Kindergarten	94.9%	95.2%	93.6%	92.7%	87.7%	91.4%	91.8%	92.8%	93.5%	93.4%	92.8%
Grade PreK	95.9%	95.1%	93.5%	92.6%	91.6%	92.7%	93.2%	94.3%	94.5%	93.8%	93.7%
District Total	95.2%	95.1%	94.3%	93.6%	91.6%	92.1%	93.3%	93.9%	93.8%	94.0%	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
Oct. 1 st Enrollment*	1369	1353	1330	1372	1408	1527
# of Drop-Outs	123	89	125	93	85	117
Drop-Out %	8.98%	6.58%	9.40%	6.78%	6.04%	7.66%

CHS Enrollment as of October 1

CHS Programmatic Breakdown this year to date

CHS Enrollment	Regular Ed Students	Sped Students	ELL Students
Oct. 1 st Enrollment*	965	147	415
# of Drop-Outs	57	13	46
Drop-Out %	5.9%	8.8%	11.1%

*CHS enrollment as of 10/1/2014

06/01/2015-06/24/2015

- 7 students have withdrawn
- 4 Plans unknown, 3 Location unknown
- Regular=5, LEP=2
- Grade 9 = 4
- Grade 10 = 3

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			
Middle			
High School			

Data as of June 24, 2015

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	597	91	72	90	53	51.3%
10	315	52	44	32	32	46.4%

Quarter 2 Grades

Grade	Total # of students	1 failing grade	2 failing grades	3 failing grades	4+ failing grades	Total %
9	585	116	115	79	36	59.1%
10	347	68	46	20	21	44.7%

Quarter 3 Grades

Grade	Total # of students	1 failing grade	2 failing grades	3 failing grades	4+ failing grades	Total %
9	574	95	87	97	83	63.1%
10	337	59	40	34	48	53.7%

Final Grades

Grade	Total # of students	1 failing grade	2 failing grades	3 failing grades	4+ failing grades	Total %
9	569	76	80	85	56	52.2%
10	326	82	60	19	16	54.3

**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
Grade 5	30%	28%	25%	42%	35%	31%	28%
Grade 6	38%	35%	37%	37%	47%	32%	32%
Grade 10	44%	43%	39%	51%	54%	57%	56%

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%

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%

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%

**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%

	2008-2009	2009-2010	2010-2011	2011-2012	2012-13	2013-14	2014-15
Enrolled in AP Courses	192	227	252	301	340	396	409
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 26		Oct 31		Nov 30		Dec 31		Jan 31		Feb 25		Mar 30		April 30		May 31		June 24		TOTAL
	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	
ELC (K only)	53	13	15	8	4	4	1	5	6	6	6	1	3	6	6	2	4	1	1	5	150
Elementary	36	29	26	17	15	16	13	14	19	14	10	9	13	12	20	7	16	11	1	5	303
Middle School	60	55	20	10	14	5	6	11	28	9	5	4	10	14	14	2	6	6	3	1	283
High School	121	48	24	31	16	16	13	20	16	21	8	8	14	30	12	14	8	16	4	8	448
District Total	270	145	85	66	49	41	33	50	69	50	29	22	40	62	52	25	34	34	9	19	1184

*District-wide mobility rate (sum of transfers in and transfers out divided by October 1st enrollment (6350)) is 18.7% year to date.

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

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
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	17.0

ADVANCED PLACEMENT

Beginning in the 1995-1996 school year, Chelsea High School began offering Advanced Placement courses. Since then, the options have expanded markedly. Chelsea High School is one of the urban high schools that participates in the Massachusetts Mathematics and Science Initiative, a grant-based program support by the Exxon Education Foundation through MassInsight Education. Chelsea High School's participation provides substantial professional development for teachers of Advanced Placement science, mathematics, and English courses and includes stipends for students who earn qualifying scores in Advanced Placement Courses. The AP program provides means to increase student aspirations for college while also allowing students to earn college credit while still in high school. Participation in MMSI has also inspired increases in Chelsea students' participation in the Advanced Placement program and its Pre-AP feeder courses as well as greater percentages of qualifying scores. The most recent official data are for the 2014-2015 school year. The data shows a decrease of 56 qualifying scores moving from 193 qualifying scores in 2014 to 137 qualifying scores in 2015.

The charts below summarize the numbers of students who have taken Advanced Placement courses over the past eleven years as well as the number of students who have earned qualifying scores.

