



School Committee

MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

June 7, 2018

Approved on September 6, 2018

The Chelsea School Committee met on Thursday, June 7, 2018, in the City Council Chambers, City Hall, 500 Broadway, Chelsea.

Members Present: Yessenia Alfaro-Alvarez, Rosemarie Carlisle, Frank DePatto, 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, Human Resources Director Tina Sullivan, Student Representative Rucellie Jimenez, 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 May 3, 2018 School Committee Meeting were unanimously approved.

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

- Consideration and action to approve the Memorandum of Agreement between the Chelsea School Committee and A.F.S.C.M.E. Local 708 Food Service Workers effective July 1, 2018 through June 30, 2021.
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	Y
Kelly Garcia	Y
Thomas Ambrosino	Y

Having ten votes in the affirmative, the motion was approved.

- Consideration and action to approve the Memorandum of Agreement between the Chelsea School Committee and A.F.S.C.M.E. Local 708 Security Monitors effective July 1, 2018 through June 30, 2021.
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	Y
Kelly Garcia	Y
Thomas Ambrosino	Y

Having ten votes in the affirmative, the motion was approved.

- Consideration and action to approve the Memorandum of Agreement between the Chelsea School Committee and A.F.S.C.M.E. Local 708 Custodial and Maintenance Workers effective July 1, 2018 through June 30, 2021.
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	Y
Kelly Garcia	Y
Thomas Ambrosino	Y

Having ten votes in the affirmative, the motion was approved.

- Consideration and action to approve the Memorandum of Agreement between the Chelsea School Committee and Chelsea Teachers' Union Paraprofessional Unit effective July 1, 2017 through June 30, 2020.

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	Y
Kelly Garcia	Y
Thomas Ambrosino	Y

Having ten votes in the affirmative, the motion was approved.

- Consideration and action to approve the Memorandum of Agreement between the Chelsea School Committee and Chelsea Teachers' Union Clerical Unit effective July 1, 2017 through June 30, 2020.

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	Y
Kelly Garcia	Y
Thomas Ambrosino	Y

Having ten votes in the affirmative, the motion was approved.

Ms. Hernandez moved to continue with the agenda in order. The motion was seconded.

Special Presentations:

Dr. Bourque announced the 2017-2018 Students of the Year:

Berkowitz Elementary School – Genesis Zelaya Valdez
Browne Middle School – Cesar Sanchez Duarte
Chelsea High School – Stefanie Rodrigues
Clark Avenue Middle School – Andrea Ruiz Rivera
Hooks Elementary School – Michael Santos
Kelly Elementary School – Yoselin Martinez Santamaria
Sokolowski Elementary School – Salina Tran
Wright Science & Technology Academy – Lizbeth Cruz

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

Dr. Bourque then called upon Kelly Elementary School student Isabella Blasi to accept her citation for her work which was featured on the cover of the 2018-2019 Budget Book.

Next, Dr. Bourque announced the 2018 Retirees:

Miguel Andreottola
Carol Botchie
Stefka Hristova
Sharon Hydren
Dominic Lamarra
Catherine Lanzillo
Gerald McCue
Leima Medina

Claire Moran
Kathryn Morse
William Norcott
Ifeta Pekmez
Ana Romero
Linda Soukiasian
Susan Sullivan
Anthony Taraskiewicz

Retirees who were in attendance were presented with a citation by a member of the School Committee.

Public Comment: Kathryn Anderson of 51 Ellery St, Cambridge, a special education teacher at the Browne Middle School, spoke about the need to stagger start and end times at the Browne Middle School and Wright Science & Technology Academy for the upcoming school year.

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 May. There are no grades available yet, just monthly reports and mobility.

Indicator 2 – Attendance: Close to target but not quite there yet.

Indicator 8 – Dropout Rate: 21 students withdrew this month. Most students were from grade 11. 14 students have been here under 3 years.

