



School Committee

MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

September 4, 2025

Approved 10-8-25

The Chelsea School Committee held a meeting on September 4, 2025, in the City Council Chambers, City Hall, 500 Broadway, Chelsea.

Members Present: Yessenia Alfaro, Mayra Balderas, Kati Cabral, Claryangeliz Covas Caraballo, Lucia Henriquez, Jonathan Gomez-Pereira, Dr. Sarah Neville, and Shawn O'Regan.

Also Present: Superintendent Dr. Almudena Abeyta, City Manager Fidel Maltez, Chief of Staff & Equity Dr. Aaron Jennings, Assistant Superintendent Dr. Blake-Canty, Assistant Superintendent Michelle Martinello, Innovation, Access, & Opportunity Officer Malik Howshan, Chief Finance & Operations Officer Billie Jo Turner, Communications Manager Michael Sullivan, and School Committee Clerk Veronica Dyer-Medina.

The meeting was called to order at 7:01 p.m.

Pledge of Allegiance

At this time Member O'Regan called for a moment of silence for Ovi Garcia-brother of Chairwoman Ana Hernandez. All participated in a moment of silence.

Roll Call for Attendance:

Ms. Hernandez	Absent
Mr. O'Regan	Present
Ms. Henriquez	Present
Ms. Cabral	Present
Mr. Gomez-Pereira	Present
Ms. Balderas	Present
Dr. Neville	Present
Ms. Covas Caraballo	Present

Ms. Alfaro	Present
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Having 8 school committee members present and 1 member absent, the meeting proceeded.

School Committee minutes: Dr. Neville motioned to accept the meeting minutes of the Regular Meeting on June 5, 2025 and the Sub-Committee of the Whole on August 28, 2025. and Ms. Balderas seconded the motion.

At this time Dr. Neville made a motion to move out of order to vote on the three bargaining agreements in New Business. Ms. Covas Caraballo seconded the motion.

Item #: 25SC43: Consideration and action to approve the Collective Bargaining Agreement between the Chelsea School Committee and the Chelsea Administrators' Association (CAA) for the period of July 1, 2025 through June 30, 2028.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
Mr. O'Regan	Yes
Ms. Henriquez	Yes
Ms. Cabral	Yes
Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes
Mr. Maltez	Yes

Having 9 votes in the affirmative and 1 member absent the motion passed.

Item #: 25SC44: Consideration and action to approve the Collective Bargaining Agreement between the Chelsea School Committee and the American Federation of State, Country, and Municipal Employees: Custodial, Security, & Cafeteria Units. (AFSCME) for the period of July 1, 2025 through June 30, 2028.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
Mr. O'Regan	Yes
Ms. Henriquez	Yes
Ms. Cabral	Yes
Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes
Mr. Maltez	Yes

Having 9 votes in the affirmative and 1 member absent the motion passed.

Item #: 25SC45: Consideration and action to approve the Collective Bargaining Agreement between the Chelsea School Committee and the United Steel Workers Local 9427-1 (School Nurses & Nurses' Aides Unit for the period of July 1, 2025 through June 30, 2028.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
Mr. O'Regan	Yes
Ms. Henriquez	Yes
Ms. Cabral	Yes
Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes
Mr. Maltez	Yes

Having 9 votes in the affirmative and 1 member absent the motion passed.

At this time Dr. Neville made a motion to move go back in order on the agenda. Ms. Cabral seconded the motion and the agenda resumed.

Public Comment: None

Presentations: Dr. Abeyta presented the Name, Strength, & Story Awards to Kelly School Teacher Waldo Gomez and Chelsea High School-School Counselor Marcella Moreno.

