



## School Committee

### DRAFT MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

**March 26, 2026**

The Chelsea School Committee held a meeting on March 26, 2026 at Chelsea High School-299 Everett Ave., Chelsea, MA.

**Members Present:** Mayra Balderas, Katherine Cabral, Claryangeliz Covas Caraballo, Lucia Henriquez, Jonathan Gomez-Pereira, Ana Hernandez, Dr. Sarah Neville, Shawn O’Regan and JAKE Small.

**Also Present:** Superintendent Dr. Almudena G. Abeyta, Chief of Staff & Equity Dr. Aaron Jennings, Assistant Superintendent Dr. Tamara Blake-Canty, Assistant Superintendent Michelle Martinello, Chief Academic Officer Adam Deleidi, Innovation, Access, & Opportunity Officer Malik Howshan, Communications Director Michael Sullivan, Chief Finance & Operations Officer Billie Jo Turner, Human Resources Director Christine Lee, Student Representative Allison Rivera Colindres, and School Committee Clerk Veronica Dyer-Medina.

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

#### Roll Call for Attendance:

Mr. Small	Present
Ms. Covas Caraballo	Late
Ms. Henriquez	Present
Mr. O’Regan	Present
Ms. Balderas	Present
Dr. Neville	Present
Ms. Cabral	Present
Ms. Hernandez	Present
Mr. Gomez-Pereira	Late

Having 9 school committee members present, the meeting proceeded.

**Special Recognitions:**

- Chelsea High Boys Basketball 2026 Team were recognized for their successful season making the playoffs. The basketball coaches were also recognized as Name-Strength-Story Award recipients. Head coach Cesar Castro received a special award: the Everybody Shines Together award for his commitment to his student players on and off the court.
- CPS Athletics: Special Recognitions: GBL All Stars & 1000 Point Achievements. Recognitions were given to 8 student athletes who were recognized as GBL All Stars.
- Recognition of CHS Jazz Band & Cantare Performance at Disney: Dr. Abeyta recognized the performance held at Disney by our Jazz Band & Cantare led by Shannon Chick, Dana Sheridan, and organized by the district wide Coordinator of Performing Arts Peter Pappavaselio. She also brought up Senator Sal DiDomenico who generously funded the trip via grant funds. Senator DiDomenico announced that he additionally invited the group to perform at the State House and is working on securing funds for another performance next year. He is looking to award \$50K to put the trip together for the students.

**School Committee Minutes:** Mr. Gomez-Pereira motioned to accept the meeting minutes of the Regular Meeting on February 5, 2026, the Special Meeting on March 3, 2026, the Public Hearing on March 17, 2026, and the Regular Meeting on March 19, 2026; Ms. Henriquez seconded the motion-minutes were approved.

**Presentations:** Dr. Abeyta's presentation tonight was on the Superintendent Leadership Team. She stated that there have been many questions about the roles and contributions from the leadership team and she wanted to provide clarity. Her team then presented and outlined their roles and responsibilities. The following [slideshow presentation](#) was presented.

**Public Comment:**

- Eileen Herrera Eraso, student addressed the committee regarding the budget process. She expressed her concerns that with the extra \$2 million, the needs of the schools were not fully being met-stating there were still gaps and still not enough. She stated that letting go of someone like Ms. Lawrence would truly impact the students and their mental health. She urged the committee to ask the State for more funding.
- Vanesa Mendoza Mercado, teacher, & Vice president of the Chelsea Teachers Union, urged the committee to vote no on the budget. She stated that with the additional money received by the city, there could be more the district can do to save student facing positions. She added that in her 10 years of working in the district, she had never seen cuts so large. She stated that she knew cuts were hard, but the community who spoke is asking for the cuts to be fair and proportional. She asked that the district look at where funds are being used right now in areas like curriculum and materials, to find more funds.
- Nadia DeVilleda-parent, addressed the committee regarding the budget common theme of a request for transparency. She added that the folks listening to the community have taken their remarks as personal attacks, but she states that they are ultimately coming from people who care about the future of the children. She lastly made a statement about loyalty to constituents and asked the committee to vote no.
- Alivia Lavigne-student, expressed her concerns for faculty changes-specifically Carina Lawrence (school counselor) and Taylor Trip (Portuguese teacher). She shared her personal experiences of

their supports with mental health and keeping the importance of learning Portuguese as a child of Portuguese immigrants.