Mobility: 20% mobility year to date. Overall, there are 100 more students than the beginning of the year.

Questions and discussion ensued.

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

Ms. Kent also presented the District AIP for the next school year. Ms. Kent also presented the Middle School SRI Accomplishments 2017-2018 which tracks student reading growth. In the last 2 years at the middle schools, there has been an increase of 12% of middle school students reading at grade level. A copy of these handouts is attached and forms a part of these minutes.

Next, Ms. Kent presented the CHS MSV Report 2017-2018 which is a summary report from an outside agency. This agency review CHS as part of the turnaround plan. CHS is rated in 4 main turnaround practices. 14 out of 26 indicators have improved a level.

A copy of this handout is attached and forms a part of these minutes.

Dr. Bourque commented that we are seeing growth and improvement. We will have the large graduating class this year. Dr. Bourque stated that we need to push our positive message and that MCAS scores are not the only thing that matters.

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

Enrollment Report: Dr. Bourque commended the enrollment report to the record. The current total enrollment is 6,467 students.

Next, Dr. Bourque announced that CHS graduation will take place at 1:00 on Sunday.

Dr. Bourque also provided members with the School Committee meeting dates for the next school year. She notified members that there may need to be a summer meeting in August.

Committee Reports: Mr. Maronski moved to waive the reading of the sub-committee minutes.

Curriculum and Instruction – A copy of the 5/23/18 report is attached and forms a part of these minutes

Budget & Finance – A copy of the 5/23/18 report is attached and forms a part of these minutes

Human Resources – A copy of the 4/11/18 and 5/23/18 reports are attached and forms a part of these minutes.

Policy & Procedures – A copy of the 5/31/18 report is attached and forms a part of these minutes.

Student Representative – Ms. Jimenez stated that she was honored to have served and participated for not only 1 but 2 years.

New Business:

- Consideration and action to approve the recommendation of the Superintendent to adopt the following pay ranges, effective July 1, 2018, for:
 - Non-Bargaining Salary Schedule
 - Hourly Wage Schedule
 - Student Athletics Stipends, and
 - Performance Positions

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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Ms. Henriquez moved to accept the following grants for the 2017-2018 school year:
 - STATE
 - Endicott College-EPIC Partnership Innovation Grant - \$44,000
 - Additional Funding to Support Hurricane Evacuees from Puerto Rico and U.S. Virgin Islands - \$72,610
 - FEDERAL
 - High-Quality Instruction Summer Planning - \$20,000
 - PRIVATE
 - Teacher Leadership in Action - \$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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Ms. Henriquez moved to accept a gift from Chelsea Community Fund in the amount of \$900 for Chelsea High School.

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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Ms. Henriquez moved to accept a gift from the Kiwanis Club of Chelsea in the amount of \$250 for a Chelsea High School student competing in the high school national championship for track and field held in North Carolina.

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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Ms. Henriquez moves to accept a gift from the Chelsea Zonta Club in the amount of \$250 for a Chelsea High School student competing in the high school national championship for track and field held in North Carolina.
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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Consideration and action to approve the revised use of funds from the Gift Account for the purpose of funding a trip to the outdoor high school national championships for track and field in Greensboro, North Carolina, from \$2,750 to \$5,100.
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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Ms. Henriquez moved enter into a two-year renewal with For Kids Only Afterschool for a total contract term of 4 years ending August 15, 2020 to continue the provision of afterschool programming at the Mary C. Burke Complex.
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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Consideration and action to enter into a 60 month maintenance agreement for HVAC Controls software.
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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Consideration and action to approve Budget Transfer in the amount of \$505,000 to move funds to from the following accounts:

Health Insurance - Retirees	\$50,000
Health Insurance – Active Employees	\$50,000
Unemployment Compensation	\$50,000
Payroll Adjustments	\$255,000
Special Education Tuition	\$100,000

To move funds to the following various accounts:

