



School Committee

MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

September 7, 2017

APPROVED 10-5-2017

The Chelsea School Committee met on Thursday, September 7, 2017, in the City Council Chambers, City Hall, 500 Broadway, Chelsea.

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

Also Present: Superintendent of Schools Dr. Mary M. Bourque, Deputy Superintendent Linda Breau, Assistant Superintendent Sarah Kent, Executive Director for Administration and Finance Gerry McCue, 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 August 23, 2017 School Committee Meetings were unanimously approved.

Public Comment: None

Report of the Superintendent of Schools: Dr. Bourque commented on the smooth and phenomenal start to the school year. She mentioned the opening day convocation's theme of leadership for social justice. During the opening day convocation, a video played with pictures of students and staff and was set to CHS's Cantare performing live. Dr. Bourque let the members know that they were given the same pins that were distributed at the opening day and asked members to wear the pin in support of the schools.

Dr. Bourque mentioned that agenda planning for the school committee retreat on October 21 was in progress. Results of MCAS will not be available until the end of October which is a late release. Data will be different than what has been seen before and scores are expected to be lower across the state this year. ACCESS scores for English Language Learners will also appear to have dropped across the state due to changes. High school MCAS has not changed but will be changing next year.

A report on the progress on the 5 Year Plan will be sent out to members prior to the October retreat. We have only completed year 1 out of 5 and are proud of the success rate for graduation.

Student Achievement: Dr. Bourque called upon Assistant Superintendent Sarah Kent to review the annual graduation data. Ms. Kent noted that the graduation rate increased 5.3% from the previous year. 46 students attended summer school and only 1 student out of the 46 did not graduate. A copy of the report is attached and forms a part of these minutes.

Next, Ms. Kent presented the District Indicators of Success which includes data from June.
Indicator 1 – MCAS and accountability: data will not be available until the end of October.
Indicator 2 – Attendance: Through the year attendance was 93.4% which is an increase of 4.4% from last year. Work will be focused on the High School and Kindergarten.

Indicator 3 – Nonsense word fluency: Goals were not met. It is a difficult test and work in this measure is part of the ELC's AIP.

Indicator 6 – AP Courses: 26 more students enrolled in AP classes than the year before and 4% more tests received a score of 3, 4, or 5.

Indicator 8 – Dropout Rate: The dropout rate numbers are really driving the Turnaround Plan. The district is looking into measures to work on the dropout rate. A large percentage of students who drop out are ELL students.

Indicator 9 – 2017 was one of the largest graduating classes.

Indicator 10 – Teacher Retention: 19% of teachers left CPS and 7 paraprofessionals were promoted to teachers.

Mobility: Ms. Kent noted that the 2017 mobility rate is at 20.8% which is roughly 1 out of 5 students.

CHS failing grades: For grade 9 and grade 10, the number of students failing 4 or more grades has decreased.

CHS Retention: In grade 9, 21.2% did not have enough credits to move to grade 10. The turnaround plan will allow for more supports for students in the upcoming year. Students at CHS will only take 4 classes at a time which will increase the amount of instructional time for each class.

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

Dr. Bourque mentioned the CPS Overview which was created by Sarah Warren to serve as a repository of information about the district.

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

Enrollment Report: Dr. Bourque commended the enrollment report to the record. As of September 1, 2017 the in-district enrollment was 6,305 students. The total enrollment including out-of-district placements and Chapter 768 students is 6,469.

Ms. Kent mentioned the Barr Foundation grant which is a 1 year planning grant to open a new school within a school.

Dr. Bourque reported that the Safe Haven Resolution will be posted in English and Spanish in each school.

Next, Dr. Bourque made the following announcements:

- 9/13 6:00 pm – Inversant Open House / Info Session
- 9/14 5:15 pm – Chelsea High School Site Council Meeting
- 9/17 10:00 am – Ride for REACH event

9/21 8:30 am – Kelly Elementary School Site Council Meeting
 9/26 Early Release Day (dismissal times vary by school)
 9/28 6:00 pm – Berkowitz Elementary Open House
 10/5 7:00 pm – Next School Committee Meeting

Ms. Garcia wanted to highlight the increase in diversity in hiring new personnel.

Ms. Alfaro-Alvarez gave her thanks for the Safe Haven Resolution.