- Zachary Ryan, parent addressed the committee and spoke about their allegiance; stating it should lie with their constituents. He stated that there's nothing wrong with saying no to the budget to allow for more time to review since the process had to be rushed due to scheduling meetings because of the storms. Additionally he added that there were frustrations felt by the community because their advocacy was looked at as anger; adding that the community is looking for accountability. He referenced a February meeting where staff diversity was presented, but knowing there were cuts coming, those were not brought up. He again requested another week to take another look at the budget.
- Robert Masterson, student, spoke about teacher cuts in the district. He addressed teacher retention and advocated to not cut teaching positions; asking to consider their livelihoods.
- Zaida Ismatul Oliva, parent, addressed her disappointment and stated that an example should be set even if it means making hard decisions-just as principals had to make hard decisions in their schools. She asked to prioritize student facing positions and expressed her concern for community advocacy being dismissed as attacks. Additionally she addressed behavior at meetings by a member creates an “us versus them” dynamic.
- Kellyann Curley, teacher, and interim VP of the Chelsea Teachers Union, addressed the committee and shared a story comparing how students are taught to listen to their peers with empathy and teach students about justice; and asked if the budget cuts were justice. She asked that cuts be made in other places and to listen to the needs of the students and not assume the community does not understand.
- Katie Lee, Speech Therapist, stated that the budget still is hurting students in the district and has made little movement in making the budget balanced. She asked that the district take a look at all the spending.
- Manal, student, highlighted that the staff being impacted by cuts have families, stating that not only are their jobs being taken, but also their future; she added that student’s fear for their future because of fears of losing their teachers. She said teachers look tired and stressed out and asked to find another solution.
- Kari Miller, teacher, spoke on behalf of students who bravely spoke at the hearing; stating civic engagement should be celebrated and folks should not assume that the students, parents, and community do not understand. She ended by saying that the school committee’s job is to represent the voices and interests of its constituents.
- Brittany Fitzgibbons, teacher, referenced one of her students who spoke at public hearing regarding the size of the cabinet team; she then claimed that adults then tried to silence the student and others for speaking up. She added that the adults shamed them for speaking up. She asked school committee to protect educators and to tell central office to make cuts of their own.
- Thomas Gordanier, teacher, thanked the city manager and council for additional funds and for the support in the community. He added that the work is not done.
- Linda Wallace, teacher, spoke on the importance of class sizes and support in classrooms positions like the special ed liaisons; adding that cutting these supports is setting them up to fail. She also addressed teacher retention and turnover due to not having supports.
- Kathryn Anderson, teacher, President of the Chelsea Teachers Union, addressed the committee encouraging them to vote no on the budget. She asked them to review the impact the cuts would make on the students and to vote on a budget that looks everywhere else but the classroom

first. She additionally touched on transparency and greater community inclusion. She raised concern about information not publicly available and spelled out to understand the spending to see what is grant funded and what can be adjusted. She ended by stating that a no vote will let the staff members, students, parents, and voters know that this process was unacceptable and has resulted in a budget that is unacceptable for our learners. I hope that you'll have the moral courage to stand for our children in this way.

[Attached](#) are written testimonies submitted for this meeting.

### **Report of the Superintendent of Schools**

**Indicators of Success:** Dr. Blake-Canty presented the [Indicators of Success](#) for the month of February. Some highlights from the indicators she presented were:

- Attendance: Pre-K through 8 is averaging 92% daily attendance. Grades 9-12 are averaging in the 80%. District wide we hold at 90%.
- The four-year graduate rates is currently at 70.1%
- Drop out numbers YTD is at 1.5%.
- Mobility numbers this month were 37 in and 31 students out. YTD we've received 389 students and saw 252 move out.
- Failing Grades: Grade 9 saw 43.5% of students were failing between 1-4 or more classes, Grade 10 saw 43.9%. Dr. Blake-Canty acknowledge the tremendous amount of work that needs to be done in these grades.

**Student Representative Updates:** Allison Rivera Colindres shared some updates on senior year traditions and milestones. She shared some insight on how students were feeling as they received their college acceptances and prepare for AP exams. She in addition acknowledge the difficulties the schools and community is facing and stated that "we are stronger together".