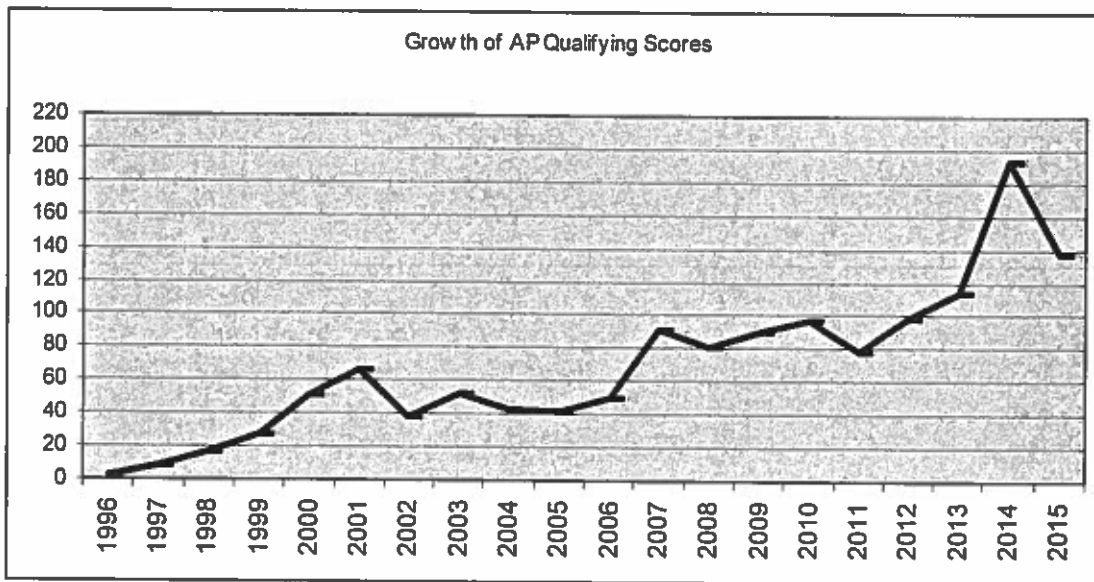
NUMBER OF AP TESTS TAKEN, 2005 – 2015

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
US History	18	16	14	17	10	12	13	24	20	23	14
Chemistry	13	6	6	6	8	NA	21	15	19	24	26
English/Lit/Comp	11	13	20	34						39	29
English Language					31	51	34	55	77	59	68
English Literature					21	27	31	25	37		
Calculus AB	12	13	22	12	10	13	18	14	22	37	23
Calculus BC				5	5	NA				1	2
Biology	5	15	14	16	12	17	22	18	24	49	47
US Govt & Politics	18	14	27	28	34	25	20	33	28	22	18
Spanish Language	10	21	47	34	22	48	27	16	35		22
Spanish Literature			7	16	14	14	16	11		18	19
French Language	1									46	
Physics B	15	7	5	1		NA		11	33	17	
Physics C Mech				4	4	NA					13
Physics C EM				4	4	NA					
Psychology					11	1	13	26	27	29	25
Art	3	1	4	8	6	4	0		2	5	2
Computer Science	8	8	6	7		NA					
Statistics (Year 1)						10	17	26	11	23	78
Environmental Science (Year 2)						15	12	14	20		1
Macro Economics										2	
Micro Economics										2	
European History										1	
Geography										1	
TOTALS	114	114	172	192	192	237	244	288	336	398	388

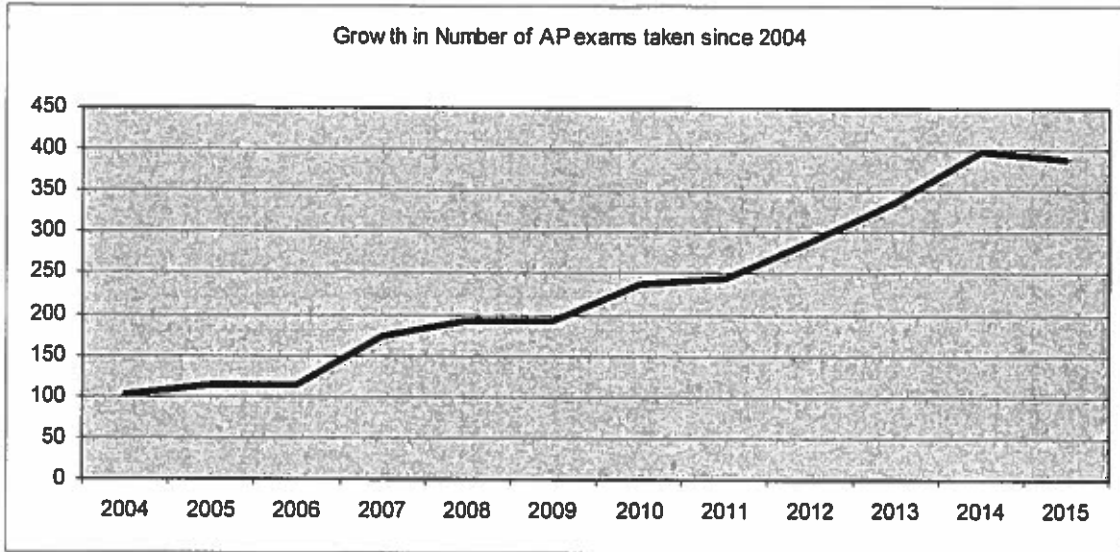
**CHELSEA HIGH SCHOOL ADVANCED PLACEMENT
DISTRIBUTION OF QUALIFYING SCORES
1996-2015**