Report of the Superintendent of Schools:

Indicators of Success: Dr. Blake-Canty presented the [Indicators of Success](#) for the month of June of SY25. She opened up her presentation explaining that the monthly indicator report is important to show how the district aligns with its priorities. Some highlights from the indicators she presented were:

- Attendance percentages were reviewed for grades K-5 between 90-94%, grades 6-8 at 92-94%, grade 9 saw the lowest rates around 75%, and grades 10-12 were 82%. Ms. Covas Caraballo asked about grade 9 being so low while also acknowledging that she understands grade 9 is closing tracked for drop out prevention. Dr. Abeyta explained that transition years like grade 9 can see some dips in attendance compared to other grades, but added that as a district the numbers have dropped slightly and she attributes this to ongoing immigration enforcement presence in the community keeping kids from attending school. She shared that she is raising attention to this with MASS, colleagues, and DESE.
- Dr. Blake-Canty then reviewed the data of students enrolled in Algebra 1, AP Courses, Calculus, and Early College-all seeing increased or stable numbers.
- She then reviewed Indicator 5 discussing reading levels of exiting 4th graders that showed a slight dip.
- Indicator 7 was discussed: Dr. Blake-Canty shared the percentage of students who took AP exams and scored a 3 or higher. Dr. Abeyta added this percentage (42%) is the highest we've had in 5 years and something to be proud of.
- Drop out numbers YTD were lower than the previous year ending at 6.4% however still seeing a higher number of MLE students who are dropping out.
- Mobility numbers YTD are 725 in and 621 out.

Committee Reports: Dr. Abeyta went over the Personnel and Enrollment reports to commend them to the record. She explained that enrollment was lower than last year at 5,704 students. She stated she would be monitoring this closely because we are not getting as many students and that nationwide schools are seeing this impact. Dr. Neville asked how many less students did she project being the difference and Dr. Abeyta answered approximately 300 less students. She added that this will have financial implications for the district.

Dr. Neville said that she hoped the State would step in and help close the gap with funding from the Fair Share amendment-adding that members need to keep an eye on this to advocate. Dr. Abeyta that planning needs to be done before budget season, and that she is bringing this to the attention of the Secretary of Education.

New Business:

Item #: 25SC46: Consideration and action to accept \$500 from the Department of Elementary and Secondary Education for the Performing Arts Department.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
Mr. O'Regan	Yes
Ms. Henriquez	Yes
Ms. Cabral	Yes
Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 25SC47: Consideration and action to accept the awarded allocations for the Adult Education and Family Services, Civics Teaching and Learning, Supporting Students' SEL, Behavioral & Mental Health, & Wellness, EA Shelter Supplemental Reimbursement-FY25, and Early College Support state grants for SY2025-2026 in the amount of \$1,145,451.62.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
Mr. O'Regan	Yes
Ms. Henriquez	Yes
Ms. Cabral	Yes

Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 25SC48: Consideration and action to accept the awarded allocations for the below-listed federal grants for SY2025-2026 in the amount of \$7,072,577.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
Mr. O'Regan	Yes
Ms. Henriquez	Yes
Ms. Cabral	Yes
Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 25SC49: Consideration and action to accept the awarded allocations for the below-listed private grants for SY2025-2026 in the amount of \$115,000.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
Mr. O'Regan	Yes
Ms. Henriquez	Yes

Ms. Cabral	Yes
Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 25SC50: Consideration and action to accept and end of year Budget Clean Up transfer for fiscal year 2025.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
Mr. O'Regan	Yes
Ms. Henriquez	Yes
Ms. Cabral	Yes
Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 25SC51: Consideration and action to approve the hourly employee wage schedule for School Year 2025-2026.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
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Mr. O'Regan	Yes
Ms. Henriquez	Yes
Ms. Cabral	Yes
Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 25SC52: Consideration and action to approve Home School Petitions for 3 Chelsea families with a total of 3 students for School Year 2025-2026.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
Mr. O'Regan	Yes
Ms. Henriquez	Yes
Ms. Cabral	Yes
Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 25SC53: Consideration and action to approve on the recommendation of the Superintendent an Out-of-state and overnight field trip for 2 Chelsea High school students and 6 chaperones from October 21, 2205 to

October 24, 2025 to Washington D.C. to participate in the Barr Foundation “Learning Excursion to Innovate Schools Serving Multilingual Learners”.

Vice Chair Henriquez asked for a roll call vote.

Ms. Hernandez	Absent
Mr. O’Regan	Yes
Ms. Henriquez	Yes
Ms. Cabral	Yes
Mr. Gomez-Pereira	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Communications: None

Announcements:

- Ms. Balderas shared a reminder about Chelsea Day
- Ms. Covas Caraballo shared information on safety drills, and reminded folks to be mindful of cross walks, drop offs, and school buses especially with the ongoing construction in the city.