**Committee Reports:** Dr. Abeyta went over the Personnel and Enrollment reports to commend them to the record. Ms. Balderas motioned to approve the reports and committee minutes, and Ms. Cabral seconded the motion.

### **New Business:**

**Item #: 26SC15:** Consideration and action to forgo School Choice for the 2026-2027 School Year.

\*Before the vote was taken, School Committee clerk explained that a YES vote meant that the district would choose not to accept students from other districts.

Chair Hernandez called for a roll call vote:

Mr. Small	Yes
Ms. Covas Caraballo	Yes

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

Having 9 votes in the affirmative, the motion passed.

**Item #: 26SC16:** Consideration and action to accept and adopt the recommendation of the School Superintendent and approve the following line-item amounts from the General Fund for the 2026-2027 School Budget totaling **\$156,248,49**.

\*Before the vote each member had a chance to ask a question or make a comment:

- Mr. Gomez-Pereira asked about class sizes at the elementary schools where some cuts have been made at grade 2; Dr. Abeyta called up principals from the elementary schools like Ms. Lineweaver to explain the decision-making process-She provided examples of smaller class sizes allowing for collapsing classrooms. He later asked about the roles the school site council play in the budget process; Dr. Abeyta explained that they are done slightly different at each school and invited principal Margo DiBiasio to share how her meetings are run. He later commented that he will be holding office hours and encouraged folks to advocate at the state level for these urgent and critical issues.
- Dr. Neville stated she struggled with the level of detail being presented with certain line items and asked about audit software that can help impact budget books in the future. Dr. Abeyta explained some restrictions in the munis software that is used and Billie Jo Turner added that they would be working with the city to join them on a budget package that shows even salaries. She later asked how cuts were made and if the process was uniformed or strategic. Dr. Abeyta explained that there was a baseline for every school with exception of smaller schools, and CHS being larger and also saw the biggest dips in enrollment. She then further explained that departments also had a baseline with the exception of the special education department which must meet compliance. She later commented that the budget process has been difficult with a of grief and pain and her job is to listen to make sure every avenue is explored. She also addressed the states' funding formula harms communities like Chelsea.
- Mr. Small asked about classes sizes and Dr. Abeyta explained the averages vary from 19-24 students in some classes with the exception of some high school classes like band and AP courses. He later commented on the civil engagement and how grateful he was to hear the voices and concerns from the

community. He added that as leaders a sense of trust has not been met to its standards and he would vote present as he could not support a process that requires more transparency.

- Ms. Cabral asked if State funds are added, what would be prioritized. Dr. Abeyta stated that principals ranked their cuts so the district would know what to put back if more funding came in.
- Ms. Covas Caraballo asked about how we could improve the process going into next year. Dr. Abeyta stated she was concerned for next year and expects another budget shortfall and will need to improve systems and will work with administrators on transparency, surveys, and communication. She later commented that her loyalty is to the student body and that the committee does not hold loyalty to one staff member, or one union, but to all the staff.
- Ms. Balderas shared a comment on needing more outreach for the families and community and need to keep positive.
- Ms. Henriquez additionally stated more outreach and engagement must be had; suggesting the committee host different meetings with different organizations.

Chair Hernandez called for a roll call vote:

Mr. Small	Present
Ms. Covas Caraballo	Yes
Ms. Henriquez	Yes
Mr. O'Regan	No
Ms. Balderas	Yes
Dr. Neville	Present
Ms. Cabral	Yes
Ms. Hernandez	Yes
Mr. Gomez-Pereira	Present

Having 5 votes in the affirmative, 1 no vote, and 3 present votes, the motion passed.

**Item #: 26SC17:** The Chelsea School Committee moves to accept the Chelsea Public Schools Calendar for School Year 2026-2027.

Chair Hernandez called for a roll call vote:

Mr. Small	Yes
Ms. Covas Caraballo	Yes
Ms. Henriquez	Yes

Mr. O'Regan	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Cabral	Yes
Ms. Hernandez	Yes
Mr. Gomez-Pereira	Yes

Having 9 votes in the affirmative, the motion passed.

**Adjournment:** At this time Ms. Balderas motioned to adjourn the meeting. Ms. Cabral seconded the motion. The meeting adjourned at 10:18pm.