New Business:

- Consideration and action to accept a gift of 90 soccer cleats for the High School’s soccer teams from the Eastern Massachusetts Women’s Soccer League. 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	AB
Yessenia Alfaro-Alvarez	Y
Robert Pereira	Y
Diana Maldonado	Y

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

Communications: None

Announcements: Ms. Alfaro-Alvarez announced that the Chelsea Parents Council is looking for parents to serve. She also mentioned that the Cultural Festival is taking place this Saturday at 11:00 at the Chelsea Police Park.

Adjournment: The meeting adjourned at 7:42 p.m.

Recorded by

Terry Young
Administrative Assistant
Clerk to the Chelsea School Committee

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

Chelsea Public Schools		2014	%	2015	%	2016	%	2017	%
Graduation Data									
As of August 15, 2017									
Data includes CHS									
Number of Seniors in Class		281		267		284		294	
Number of Seniors with "Competency Determination"		265	94.3	253	94.8	259	91.2	262	89.1
Number of Seniors Receiving a Full Diploma		249	82.6	241	90.3	250	88.0	261	88.8
Number of Seniors Receiving "Certificate of Attainment"		12	3.6	12	4.5	16	5.6	29	9.9
Number of Seniors Receiving "Certificate of Attendance"		2	0.007	0	0.0	1	0.4	2	0.7
Number of Seniors Passing MCAS Not Meeting Local Requirements		14	11.7	10	3.7	11	3.9	1	0.3
Number of Seniors Not Passing MCAS, and Not Meeting Local Requirements		4	1.4	4	1.5	6	2.1	1	0.3
Number of "MCAS Appeals" Submitted to Commissioner for Review		0	0	0	0.0	2	0.7	3	1.0
Number of "MCAS Appeals" Granted "Competency" by Commissioner		0	0	0	0.0	2	0.7	3	1.0
Percent of Senior Class Graduating		263	93.6	253	94.8	267	94.0	292	99.3



June 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 SGP 2016	ELA SGP 2017	Math CPI 2016	Math CPI 2017	Math SGP 2016	Math SGP 2017	Science CPI 2016
Berkowitz	69		61		73.6		38		
Hooks	73.6		74		94.7		61		
Kelly	66.6		47		74.4		46		
Sokolowski	65		53		75.8		55		
Browne	59.2		46		48		31		36.4
Clark	69.4		40		60.5		29		51.7
WSTA	64.8		38		55.2		29		45.4
CHS	83		55		62.3		26		65.6

Chelsea Public Schools Indicators of Success 2016 - 2021



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

	%2016	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	
		Month	Month	Month	Month	Month	Month	Month	Month	Month	Month	Month
Grade 1	95.1%	95.9%	96.0%	95.6%	94.4%	93.7%	93.2%	94.8%	94.9%	95.1%	95.3%	95.0%
Grade 2	95.7%	95.9%	95.9%	95.8%	94.1%	94.0%	92.6%	95.0%	95.1%	95.2%	94.8%	95.0%
Grade 3	95.5%	95.9%	95.8%	95.8%	93.8%	94.9%	92.9%	95.1%	95.5%	95.3%	94.9%	95.2%
Grade 4	96.1%	96.4%	96.4%	96.0%	93.9%	94.7%	92.0%	95.8%	95.7%	95.6%	95.5%	95.4%
Grade 5	95.6%	95.7%	96.3%	96.1%	93.9%	95.1%	92.8%	95.7%	96.0%	94.8%	93.8%	95.1%
Grade 6	95.6%	96.3%	95.8%	95.9%	94.3%	94.5%	91.6%	95.0%	95.6%	95.4%	93.8%	95.0%
Grade 7	95.4%	95.5%	96.2%	95.9%	94.5%	94.8%	91.9%	95.0%	95.6%	95.1%	93.3%	95.0%
Grade 8	94.0%	95.1%	95.0%	95.0%	93.8%	94.5%	91.5%	94.5%	95.2%	94.2%	91.9%	94.2%
Grade 9	89.1%	89.8%	90.9%	89.4%	89.2%	89.0%	85.7%	89.0%	87.3%	88.9%	89.8%	89.1%
Grade 10	90.4%	92.4%	91.8%	90.1%	89.6%	90.0%	85.5%	90.1%	87.0%	89.7%	90.6%	90.0%
Grade 11	90.6%	91.6%	91.4%	90.4%	89.4%	88.9%	85.9%	89.4%	87.8%	88.9%	90.5%	90.0%
Grade 12	90.8%	93.2%	92.1%	90.1%	90.4%	88.9%	84.9%	86.4%	85.2%	87.2%	90.7%	88.7%
Post-Graduate	74.6%	72.1%	98.3%	100%	100%	100%	n/a	n/a	n/a	100%	n/a	n/a
Kindergarten	94.1%	93.9%	94.0%	92.3%	91.7%	91.5%	89.7%	93.1%	92.9%	93.9%	94.7%	92.8%
Grade PreK	93.7%	94.6%	93.4%	92.8%	92.1%	91.9%	91.2%	92.9%	95.1%	94.0%	92.7%	93.0%
District Total	93.0%	94.6%	94.6%	93.9%	92.7%	92.8%	90.4%	93.3%	93.1%	93.4%	93.4%	93.4%



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.