Adjournment: At this time Ms. Cabral motioned to adjourn the meeting. Ms. Balderas seconded the motion. The meeting adjourned at 7:51pm.

Recorded by



Veronica Dyer-Medina
School Committee Clerk

Recording of the meeting can be found [here](#), courtesy of the Chelsea Community Cable YouTube channel.



Chelsea Public Schools

School Committee

City Hall
500 Broadway
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Approved 10-8-25

Minutes for a Sub-Committee of the Whole on Monday, September 29, 2025

Present: Mayra Balderas, Kati Cabral, Claryangeliz Covas Caraballo, Jonathan Gomez-Pereira, Lucia Henriquez, Ana Hernandez, Sarah Neville, and Shawn O'Regan

Also present: Dr. Abeyta, Billie Jo Turner, Adam Deleidi, Christine Lee, and Veronica Dyer-Medina

The meeting was called to order at 5:35pm by Chair Hernandez

Selection of MASC 2025 Official Delegate & November Conference was discussed by Chair Hernandez and School Committee Clerk Dyer-Medina. They asked that all those who were interested in attending the conference please reach out to the clerk by Wednesday, October 1st and if they were interested in being the delegate to MASC, they should also note that.

We then reviewed the Policy for Reconsideration of Instructional Materials. Mr. Deleidi reviewed the reasoning behind needing a policy-stating that the district needed to keep up with changing times and include all stakeholders in decision making. Members then asked about how often we received parent/guardian concerns. Mr. Deleidi stated these were handled on a case-by-case basis and the district was being proactive.

Mr. Deleidi then moved on to review the need Additional Language for Student Handbooks regarding curriculum opt-out language.

At this time Ms. Cabral motioned to move the two policy items to vote at the next regular meeting and Mr. Gomez-Pereira seconded the motion.

Dr. Abeyta and Mr. Deleidi reviewed Career Technical Education (CTE) policy for middle schools that is now required by DESE to provide more exposure to Vo-tech programs like at Northeast. Mr. Deleidi explained the guidelines DESE provided and the timeline. He added that most of the requirements are already being done, but he will ask an extension so he can meet with teams at the middle school before he submits to School Committee for an official vote. Dr. Abeyta also spoke about La Colaborative exploring CTE in their program, however there are many steps they would need to take to establish that.

Chair Hernandez read off and reviewed the following Budget & Finance items and Ms. Turner provided explanations to clarify items:

- Consideration and action to accept a gift of 12 \$50 gift cards from the Chelsea Zonta Club in the sum of \$600.





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- Consideration and action to accept a gift of a \$120 Market Basket gift card from Massachusetts General & Brigham Hospital for Cantare students.
- Consideration and action to accept a \$100 book donation from the Eliza J. Norton Foundation for Sokolowski school students.
- Consideration and action to accept a \$30,000 gift donation from Play Ball to expand the middle school intramural program.
- Consideration and action to accept a gift donation of musical instruments from Jeff Spin and Bob English.
- Consideration and action to accept \$150,000 for SY2025-2026 from DESE for the Fair Share Earmark Grants.
- Review of Inter-department Budget Transfer.

At this time Ms. Cabral motioned to accept and move all the budget and finance items to a full vote at the next regular meeting and Ms. Balderas seconded the motion.

At this time Ms. Cabral motioned to adjourn and Ms. Balderas seconded the motion at 6:16pm

Recorded by:

Veronica Dyer-Medina
School Committee Clerk





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ENCLOSURE D

Curriculum and Instruction Subcommittee meeting, September 11, 2025

Attendance: Sarah Neville, Lucia Henriquez

Also in attendance: Almi Abeyta, Adam Deleidi, Tamara Blake-Canty, Clary Covas Caraballo, Veronica Dyer-Medina, Michelle Martinello

The meeting was called to order at 5:35pm.

Dr. Neville called the meeting to order at 5:35pm. She handed the meeting to Mr. Deleidi.

Mr. Deleidi reviewed Adam reviewed two homeschooling petitions.

Dr. Neville motioned to move the petitions to the full School Committee. Ms. Henriquez seconded the motion.

Dr. Neville made a motion to adjourn the meeting. Ms. Henriquez seconded the motion. The meeting was adjourned around 5:40pm.