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

## Indicators of Success

2021-2026

February 2026

### 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	%2025	Sept	Oct	Nov	Dec	Jan	Feb		March	April	May	June
						Month	Month	Month	Month	Month	Month	YTD	Month	Month	Month	Month
Grade 1	93.8%	91.0%	90.0%	91.8%	91.8%	93.7%	94.0%	93.2%	89.7%	89.4%	91.4%	92.1%				
Grade 2	94.4%	91.2%	91.2%	92.0%	92.2%	94.1%	94.6%	94.5%	91.0%	92.0%	92.2%	93.2%				
Grade 3	95.2%	92.2%	91.6%	92.0%	92.1%	94.2%	94.9%	94.3%	92.2%	91.1%	92.8%	93.3%				
Grade 4	95.5%	92.5%	91.9%	92.4%	92.7%	94.1%	94.7%	94.5%	91.9%	91.8%	93.3%	93.4%				
Grade 5	91.9%	91.7%	93.1%	93.1%	92.9%	95.4%	94.8%	94.8%	92.2%	92.9%	93.1%	94.1%				
Grade 6	93.1%	91.1%	92.8%	92.9%	93.2%	94.3%	94.6%	93.9%	91.5%	91.4%	93.4%	93.3%				
Grade 7	91.0%	91.2%	91.8%	93.5%	93.5%	94.0%	93.2%	93.0%	90.5%	90.0%	91.6%	92.2%				
Grade 8	90.7%	90.7%	90.9%	91.9%	92.4%	94.1%	93.0%	93.3%	91.3%	91.5%	93.3%	92.9%				
Grade 9	88.8%	85.4%	85.0%	81.2%	79.0%	86.9%	84.6%	81.1%	76.5%	77.6%	78.9%	81.2%				
Grade 10	85.3%	81.4%	82.6%	82.0%	81.3%	84.6%	83.0%	82.5%	76.4%	78.1%	82.6%	81.4%				
Grade 11	81.0%	75.5%	77.8%	81.9%	82.3%	85.5%	83.9%	81.6%	76.6%	78.8%	85.5%	81.9%				
Grade 12	78.2%	48.1%	74.8%	77.3%	80.4%	86.2%	83.2%	82.0%	78.7%	81.1%	82.2%	82.3%				
Post-Graduate	93.8%	90.3	88.8%	94.7%	87.0%	87.3%	90.4%	89.7%	88.8%	88.1%	91.9%	89.7%				
Kindergarten	93.1%	89.4%	88.7%	90.8%	90.2%	93.5%	92.4%	91.1%	86.5%	88.1%	90.7%	90.6%				
Grade PreK	91.5%	89.8%	89.5%	90.8%	90.2%	93.5%	91.9%	91.0%	87.2%	87.2%	90.3%	90.3%				
District Total	90.8%	88.1%	88.0%	88.8%	87.3%	91.6%	90.9%	90.0%	86.6%	87.2%	89.4%	89.4%				

**Indicator 8:** The CPS four-year graduation rate will increase by 2% per year; the five year graduation rate will increase by 2% per year

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
4 Year Graduation Rate	66.3%	66.6%	66.2%	64.1%	71.3%	70.1%
5 Year Graduation Rate	71.6%	75.7%	72.5%	70.5%	78.4%	

**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	2025-2026
October 1 Enrollment	1558	1616	1764	1852	1827	1683
# of Drop-Outs	27	87	75	95	68	53
Drop-Out %	1.73%	5.38%	4.25%	5.13%	3.72%	3.15%

**Programmatic Breakdown**

	2021-2022 End of Year		2022-2023 End of Year		2023-2024 End of Year				2024-2025 End of Year				2025-2026 Year to Date			
	Students	EL Students	Students	EL Students	Students	EL Students	SWDs	Dual-ID	Students	EL Students	SWDs	Dual-ID	Students	EL Students	SWDs	Dual-ID
High School Enrollment																
October 1 Enrollment	1079	537	1164	600	1008	567	193	84	960	556	213	98	928	435	201	119
# of Drop-Outs	43	86	44	79	50	96	8	10	32	71	10	4	14	30	5	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%	1.5%	6.9%	2.5%	3.4%

**2/1/26 - 2/28/26 DROPOUT NOTES:**

- 2 Students have withdrawn
- 1 Location Unknown, 1 Adult Ed Program
- Grade 9 = 2