	SCORE OF 3		SCORE OF 4		SCORE OF 5	
	#	%	#	%	#	%
1996	1	8	1	8	0	0
1997	6	14	2	5	0	0
1998	12	13	5	6	0	0
1999	16	19	7	8	4	5
2000	24	21	13	11	14	12
2001	31	24	17	13	18	14
2002	19	16	12	10	7	6
2003	27	22	12	10	13	11
2004	22	21	7	7	13	13
2005	22	19	12	11	7	6
2006	22	19	13	11	15	13
2007	35	20	34	20	22	13
2008	47	25	17	9	16	8
2009	44	23	35	18	11	6
2010	49	21	26	11	22	9
2011	43	18	26	11	9	4
2012	55	19	33	11	10	3
2013	64	19	33	10	16	6
2014	121	30	55	14	17	4
2015	81	21	39	10	17	4

Growth of AP Qualifying Scores



Growth in Number of AP Exams Taken Since 2004



ACCESS Student Growth Percentile 2015

School	Median SGP
CHS	61
Browne Middle	67
Clark Middle	68
WSTA	49
Berkowitz	64
Sokolowski	64
Kelly	46
Hooks	62
District	63

Low Growth = 0 - 39

Moderate Growth = 40 - 61

High Growth = 61 - 99

Chickasaw Public Schools
Senior Graduation Data
as of August 31, 2015

Professional Services
Administrative Support
Instructional Support
Counseling Services
Special Services
Career Services

	2008	2009	2010	2011	2012	2013	2014	2015																	
Number of Seniors In Class	161	226	223	273	279	277	256	267	265	268	281	267													
Number of Seniors with "Competency Determination"	156	186.19	200	88.50	206	92.38	261	95.60	272	87.49	272	90.63	247	92.50	251	94.7	251	87.1	265	84.3	253	84.8			
Number of Seniors Receiving a Full Diploma	149	82.32	191	84.51	199	89.24	230	84.25	237	84.95	238	85.20	222	86.72	217	81.30	238	85.8	238	82.6	249	82.6	241	80.3	
Number of Seniors Receiving "Certificate of Attainment"	14	7.73	7	3.10	6	2.69	2	0.73	1	0.36	4	1.44	9	3.52	9	3.37	7	2.6	7	2.4	12	3.8	12	4.5	
Number of Seniors Receiving "Certificate of Attendance"	5	2.76	5	2.21	5	2.24	4	1.47	6	2.15	1	0.36	4	1.56	9	3.37	3	1.1	3	1	2	0.007	0	0.0	
Number of Seniors Passing MCAS Not Meeting Local Requirements	7	3.87	10	4.42	6	3.59	30	10.99	35	12.54	35	12.64	10	3.91	31	11.61	13	4.9	13	4.5	14	11.7	10	3.7	
Number of Seniors Not Passing MCAS, and Not Meeting Local Requirements	6	3.31	13	5.75	6	2.69	7	2.56	0	0.00	0	0.00	12	4.89	1	0.37	4	1.5	4	1.5	4	1.4	4	1.5	
Number of "MCAS Appeals" Submitted to Commissioner for Review	7		10		12		8	3		6		6		6		0		0		1	0.003	0	0	0.0	
Number of "MCAS Appeals" Granted "Competency" by Commissioner	5	71.43	8	80.00	11	91.67	7	87.50	2	66.67	6	100.00	0	0.00	0	0.00	0	0	0	0	0	0	0	0	0.0
Percent of Senior Class Graduating	168	82.82	203	89.82	210	94.17	236	86.45	244	87.48	241	87.00	235	91.80	235	89.01	248	93.6	248	86.1	263	93.6	253	84.8	