Policy & Procedures Subcommittee meeting, September 11, 2025

Attendance: Sarah Neville, Lucia Henriquez, Jonny Gomez-Pereira

Also in attendance: Almi Abeyta, Adam Deleidi, Tamara Blake-Canty, Clary Covas Caraballo, Vero Medina, Michelle Martinello, Amanda Donato, Carrie Anderson, Aaron Jennings

The meeting was called to order around 6pm.

Dr. Neville made a motion to take the agenda items out of order. She handed the meeting to Ms. Martinello.

Ms. Martinello presented progress on the competency determination. The Commonwealth passed a new law after a ballot question passed which would remove the MCAS as the statewide competency determination. As a result, school districts need to submit a plan for what their new competency determination will be. Mr. Deleidi and Ms. Martinello created a recommendation for the new competency determination for CPS - it will not change our graduation requirements,

which are actually more rigorous than many other districts. Our competency determination requirements are less than our graduation requirements - by meeting our graduation requirements (e.g., three units of history) a student will automatically pass the competency requirements (e.g., one year of US history). Since MCAS used to be the competency determination, and MCAS is taken in 10th grade, it made sense that our new competency requirements are mostly related to 9th-10th grade courses.

Dr. Neville asked some questions about the differences between competency and graduation requirements, which Ms. Martinello explained are like “nesting dolls”. Dr. Abeyta noted that Chelsea already had rigorous graduation standards before the ballot question passed.

Dr. Neville motioned to move the policy to the full School Committee. Mr. Gomez-Pereira seconded the motion.

Dr. Neville presented ideas on the student representative selection process.

The current procedure for selecting student representatives to the school committee (students apply and school district staff select 2-3 students) is out of compliance with state law (section 38M). State law says that “School committees ... shall meet at least once every other month...with a student advisory committee to consist of five members to be composed of students elected by the student body... members of such student advisory committees shall, by majority vote ... elect from their number a chairperson who shall serve for a term of one year. Said chairperson shall be an ex-officio, nonvoting member of the school committee.” Dr. Neville and Dr. Jennings met to discuss how implementing this law could look in Chelsea. They proposed a “Superintendent’s and School Committee’s Advisory Board” that would consist of 5 seniors - three from CHS, one from CVLA, and one from COA - elected by students.

Ms. Covas Caraballo noted a concern that if the positions were elected, it could be like a popularity contest. Dr. Neville pointed out that the same could be said about the School Committee. Ms. Covas Caraballo noted her preference for students to apply and for School Committee members to select them.

Dr. Jennings noted that the Massachusetts Association of School Committees told him that few districts follow this law.

Ms. Cabral noted that student voice is important, and she liked the idea of having representatives from all three high schools instead of just CHS. Mr. Gomez-Pereira brought up accountability mechanisms for attendance, and Dr. Neville agreed that it might make sense to write out some procedures for what would happen if an elected student representative did not attend School Committee meetings consistently.

Ms. Covas Caracalla noted that CVLA and COA are different types of schools than CHS, and the students elected from those schools may show up differently.

Dr. Neville motioned to pick up this discussion in the next meeting of the policy and procedures subcommittee. Mr. Gomez-Pereira seconded the motion.

Mr. Gomez-Pereira made a motion to adjourn the meeting. Dr. Neville seconded. The meeting adjourned at 6:24pm.

Chelsea Public Schools

Indicators of Success

2021-2026

June 2025

Monthly:

1. District-Wide daily attendance rate will be 95% (p. 2)
1. The CPS dropout rate will decrease by 2% per year (p. 9)

Bi-Annual Updates (beginning and end-of-year):

1. # of grade 8 students enrolled in Algebra I (p. 3)
1. # of students enrolled in AP courses (p. 3)
1. # of students enrolled in Calculus courses (p. 3)
1. # of students enrolled in Early College courses (p. 3)

Tri-Annual Updates:

1. Iready progress for ELA grades K-8 (p. 4-6)
1. Iready progress for Math grades K-8 (p. 4-6)

End-of-Year Updates:

1. 85% of grade 4 students will exit grade 4 and enter grade 5 with a 3 or better in ELA, Math and Science (p. 8)
1. 85% of grade 8 students will exit grade 8 and enter grade 9 with a C or better in ELA, Math and Science (p. 8)