## APPENDIX:

### Mobility

	21-22 Total		22-23 Total		23-24 Total		24-25 Total		Sep		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	In	Out	
ELC (K)	78	30	73	43	72	37	89	63	7	2	5	2	2	2	6	4	8	2	5	5										33	17
Elementary	218	104	161	97	210	120	218	180	43	15	16	15	9	10	18	8	19	10	11	13										116	71
Middle	182	100	149	96	202	86	169	131	35	13	18	11	9	8	12	7	9	6	10	3									93	48	
High School	338	209	337	215	287	245	249	247	79	27	21	8	11	24	6	13	19	34	11	10									147	116	
District Total	816	443	720	451	771	488	725	621	164	57	60	36	31	44	42	32	55	52	37	31									389	252	

\*District-wide mobility rate (sum of transfers in and transfers out divided by October 1 enrollment (5749) is 11.15% 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	2026				
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 Final	2025-2026 Quarter 1	2025-2026 Quarter 2	2025-2026 Quarter 3	2025-2026 Final
Grade 9 Total # Students	437	497	520	510	462	433	391		
G9: One failing grade	92	75	59	76	67	78	68		
G9: Two failing grades	38	48	53	49	52	49	39		
G9: Three failing grades	9	30	39	35	44	40	32		
G9: Four or more failing grades	0	19	88	64	52	21	31		
G9: Total percent	31.8%	34.6%	46%	43.9%	46.5%	43.4%	43.5%		
Grade 10 Total # Students	411	356	437	439	404	354	335		
G10: One failing grade	94	77	39	63	57	75	58		
G10: Two failing grades	39	32	38	53	40	39	55		
G10: Three failing grades	16	14	33	35	11	14	23		
G10: Four or more failing grades	5	9	65	37	25	4	11		
G10: Total percent	37.5%	37.1%	40%	42.8%	32.9%	37.3%	43.9%		

## CHS Retention

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
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%	

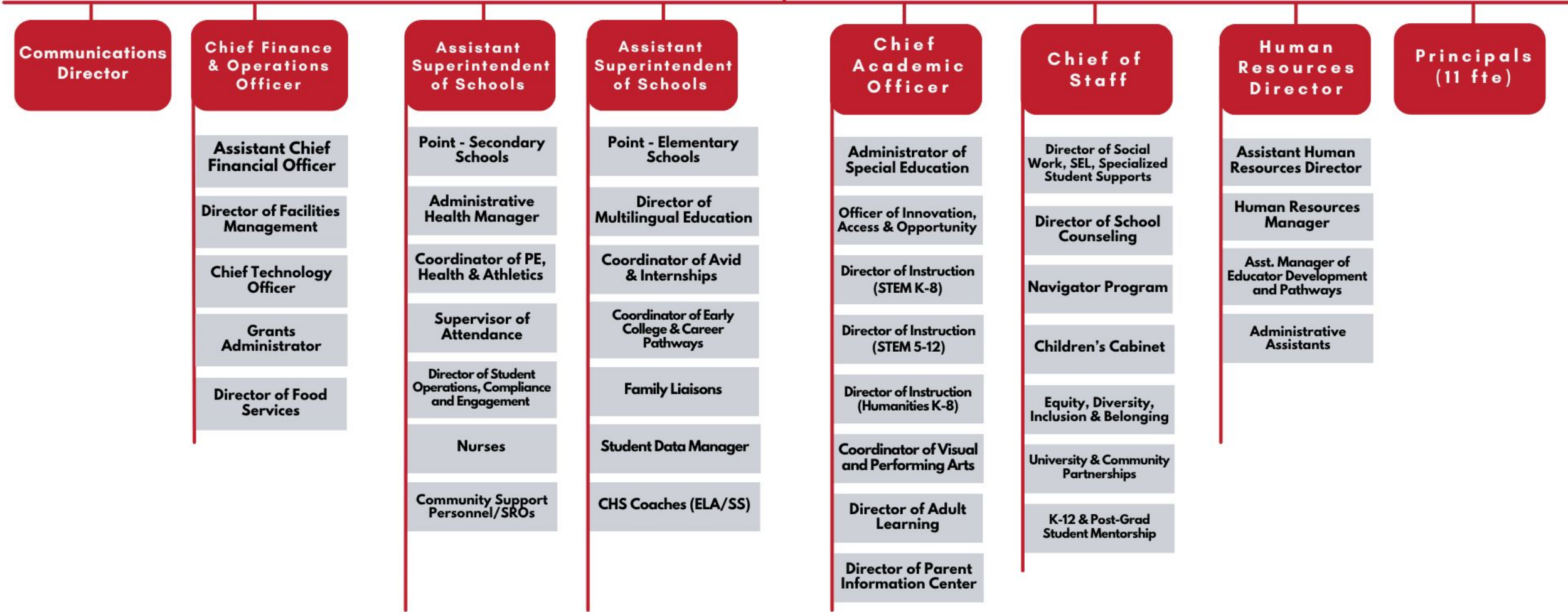
**Chelsea Public Schools  
Superintendent Leadership Presentation  
March 26, 2026**





