

**CHELMSFORD SCHOOL COMMITTEE  
REGULAR MEETING  
July 28, 2026  
Meeting Minutes**

**Members Present:**

Ms. Maria Santos (Chair), Ms. Susan Mackinnon (Vice-Chair), Ms. Diana Lebeaux (Secretary), Mr. Dennis King and Mr. John Moses

**Also present:** Dr. Jay Lang (Superintendent) and Dr. Linda Hirsch (Assistant Superintendent)

**Call to Order**

Ms. Santos called the meeting to order at 6:00 p.m.

**Pledge of Allegiance**

**Chair Opening Statement**

This meeting is being live-streamed by Chelmsford Telemedia and posted to the CPS website for interested community members to access and watch. In-person public participation will be taking place tonight in accordance with the Chelmsford School Committee Public Participation Policy. Anyone speaking tonight during the public input portion of this meeting has notified the superintendent's office of their desire to speak and has been provided with these guidelines. Upon request, written comments received no later than 12:00 p.m. on the day of this meeting will also be read and made part of the record of the meeting during the second public comment session.

**CONSENT AGENDA**

1. **Approval of the minutes of the regular school committee meeting of June 16, 2026**

**Ms. Mackinnon moved to approve the minutes of the June 16, 2026 meeting. Ms. Lebeaux seconded. Motion carries 5-0.**

**GOOD NEWS**

Dr. Hirsch shared that on Tuesdays from 10:00 to 11:15 CHS extended year students have been running a lemonade stand in the CHS driveway. Next Tuesday may be the last week.

The Chair shared that the July 4<sup>th</sup> Parade was wonderful! She thanked Dr. Hirsch for all the excellent preparations. She also thanked Nancy Souza and Erin Souza for driving the Committee Members on the bus, which was necessary due to the extreme heat and humidity!

**PUBLIC COMMENTS:**

None

## NEW BUSINESS

### 1. Parker Middle School Building Project Status Update

Mr. King shared that in June after the last Committee Meeting official approval was received by the MSBA to move forward with Parker Middle School, Grades 4 – 6! The new school will be on the field site chosen previously. We are now moving to schematic design and formal cost estimating which will be presented to us in October. Thanks to those who helped with the booth on The Common to provide project information to the public, which responded with good feedback. On July 16<sup>th</sup> the building Committee met and looked at HVAC options and discussed outreach strategies to get the word out about the project going forward. Mr. King said that at the next School Committee Meeting we need to look at the schedule since we will be approaching The Town for a vote in January or February. Dr. Lang added that we will be presenting to The Select Board at their August 10<sup>th</sup> meeting. Dr. Lang will share the presentation with Committee members next week. Approval from MSBA to move forward with design and cost estimate will probably happen in February which will be optimum for groundbreaking and the project completion date.

### 2. 2025/26 Superintendent's Performance Evaluation

The Chair combined the Committee Members' comments and evaluations and shared them tonight. Across all four standards Committee Members "did consistently recognize his effective leadership, sound fiscal stewardship, strategic planning and a continued commitment to improving educational opportunities for students"! The ratings of The Committee showed consensus that Dr. Lang's performance "meets or exceeds the expectations of the role with management and operations" receiving unanimous exemplary ratings from all five evaluators. Summative ratings included three proficient and two exemplary evaluations. Further, The Committee highlighted the superintendent's leadership for The Parker Middle School Project. Also highlighted were Dr. Lang's: exemplary financial management; expansion of student opportunities; and strong relationship with The Town and the community. Continued growth areas centered on "improving outcomes for historical underserved student groups; strengthening culturally responsive practices; increasing transparency around student support processes; expanding multilingual communication and continuing efforts to diversify and support the district workforce". Mr. Moses thanked Dr. Lang for another really "great year"! Mr. King shared that looking at struggles surrounding school districts are facing he is grateful due to Superintendent Lang and Assistant Superintendent Hirsch and other staff that these are not problems for Chelmsford! Ms. Mackinnon thanked Ms. Santos for her summation work on the evaluation and feels that because of "transparency" there were no surprises in the evaluation. She is happy with "how things are going in Chelmsford! Ms. Lebeaux echoed statements made by her colleagues and stated, "that we have the right person at the helm"!