Facilities - Extraordinary Maintenance	\$440,000
Other Educational Programs – Reach Salaries	\$30,000
Other Educational Programs – ILP Salaries	\$10,000
Other Educational Programs – Art Supplies	\$5,000
Other Educational Programs – Music Instruments	\$5,000
Technology – Network Services & Hardware	\$15,000

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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Consideration and action to accept a gift from Chelsea resident Ronda Winer in the amount of \$15.00 to help homeless children.
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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Mr. Maronski moved to approve the Resolution in Support of the Foundation Budget Review Commission Recommendations
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	Y
Kelly Garcia	Y

Having nine votes in the affirmative, the motion was approved.

- Mr. Maronski moved to approve the Choking Prevention Policy. On a voice vote the motion was unanimously approved.

Communications: None

Announcements: Ms. Velez wished students a safe summer.

Mr. DePatto congratulated all the retirees. He then asked for a moment of silence for Robert Mumford and Frederick Nowicki.

Ms. Alfaro-Alvarez congratulated the 2018 graduates. She then asked for a moment of silence for the families in Guatemala.

Mr. Maronski congratulated Student Representative Rucellie Jimenez for her service on the School Committee.

Ms. Carlisle thanked CHS students who were graduating. She asked them to remember their Chelsea education.

Ms. Garcia wished all a happy and safe summer.

Ms. Henriquez congratulated the students who were recognized tonight, the parents who should be very proud, and the teachers for all of their hard work.

Adjournment: The meeting adjourned at 8:43 p.m.

Recorded by

A handwritten signature in black ink that reads "Terry Young". The signature is written in a cursive, flowing style.

**Terry Young
Administrative Assistant
Clerk to the Chelsea School Committee**



May 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)



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	



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

	% 2017	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May		June
		Month	Month	Month	Month	Month	Month	Month	Month	Month	YTD	Month
Grade 1	95.0%	94.7%	94.4%	94.4%	92.5%	92.5%	91.1%	93.4%	94.1%	94.9%	93.8%	
Grade 2	95.0%	95.8%	96.4%	95.9%	94.2%	92.9%	91.9%	95.3%	96.0%	95.9%	95.2%	
Grade 3	95.2%	95.8%	95.6%	95.3%	94.8%	93.4%	92.2%	95.1%	96.0%	96.3%	95.1%	
Grade 4	95.4%	95.6%	96.4%	95.6%	94.9%	93.9%	92.8%	95.1%	95.7%	96.3%	95.3%	
Grade 5	95.1%	95.8%	96.2%	95.2%	93.2%	92.0%	92.7%	94.2%	95.1%	95.1%	94.7%	
Grade 6	95.0%	95.2%	95.4%	94.4%	93.8%	92.4%	93.5%	94.5%	95.4%	95.3%	94.7%	
Grade 7	95.0%	95.7%	94.9%	94.9%	93.3%	92.3%	92.5%	93.4%	94.7%	94.2%	94.1%	
Grade 8	94.2%	94.6%	95.1%	94.4%	92.4%	91.6%	92.2%	92.7%	93.8%	93.4%	93.5%	
Grade 9	89.1%	89.3%	87.9%	85.3%	84.1%	83.7%	83.4%	85.5%	86.5%	86.7%	86.2%	
Grade 10	90.0%	89.6%	87.9%	85.8%	83.2%	84.0%	83.7%	85.0%	85.4%	84.2%	85.5%	
Grade 11	90.0%	90.2%	89.7%	87.3%	86.6%	87.5%	85.3%	85.0%	84.5%	85.1%	87.1%	
Grade 12	88.7%	91.7%	90.7%	88.3%	88.3%	87.9%	85.4%	86.2%	84.6%	84.9%	87.5%	
Post-Graduate	n/a	100.0%	64.5%	100.0%	100.0%	97.4%	100.0%	97.1%	94.1%	97.7%	90.8%	
Kindergarten	92.8%	95.3%	94.5%	93.5%	90.9%	89.6%	91.1%	92.4%	93.3%	94.3%	92.9%	
Grade PreK	93.0%	94.6%	93.2%	91.7%	90.8%	89.0%	91.0%	94.3%	93.3%	93.3%	92.5%	
District Total	93.4%	94.1%	93.8%	92.7%	91.4%	90.6%	90.3%	92.0%	92.6%	92.8%	92.4%	



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.