# SUPERINTENDENT

# ORGANIZATIONAL CHART FY2026



# Assistant Superintendent of Schools (Elementary Point)

## Instructional Leadership:

- Direct Principal Mentoring, Coaching and Support (Prek-4)
- Instructional Rounds
- Turnaround/AIPs
- Early College & Career
- AVID/Internship Manager
- District Leadership Team Steering (Shared)
- Curriculum Leadership Team (Shared)
- Multilingual Department (MLE)
  - SLIFE
  - Dual Language/Caminos
  - Foundational
  - DESE Compliance
- Schoolworks Point

## High School Humanities Coordinator:

- HS ELA and History Coaches

## Student Experience and Climate:

- Discipline Support Primary Contact (Prek-4)
- Discipline Support 2nd contact (5-12)

## Data, Assessment & Accountability:

- Data Coordinator

## Family and Community Engagement:

- Family Liaisons

## Administrative Support:

- Professional Development (District Wide)
- Administrator for Federal and State Grants: Titles I, IIA, Title III & IV
- Administrative Assistant
  - Procurement
- All other duties assigned by Superintendent

# Assistant Superintendent of Schools (Secondary Schools Point)

## Instructional Leadership:

- Direct Principal Mentoring and Support (5-12)
- Instructional Rounds (5-12)
- Turnaround/AIPs (5-12)
- DLT Steering (Shared)
- DESE Data and Accountability Lead
- Statewide System Of Support Point
  - District Instructional Improvement Plan

## Student Experience and Climate:

- Discipline Support Primary Contact (5-12)
- Discipline Support 2nd Contact (Prek-4)
- Code of Conduct Professional Development & Coaching

- Attendance
  - Chronic Absenteeism

## Safety and Crisis Response:

- Community Incident Primary Support for Schools
- School Safety/SROs
- Emergency Preparedness
  - Districtwide Safety Protocols
- Mandated Training Oversight

## Student Health/Wellness:

- Health Department (Nurses)
- Athletics
- Phys. Ed/Health

# Chief of Staff (Wellness Office)

## Equity, Diversity, Inclusion & Belonging

- Professional Development
- Coaching, Support, & Programming

## Chelsea Children's Cabinet

- School District, Government Officials, Community-Based Organizations, Businesses and Universities Partners

## University & Community Partnerships

- Local Universities & Foundations

## K-12 & Post-Grad Student Mentorship

- Alumni from C/o 2020 to Current Students
- Student Groups such as Black Student Union to Superintendent's Student Advisory Council

## Navigator Program

- Mentorship & Guided Support for students

## Social Work Department

- Direct Supervision
  - Young Parenting Outreach Worker
  - Social Workers
  - McKinney-Vento (MKV)
- Social Emotional Learning (SEL) Initiatives
- Crisis & Mental Health Oversight

## School Counseling Department

- Direct Supervision
  - School Counselors
- Academic Advising & Development
- Career/Postsecondary Planning
- Life/Social & Emotional Skills Development

# Chief Academic Officer

- **Supervision and Programming:**

- Special Education
- Extended Learning
  - Before/After/Vacation/Summer programming
- Adult Learning/Intergenerational Literacy Program (ILP)
- Parent Information Center
- Turnaround/AIPs (Shared)
- Instructional Rounds (All)
- Home Schooling
- Transitions (4-5, 8-9)

- **Instructional Leadership:**

- Curriculum Leadership Team (Shared)
- Secondary STEM Coordinator (26-27)
- 3rd Grade Promise (Task Force)
- AI (Task Force)
- Instructional Coaching/Vertical Teams