Annual:

1. Growth in ELA and Math on MCAS 2.0 will be 2-5% (p. 1)
1. 85% of High School Students in AP courses will attain a 3, 4, or 5 (p. 9)
1. The CPS four-year graduation rate will increase by 2% per year; the five year graduation rate will increase by 2% per year (p. 9)
1. All students will graduate from Chelsea High School with a plan for college, career and life (p. 9)
3. Annual staffing data will show improved teacher retention (p. 11)
 - Retention rate of teachers.
 - Retention rate of administrators
 - % Increase of diversity for teachers and administrators

Appendix: Additional Relevant Data:

- Mobility and Mobility Rate (p. 12)
- CHS Grade 9 & 10 Failing Grades (p. 13)
- CHS Grade 9 & 10 Retention (p. 13)



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

	%2021	%2022	%2023	%2024	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	
					Month	Month	Month	Month	Month	Month	Month	Month	Month	Month	YTD
Grade 1	93.8%	91.0%	90.0%	91.8%	94.0%	92.7%	93.2%	91.0%	88.4%	89.3%	92.0%	92.8%	92.3%	90.8%	91.8%
Grade 2	94.4%	91.2%	91.2%	92.0%	94.5%	93.9%	93.6%	91.6%	89.7%	89.5%	91.7%	92.4%	92.9%	91.4%	92.2%
Grade 3	95.2%	92.2%	91.6%	92.0%	94.3%	93.3%	93.6%	91.3%	88.7%	88.9%	92.9%	93.3%	92.5%	91.3%	92.1%
Grade 4	95.5%	92.5%	91.9%	92.4%	94.7%	94.0%	93.6%	92.0%	89.4%	89.5%	92.4%	93.6%	93.1%	92.9%	92.7%
Grade 5	91.9%	91.7%	93.1%	93.1%	95.0%	94.2%	93.6%	92.4%	90.4%	89.8%	93.2%	93.6%	92.4%	93.4%	92.9%
Grade 6	93.1%	91.1%	92.8%	92.9%	94.5%	94.7%	94.0%	93.2%	91.8%	91.0%	92.6%	94.2%	92.9%	92.8%	93.2%
Grade 7	91.0%	91.2%	91.8%	93.5%	93.9%	94.6%	93.3%	93.2%	91.2%	91.9%	93.5%	94.6%	93.0%	94.5%	93.5%
Grade 8	90.7%	90.7%	90.9%	91.9%	93.3%	92.7%	93.0%	92.2%	90.7%	89.1%	92.5%	93.6%	92.8%	93.6%	92.4%
Grade 9	88.8%	85.4%	85.0%	81.2%	82.9%	81.9%	78.9%	77.6%	77.1%	77.4%	79.3%	78.4%	76.2%	75.6%	79.0%
Grade 10	85.3%	81.4%	82.6%	82.0%	85.3%	83.9%	84.1%	80.9%	78.1%	78.5%	81.1%	79.2%	80.0%	77.4%	81.3%
Grade 11	81.0%	75.5%	77.8%	81.9%	86.2%	85.3%	86.0%	81.1%	79.1%	80.5%	82.0%	80.0%	79.1%	79.0%	82.3%
Grade 12	78.2%	48.1%	74.8%	77.3%	86.8%	84.9%	83.3%	80.5%	79.8%	79.5%	81.4%	77.3%	78.6%	33.6%	80.4%
Post-Graduate	93.8%	90.3	88.8%	94.7%	80.5%	87.1%	76.2%	82.2%	82.4%	95.3%	93.8%	95.6%	90.5%	92.5%	87.0%
Kindergarten	93.1%	89.4%	88.7%	90.8%	93.9%	90.7%	90.0%	89.5%	85.9%	87.7%	90.5%	92.7%	91.7%	89.6%	90.2%
Grade PreK	91.5%	89.8%	89.5%	90.8%	93.8%	91.1%	91.4%	89.7%	87.2%	86.3%	90.6%	90.3%	90.7%	90.7%	90.2%
District Total	90.8%	88.1%	88.0%	88.8%	91.3%	90.4%	89.9%	88.1%	86.1%	86.3%	88.9%	88.9%	88.4%	88.3%	87.3%