	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%	55.1%	
Writing	44.7%	22.5%	35.5%	45.0%	
Math	62.5%	40.1%	44.2%	48.2%	
Science	78.6%	72.4%	72.5%	74.9%	



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%	77.1%	
Writing	73.5%	79.9%	72.9%	80.6%	
Math	56.5%	75.9%	67.0%	68.3%	
Science	61.4%	75.3%	69.0%	71.1%	

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	111	80	120	89	83	110	83	97	122
Drop-Out %	8.11%	5.91%	9.02%	6.49%	5.90%	7.20%	5.40%	6.23%	7.93%

*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	43	8	59
Drop-Out %	5.20%	4.40%	13.42%



5/1/2018-5/31/2018 DROPOUT NOTES:

- 21 students have withdrawn
- 6 to an Adult Ed Program, 15 Plans Unknown
- Regular=6, LEP=12, SpEd=3
- Grade 9 = 3
- Grade 10 = 6
- Grade 11 = 9
- Grade 12 = 3

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	4	5	8	6	3	5			44	43
Elementary	215	174	106	44	15	18	23	19	9	14	18	22	20	14	19	17	24	14	9	12			243	174
Middle School	155	108	75	38	18	4	10	16	11	4	15	18	10	10	6	12	5	10	11			171	112	
High School	263	262	92	67	28	15	22	19	18	19	15	31	9	29	16	24	14	11	26			225	254	
District Total	731	592	273	154	69	41	60	59	42	42	54	74	45	58	49	58	49	33	54			683	583	

*District-wide mobility rate (sum of transfers in and transfers out divided by October 1st enrollment (6327) is 20.0% 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	397	
G9: One failing grade	90	80	72	80	
G9: Two failing grades	60	67	69	76	
G9: Three failing grades	35	44	42	44	
G9: Four or more failing grades	35	14	6	14	
G9: Total percent	48.1%	50.6%	47.0%	53.9%	
Grade 10 Total # Students	420	409	391	382	
G10: One failing grade	72	89	101	66	
G10: Two failing grades	39	46	50	52	
G10: Three failing grades	40	40	36	35	
G10: Four or more failing grades	47	10	14	14	
G10: Total percent	47.1%	45.2%	51.4%	43.7%	

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%	

Overarching Goal	
Design, implement, and monitor a comprehensive and coherent instructional system embedded in a trauma sensitive learning environment to accelerate student growth across the school district.	
Theory of Action	
<p>In 2018-2019, if the Chelsea Public Schools educators strengthen Tier I instruction in each classroom through:</p> <ul style="list-style-type: none"> - <i>ensuring alignment to the MA Frameworks</i> - <i>creating a positive classroom climate</i> <ul style="list-style-type: none"> - <i>furthering purposeful teaching</i> - <i>assessing and providing feedback</i> - <i>promoting the development of social-emotional skills</i> <p>then Chelsea Public Schools will have a comprehensive and coherent instructional system that will accelerate student achievement and foster resiliency.</p>	
Essential Questions	
<ul style="list-style-type: none"> • How can we provide high quality instruction that meets individual needs and also challenges all students in order to impact student achievement? • How can we create a focused, rigorous, and engaging learning environment in every classroom to impact student learning? • How can we promote the development of the core social-emotional learning (SEL) competencies to impact student achievement? • How can we create emotionally and physically safe and supportive classroom environments that impact student learning? 	
Proposed Solution: Strengthen Tier I Instruction	
Strategies	
<p>Provide standards aligned, student-centered instruction rooted in teaching for understanding and responding to learner differences through</p> <ul style="list-style-type: none"> • Alignment to MA Frameworks* • Purposeful Teaching* • In-class Assessment and Feedback* <p>* As described by <i>SchoolWorks Classroom Observation Manual</i></p>	<p>Cultivate and sustain culturally responsive classroom climates and school environments that ensure student growth in the core SEL competencies from CASEL**</p> <ul style="list-style-type: none"> • Self Awareness • Self Management • Social Awareness • Relationship Skills • Responsible Decision Making <p>** Collaborative for Academic, Social, and Emotional Learning, http://www.case1.org</p>