	2015-2016	2016 - 2017
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.

	2015-2016 (% students)	Quarter 1 (% students)	Quarter 2 (% students)	Quarter 3 (% students)	Final Grade (% students)
Reading	65.6%	39.9%	47.7%	52.1%	57.8%
Writing	55.0%	23.6%	33.1%	37.0%	44.7%
Math	76.0%	42.7%	51.9%	52.2%	62.5%
Science	53.7%	74.4%	77.9%	76.6%	78.6%



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.

	2015 - 2016 (% students)	Quarter 1 (% students)	Quarter 2 (% students)	Quarter 3 (% students)	Final Grade (% students)
ELA	73.6%	57.0%	56.7%	63.0%	62.3%
Writing	78.3%	86.7%	68.0%	72.9%	73.5%
Math	57.1%	69.1%	60.0%	61.5%	56.5%
Science	59.3%	62.0%	51.6%	60.3%	61.4%

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

	2015 - 2016	2016 - 2017
# of students enrolled in AP courses	428	454
# 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
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
Oct. 1 st Enrollment*	1369	1353	1330	1372	1408	1527	1536	1556
# of Drop-Outs	123	89	125	93	85	117	88	108
Drop-Out %	8.98%	6.58%	9.40%	6.78%	6.04%	7.66%	5.73%	6.94%

*CHS enrollment as of 9/30/16

CHS Programmatic Breakdown this year to date

CHS Enrollment	Regular Ed Students	Sped Students	ELL Students
Oct. 1 st Enrollment*	927	141	488
# of Drop-Outs	40	5	63
Drop-Out %	4.3%	3.5%	12.9%

*CHS enrollment as of 9/30/16

Chelsea Public Schools Indicators of Success 2016 - 2021



5/30/2017-6/30/2017 DROPOUT NOTES:

- 11 students have withdrawn
- 3 to an Adult Ed Program, 4 Plans Unknown, 4 Location Unknown
- Regular=2, LEP=9
- Grade 9 = 4
- Grade 10 = 5
- Grade 11 = 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
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	
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
Paraprofessional to teacher	6	7
Teacher to administrator	3	3
Administrator promotion	3	3
Substitute to paraprofessional	2	3
Total promotions	14	16

Chelsea Public Schools Indicators of Success 2016 - 2021



APPENDIX:

Mobility:

	2015-16 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)	61	25	46	10	16	4	7	4	6	7	5	3	5	2	6	6	1	4	5	5	1	3	98	48
Elementary	172	127	58	39	21	16	13	13	20	29	25	21	19	8	29	25	8	20	7	6	3	9	215	174
Middle School	153	135	43	34	23	11	15	8	12	10	15	10	11	7	14	18	12	2	7	7	3	1	155	108
High School	201	202	77	76	35	31	24	1	12	24	28	27	28	13	38	37	11	13	9	26	1	14	263	262
District Total	587	489	223	159	95	62	59	26	50	70	73	61	63	30	87	86	44	27	28	44	8	27	731	592

*District-wide mobility rate (sum of transfers in and transfers out divided by October 1st enrollment (6374)) is 20.8% 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													
Rate	17.0	18.7	17.0	20.8													

Chelsea Public Schools Indicators of Success 2016 - 2021



CHS Failing Grades

2016-2017	Quarter 1	Quarter 2	Quarter 3	Final Grade
Grade 9 Total # Students	442	441	465	457
G9: One failing grade	90	83	77	90
G9: Two failing grades	45	63	63	60
G9: Three failing grades	35	49	52	35
G9: Four or more failing grades	80	50	68	35
G9: Total percent	56.6%	55.4%	55.9%	48.1%
Grade 10 Total # Students	436	431	428	420
G10: One failing grade	85	66	64	72
G10: Two failing grades	42	70	54	39
G10: Three failing grades	35	68	51	40
G10: Four or more failing grades	84	53	77	47
G10: Total percent	56.4%	59.9%	57.5%	47.1%

CHS Retention

	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
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%