Indicator 3: Priority 1 - Rigorous and culturally relevant instruction of all students

of Grade 8 students enrolled in Algebra 1

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Beginning of the SY	0	63	104	73	
End of the SY	0	67	104	81	

of Students enrolled in AP courses

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Beginning of the SY	255	282	391	399	
End of the SY	236	273	390	384	

of Students enrolled in Calculus courses

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Beginning of the SY	138	138	90	90	
End of the SY	121	121	92	91	

of Students enrolled in Early College courses (committed to Early College pathway/complete 4 or more college courses by graduation)

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Beginning of the SY	214	325	211	226	
End of the SY	303	317	217	317	

Indicator 5: 85% of grade 4 students will exit grade 4 and enter grade 5 with a rating of “On track to Meet the Standard” or better in Reading, Writing, Math, and Science

	2020-2021 (% students)	2021-2022* (% students)	2022-2023 (% students)	2023-2024 (% students)	2024-2025 (% students)
Reading	55.2%	51.7%	56.5%	50.2%	46.9%
Writing	50.7%	37.0%	56.5%	46.8%	43.0%
Math	56.4%	59.3%	65.5%	58.8%	60.1%
Science	89.5%	62.0%	61.5%	63.6%	67.1%

Indicator 6: 85% of grade 8 students will exit grade 8 and enter grade 9 with a C or better in ELA, Writing, Math, and Science

	2020-2021 (% students)	2021-2022 (% students)	2022-2023 (% students)	2023-2024 (% students)	2024-2025 (% students)
ELA	57.5%	75.2%	80.8%	78.1%	69.3%
Writing	88.5%	71.2%	68.7%	48.5%	66.7%
Math	60.5%	71.5%	69.1%	66.3%	65.7%
Science	60.0%	75.2%	81.1%	69.9%	76.4%

Indicator 7: 85% of High School Students in AP courses will attain a 3, 4, or 5

	2021-2022	2022-2023	2023-2024	2024-2025
# Students enrolled in AP courses	248	282	391	384
# AP tests taken	269	375	541	598
# of tests scored 3, 4, or 5	110	132	164	251
% of tests scored 3, 4, or 5	41%	35%	30%	42%

Indicator 9: All students will graduate from Chelsea High School with a plan for college, career, and life

Plan	Class of 2020	Class of 2021	Class of 2022	Class of 2023	Class of 2024	Class of 2025	Class of 2026
Attend 2 or 4 year college	65%	49%	58%	55.7%	65.8%	71.3%	
Enter directly into workforce	27%	32%	30%	33.2%	20.8%	21.6%	
Enter military	0%	2%	1%	0.6%	1.6%	1.8%	
Enter certificate program	2%	6%	1%	3.1%	1.9%	0.9%	
Take gap year and/or enroll in Year Up or City Year Program	5%	9%	1%	0.3%	1.6%	0.3%	
Enter a trade school	1%	2%	8%	5.2%	4.2%	3.0%	
Total:	100%	100%	99%	98.2%	95.8%	98.8%	

Indicator 10: The high school dropout rate will decrease by 2% per year

Data for each year is period to date

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
October 1 Enrollment	1558	1616	1764	1852	1827
# of Drop-Outs	44	98	94	134	117
Drop-Out %	2.82%	6.06%	5.33%	7.24%	6.4%

Programmatic Breakdown

	2021-2022 End of Year		2022-2023 End of Year		2023-2024 End of Year				2024-2025 Year to Date			
High School Enrollment	Students	EL Students	Students	EL Students	Students	EL Students	SWDs	Dual-ID	Students	EL Students	SWDs	Dual-ID
October 1 Enrollment	1079	537	1164	600	1008	567	193	84	960	556	213	98
# of Drop-Outs	43	86	44	79	50	96	8	10	32	71	10	4
Drop-Out %	3.99%	16.01%	3.78%	13.17%	4.96%	16.93%	4.15%	11.9%	3.3%	12.8%	4.7%	4.1%

6/1/25 - 6/30/25 DROPOUT NOTES:

- 40 Students have withdrawn
- 1 Job Corps, 39 Location Unknown
- Grade 9 = 6
Grade 10 = 15
Grade 11 = 14
Grade 12 = 5