Desired Impact	
<p>By the end of the 2018-2019 school year, Chelsea educators will positively impact student growth and achievement by purposefully teaching MA frameworks aligned lessons which include in-class assessment and feedback. Growth will be measured through learning walks, observations and feedback, and student performance.</p>	<p>By the end of 2018-2019 school year, Chelsea educators will use instructional practices that are culturally responsive and trauma informed. Educators will cultivate and sustain safe and supportive classroom climates and school environments in order to positively impact both academics and social-emotional learning. Growth will be measured through learning walks, observations and feedback, self assessment/reflection, and student performance.</p>
Measures of Implementation and Change	
<p>At least quarterly, school teams will progress monitor professional development and student performance in relation to both strategies per individual school Accelerated Improvement Plan and Turnaround Plan measures.</p>	
<p>By Mid-October:</p> <ul style="list-style-type: none"> ● A first round of internal formative learning walks will be conducted. Classroom Visit Tool (CVT) data collected throughout the year will be used to show growth and inform areas of development. June 2018 District Learning Walk data will be used as a baseline. ● All students in grades 3, 7, and 9 will complete the CPS Safe and Supportive Schools Survey to measure schools' growth in classroom environments, cultural responsiveness, and adult-student relationships. ● All students in grades K - 12 will complete a CPS SEL Assessment to measure growth on the core SEL competencies. 	
<p>By Mid-February:</p> <ul style="list-style-type: none"> ● A second round of internal formative learning walks using the CVT will be conducted and data will be used to show growth and inform areas to improve. ● All students in grades K, 3, 7, and 9 will complete the CPS Safe and Supportive Schools Survey to measure schools' growth in classroom environments, cultural responsiveness, and adult-student relationships. 	
<p>By June:</p> <ul style="list-style-type: none"> ● A final round of formative learning walks using the CVT will be conducted. ● All students in grades K, 3, 7, and 9 will complete the CPS Safe and Supportive Schools Survey to measure schools' growth in safe and supportive classroom environments, cultural responsiveness and adult-student relationships. ● All students in grades K - 12 will complete a CPS SEL Assessment to measure growth on the core SEL competencies. 	
<p>By the end of the 2018-2019 school year:</p> <ul style="list-style-type: none"> ● All schools, and therefore the district, will show growth from the June 2018 District Learning Walk data by showing an increase of 20% to the ratings of 4 on CVT indicators 1, 5-8 or by reaching 100%. ● All schools, and therefore the district, will show growth from the June 2018 District Learning Walk data by showing an increase of 20% to the ratings of 3 & 4 in CVT indicators 9 & 10 or by reaching 100%. ● All schools, and therefore the district, will achieve a rating of 3 or 4 in CVT indicators 2-4 in 95% of the classrooms. 	