- **Compliance:**

- Integrated Monitoring Point (DESE)
- Policy Development and Monitoring
- Data tracking and analysis

# Chief Finance & Operations Officer

## **Budgeting and Maintenance of \$156 million general fund budget**

- Reporting on previous year budget
- Continuous monitoring and adjusting of current budget
- Estimate and develop next year budget

## **Financial “Risk” Management**

- Forecasting and Transfers
- Adherence to accounting principles
- Federal, State and Local Compliance Requirements, Gifts/Donations

## **Oversight of:**

- Revenue: Ch70, Grants, Earmarks, Private
- Spending: Procurement/Bids/Accounts Payable/Payroll
- Contracts/Vendor Management
- Facilities Management (including capital planning)
- Information Technology
- Food Service
- Special Education OOD Tuition and Circuit Breaker financial monitoring and reporting
- Monitoring of revolving funds and student activity accounts
- Transportation - bids and vendor management

## **Serve as the:**

- Audit Liaison for annual audits and DESE reviews
- Financial Liaison between schools and the City, DESE and other stakeholders

## **Modernization and efficiency efforts:**

- Frontline Implementation (HR, BO and Tech teams)
- Position Control
- Exploring other modernization such as payroll encumbering, updating budget software, etc.

## **State Reporting:**

- End of Year Reporting (EOY)
- Circuit Breaker Reimbursements
- Maintenance of Effort reporting
- Medicaid Reimbursements
- Comparability Reports - Title I
- Grant Reporting

# Director of Human Resources

- **Hiring and Staffing**
  - Hiring Process
  - Onboarding
  - Recruitment
  - Staff Diversity
  - Substitutes
- **Operational**
  - Leave of Absence
  - Tuition Reimbursement
  - Benefits (w/ City HR)
- **Personnel and Contracts**
  - Union contracts (5)
  - Personnel Matters
- **Systems and Operations**
  - Frontline
  - TalentEd
- **Performance Management**
  - Evaluations - TeachPoint
- **Retention and Career Development**
  - Teacher Pathway Program
    - High School to Para
    - Parent to Para
    - Para to Teacher
    - Emerging Teacher
    - Teacher to Admin
  - ParaPro Certification
  - MTEL Licensure Preparation
  - Partnership Management
  - Teacher and Admin Mentor Programs

# Communications Director

- Execute Central Office Communications for CPS school-aged families and residents
- Support CPS Departments with communications needs
- **Emergency/Crisis Communications**
  - Develop systems where responses can be both immediate and comprehensive
  - Instances such as community incidents, fires, lockdowns, water main breaks
  - Point of contact along with the Superintendent to collaborate with agencies such as CPD, City Manager's Office, Public Health Department to disseminate accurate and aligned information
- **ParentSquare**
  - Implementation & data integration alongside our Technology Services staff
  - Primary contact for support
  - Strategize with schools to use new features
- **District Social Media Management**
  - Manage content on CPS Facebook, Instagram, LinkedIn and YouTube
  - Graphic Design
  - Photography & Livestreaming
- **Media Relations**
  - Write and disseminate press releases
  - Pitch stories
  - Maintain relationships with the Chelsea Record, El Planeta, Boston Globe, etc.
- Support for District Website

# Officer Innovation, Access, and Opportunity

- **Extended Learning**

- Systems, Operations, Budget, and Management
- Summer School Programming
- Acceleration Academies/Vacation School
- After School Programming
- REACH and Twilight School
- CHS Student Employment/Internship Lead
- Extended Learning Grant Management
  - **over \$3.6 million dollars in grants received over 4 years**
- Student participation - **appx 3,0000 students participated this past year (2,980)**
- Teacher participation - **455 staff this past year**

- **CHS School Reimagination**

- Project Manager and Grant Manager
- Overseeing all aspect of the Reimagination (School Operations, Pathway Design, Instruction, Grant)

- **Operations and Logistics for Strategic Partnerships (including, but not limited to)**

- Museum of Science
- Junior Achievement
- For Kids Only (FKO)
- MassArt and Arts for Humanities
- Digital Ready (STEM Pathways)
- Boston Children's Chorus
- MIT Museum
- Soccer Without Borders
- PlayBall Foundation
- La Vida Scholars
- City of Chelsea & Chelsea Recreation
- Girls on the Run
- Boston Debate League
- CPD
- Harlem Lacrosse