Indicator 11: Priority 3

Retention - Teachers

	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
Total teachers in CPS	476	100%	504	100%	586	100%	610	100%	604	100%		
Teachers who left CPS	53	11%	78	15%	128	21%	100	16%	73	12%		
Teachers who retired or were terminated	21	4%	17	3%	8	1%	23	4%	29	5%		
Teachers who left on their own*	32	6%	61	12%	121	20%	77	12%	44	7%		

Retention – School Based Administrators**

	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
Total administrators in CPS	27	100%	27	100%	28	100%	29	100%	31	100%		
Administrators who left CPS	2	7%	4	15%	6	21%	6	21%	3	9%		
Administrators who retired or were terminated	0	0%	1	3%	1	3%	3	10.5%	1	3%		
Administrators who left on their own*	2	7%	5	18%	5	18%	3	10.5%	2	6%		

*Reasons for leaving included: moving back home, new job in another district, returning to school, health

**Principals and Assistant Principals

Promotions

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Paraprofessional to teacher	8	14	8	11	16	
Teacher to administrator	1	1	2	3	3	
Administrator promotion	1	2	1	2	0	
Substitute to paraprofessional	1	0	1	5	4	
Total Promotions	11	17	12	21	23	

% Increase of diversity for teachers and administrators

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
% Increase of teacher diversity	66%	36%	19%	17%	
% Increase of administrator diversity	66%	50%	50%	33%	
% Increase of central office diversity*	14%	25%	No change	No Change	

*Central office includes Cabinet members

APPENDIX:

Mobility

	21-22 Total		22-23 Total		23-24 Total		Sept		Oct		Nov		Dec		Jan		Feb		March		April		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	In	Out	In	Out
ELC (K)	78	30	73	43	72	37	29	11	13	6	6	1	10	11	10	11	6	7	8	5	3	7	4	3	0	1	89	63
Elementary	218	104	161	97	210	120	59	33	47	38	12	20	28	18	29	16	15	15	6	18	12	11	9	10	1	1	218	180
Middle	182	100	149	96	202	86	45	33	31	21	13	10	14	10	22	16	16	22	13	8	8	9	7	2	0	0	169	131
High School	338	209	337	215	287	245	84	55	49	25	21	29	20	15	20	42	15	10	22	12	8	4	9	14	1	41	249	247
District Total	816	443	720	451	771	488	217	132	140	90	52	60	72	54	81	85	52	54	49	43	31	31	29	29	2	43	725	621

*District-wide mobility rate (sum of transfers in and transfers out divided by October 1 enrollment (6094) is 22.09% 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	2019	2020**	2021	2022	2023	2024	2025					
Rate	17.0	18.7	17.0	20.8	21.9	24.0	16.86	18.04	20.73	19.03	20.5	22.1					

**Because of the stay at home order, students who moved out of district were kept in district until the end of the school year and were officially transferred out in the summer

CHS Failing Grades

	2020-2021 Final	2021-2022 Final	2022-2023 Final	2023-2024 Final	2024-2025 Quarter 1	2024-2025 Quarter 2	2024-2025 Quarter 3	2024-2025 Final
Grade 9 Total # Students	437	497	520	510	511	483	474	462
G9: One failing grade	92	75	59	76	89	90	83	67
G9: Two failing grades	38	48	53	49	53	59	65	52
G9: Three failing grades	9	30	39	35	40	46	54	44
G9: Four or more failing grades	0	19	88	64	40	55	34	52
G9: Total percent	31.8%	34.6%	46%	43.9%	43.4%	51.6%	49.8%	46.5%
Grade 10 Total # Students	411	356	437	439	400	402	403	404
G10: One failing grade	94	77	39	63	67	69	66	57
G10: Two failing grades	39	32	38	53	40	48	42	40
G10: Three failing grades	16	14	33	35	19	19	19	11
G10: Four or more failing grades	5	9	65	37	10	22	19	25
G10: Total percent	37.5%	37.1%	40%	42.8%	34%	39.3%	36.2%	32.9%

CHS Retention

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Grade 9 retained	24.7%	10.9%	16.4%	21.8%	11.7%
Grade 10 retained	26.8%	11.2%	2.5%	10.5%	6%