CHS MSV Report 2017-2018

Appendix D. Overview of Turnaround Practices and Indicators

Table D1. Overview of Turnaround Practice Area and Indicator Implementation Ratings

Turnaround Practice and Indicators Yellow= 2016-2017 Blue = 2017-2018 Gray = Both Years		Limited Evidence	Developing	Providing	Sustaining	Coherent Implementation
1. Leadership, Shared Responsibility, and Professional Collaboration			'17	'18		
1.1	Use of Autonomy			'17	'18	
1.2	High Expectations and Positive Regard		'17	'18		
1.3	Vision/Theory of Action and Buy-In		Both			
1.4	Monitoring Implementation and School Progress			'17	'18	
1.5	Trusting Relationships		'17	'18		
1.6	Time Use for Professional Development and Collaboration		Both			
1.7	Communication With Staff		'17	'18		
1.8	Sustainability		'17	'18		
2. Intentional Practices for Improving Instruction				Both		
2.1	Instructional Expectations		Both			
2.2	Instructional Schedule		'17	'18		
2.3	Identifying and Addressing Student Academic Needs			'18	'17	
2.4	Classroom Observation Data Use			Both		
2.5	Student Assessment Data Use (for schoolwide decision making)				Both	
2.6	Student Assessment Data Use (for classroom instruction)			Both		
2.7	Structures for Instructional Improvement			Both		
3. Student-Specific Supports and Instruction to All Students				Both		
3.1	General Academic Interventions and Enrichment			Both		
3.2	Teacher Training to Identify Student Needs (academic and nonacademic)		'17	'18		
3.3	Determining Schoolwide Student Supports (academic interventions & enrichment)			'17	'18	
3.4	Multitiered System of Support (academic and nonacademic)		'17	'18		
3.5	Academic Interventions for English Language Learners			Both		
3.6	Academic Interventions for Students With Disabilities		'17	'18		
4. School Climate and Culture			'17	'18		
4.1	Schoolwide Behavior Plan		'17	'18		
4.2	Adult-Student Relationships		Both			
4.3	Expanded Learning			'17	'18	
4.4	Wraparound Services and External Partners		'17	'18		
4.5	Family and Community Engagement			Both		

**Curriculum & Instruction Sub-Committee
Wednesday, May 23rd, 2018**

Attendance: Julio Hernandez, Richard Maronski, Frank DePatto, Deputy Superintendent Linda Breau, Superintendent Mary Bourque, Literacy Coordinators from the Elementary and Middle Schools; Katie Schubmehl, and Michele Sodergren.

Meeting was called to order at 5:32pm.

First item in the agenda was History and Social Studies Standards;

Deputy Superintendent Breau, invited Ms. Schubmehl and Ms. Sodergren to the meeting. The two literacy coordinators talked to us about the change in the History and Social Studies curriculum from grades K-12. This will be a two-year implementation that will include civics.

Second item on the agenda was Pace Project;

Mrs. Breau talked to the committee about the PACE Project. Which is a group of districts who are figuring out how they will imply the new Computer Technology department.

Third item on the agenda was the Review of the Draft District AIP:

Superintendent Bourque gave us a template of the new District AIP. Which had a couple changes due to DESE standards.

Meeting adjourned at 6:00pm.

Budget and Finance Sub-Committee

Wednesday May 23, 2018

In attendance: Ana Hernandez, Yesenia Alfaro, Lucia Henriquez and Chairwoman Jeanette Velez, Mr. Gerry Mc Cue, ED of Finance and Michael Mason, Business Manager.

The meeting was called to order at 6:10pm.

The Budget Transfers were reviewed by the members present during the meeting.

Explanation:

Funds are being moved to Extraordinary Maintenance due to higher than expected bids for the Veteran's Field Replacement at the High School and the Science Lab Upgrades at the Williams Middle School Complex. In addition, funds are being used to purchase Art and Music instructional supplies and equipment. The funds are being used to cover projected shortfalls in the Reach and ILP programs. A motion was made by the chairwoman Ms. Velez and second by Ms. Hernandez to pass and present it to the School Committee members as a whole on June 7, 2018 regular meeting.

Grants for the 2017-2018 School Year:

- Endicott College-EPIC Partnership Innovation Grant - \$44,000. (State)
- High-Quality Instruction Summer Planning- \$20,000. (Federal)
- Teacher Leadership in Action - \$3000 (Private)

Explanation:

Chelsea Public Schools are eligible for certain state and federal grants available to provide support and supplemental services for certain school populations. These grants are distributed to the states and then by the states to be eligible districts. An explanation of each grant is contained in the budget book. Funding is provided for the cost of supplementary staff, professional development, and grant specific school activities, supplies, materials and technology. A motion made to present these grants for approval during the regular meeting on June 7 by the committee as a whole.

The following Action Items will be presented for approval to the School Committee as a whole on June 7, 2018

- Gifts from Chelsea Community Fund for CHS (\$900) and various gifts for CHS Track Field Student Trip to be presented for approval during the regular meeting on June 7 by the committee as a whole.
- For Kids Only Afterschool Agreement – Two Year Renewal
- Non-Bargaining Schedules for Salaried and Non-Bargaining positions.

Meeting adjourned at 6:34pm

Recorded by Lucia Henriquez

April 11, 2018

CHELSEA SCHOOL

HUMAN RESOURCES SUB-COMMITTEE

Present: Ana Hernandez, Rosemarie Carlisle, Lucia Henriquez, Yessenia Alfaro-Alvarez. Also in attendance were Mary Bourque, and Ellen Benson.

The purpose of this meeting was to discuss Level III Grievance Hearing, Succession Planning and discuss the Negotiations Update-AFSCME.

The Committee reviewed the Tentative Agreement for AFSCME Local 708 Custodial and Maintenance Employee Unit to submit to the record for the May 2018 School Committee meeting.

All items on the agenda entered into Executive Session at 6:42pm and returned to open session at 7:30pm.

At the conclusion of the meeting Mary Bourque informed the Committee Chelsea Public School is the proud recipient of a \$750,000 grant from the Engage New England; Doing High School Differently initiative to be used to implement and open with the 2018-2019 school year. Chelsea's 10th school and second high school, the Chelsea Opportunity Academy. At this time Mary announced Mr. Ronald Schmidt as the new Principal to the Chelsea Opportunity Academy effective July 1, 2018 to the Committee.

May 23, 2018

CHELSEA SCHOOL

HUMAN RESOURCES SUB-COMMITTEE

Present: Lucia Henriquez, Jeanette Velez, Ana Hernandez, Yessenia Alfaro-Alvarez. Also in attendance were Mary Bourque, Tina Sullivan, Ellen Benson.

The purpose of this meeting was to review Collective Bargaining Agreements for Clerks and Paraprofessionals.

The Committee entered Executive Session at 6:36pm

The Committee reviewed the Memorandum of Agreement for both Clerks and Paraprofessionals to submit to the record for the June 7, 2018 School Committee meeting.

Executive Session adjourned at 7:06

Before the Committee entered into Executive Session Dr. Mary Bourque updated the Committee on information on grievance called for arbitration.

Policy & Procedures Sub-Committee

Thursday, May 31, 2018

In attendance: Frank DePatto, Julio Hernandez, Richard Maronski, Superintendent Mary Bourque, and Deputy Superintendent Linda Breau.

The meeting was called to order at 5:33pm

1. **Calendar for 2018-2019 School Committee Meetings:** Dr. Bourque and Mrs. Breau distributed the meeting dates for the school committee meetings for 2018-2019. Mr. DePatto motioned to bring the calendar to the full committee.
2. **Choking Prevention Policy:** Mrs. Breau presented the choking prevention policy. Children who are under 4 will not be served certain types of food anymore. There is a list of foods that is prohibited to prevent children from choking. Mr. Hernandez moved to bring the policy to the full committee.
3. **Resolution to Support the Foundation Budget Review Commission Recommendations:** There are other communities who have already passed similar resolutions. Mr. Hernandez moved to bring the resolution to the full committee.

The meeting adjourned at 5:55 pm