Dr. Lang appreciated the comments and feedback and feels that last year was successful overall! He is excited about the coming year and creating a new Strategic Plan for the next year. He thanked Dr. Hirsch, central office personnel and the teachers and support staff!

**Ms. Mackinnon moved to approve and officially submit then end of cycle summative evaluation report of the Superintendent for the 2025/2026 school year as presented. Ms. Lebeaux seconded. A roll call vote was taken. Motion carries 5-0.**

### **3. 2025/26 End-of-Year Academic Update**

Dr. Hirsch shared the i-Ready End-of-Year Data and implementation for reading and mathematics tonight. Goals were set at the beginning of this past school year in conjunction with the Strategic Plan for third and eighth graders and goals were missed by only one percentage point, but good gains were achieved. In math comparing Chelmsford with other benchmarks for the past three years, we continue to perform better than the State and National averages which is true in MCAS tests also and has been consistent. This data helps set school goals for targeted instructions for each upcoming school year. Additionally, significant gains were made from last fall to this spring, including grades seven and eight which had previously demonstrated gaps.

In reading we also excel compared to State and National benchmarks! Looking at the past three years in reading our students continue to perform at high levels. Spring to spring students in grades K through three continue to do well with more work needed for fourth grade in comprehension. Buildings and individual teachers use this data to develop goals for the upcoming year. Good gains were made by the whole district from fall to spring in reading.

Dr. Hirsch's presentation also includes slides demonstrating growth by individual schools demonstrating mostly high performance and high growth. Math scores grade by grade show more work to be done in grade two in subtraction (professional development took place addressing this) with other grades showing high growth and performance. Overall, our students showed an annual growth by exceeding 112% of annual growth. Our English Learners achieved 105% of annual growth in math and English language proficiency. For special education students the median growth (87%) was below district average, and we continue to focus on instructional improvements and student support. Concerning students who are ELL and special education exceeding annual growth was achieved (113%)!

Reading growth for all schools scored in the "high performance/high growth" quadrant which was "particularly strong growth". All grade levels performed high with high growth (129% of annual reading growth)! (100% is considered one year's growth). ELL students showed 114% of expected annual growth. Special education students received 100% of annual growth. Combined ELL and special education students in reading scored 129% annual growth. Also, economically disadvantaged students exceeded annual growth scoring 129%.

To fully appreciate this uplifting presentation, please view it in its entirety on Chelmsford Telemedia YouTube!

### **4. Approval of 2026/27 CPS Student Handbook & CHS Addendum Updates**

Dr. Hirsch stated that the handbooks are given to our attorneys prior to submitting them for approval to The School Committee. The CHS Addendum applies only to Chelmsford High School students. Many of the updates for tonight are to be compliant with changes in laws, DESE regulations and language. In addition to including the handbook and addendum in tonight's agenda packet, Dr. Hirsch reviewed changes made with the Committee during her presentation.

**Ms. Mackinnon moved to approve the 2026/2027 Chelmsford Public School Student Handbook. Ms. Lebeaux seconded. Motion carries 5-0.**

**Ms. Mackinnon moved to approve the Chelmsford High School Student Handbook Addendum for 2026/2027 as presented. Ms. Lebeaux seconded. Motion carries 5-0.**

#### **5. Approval of 2026/27 Employee Handbook Updates**

Dr. Lang stated that a memorandum from Diane Carey, Director of Human Resources, is included in tonight's packet along with the updated 2026/2027 Employee handbook. This has also been reviewed by our attorneys. There are minimal changes and Dr. Lang recommends its approval tonight.

**Ms. Mackinnon motioned to approve the Chelmsford Public Schools Employee Handbook published July 2026. Ms. Lebeaux seconded. Motion carries 5-0.**

#### **6. Personnel Report: June 2026**

No action required.

#### **ACTION/NEW ITEMS**

Ms. Santos follows the happenings with The Select Board and shares that a new Town Manager has entered into a contract.

Ms. Lebeaux would like more information on shifts happening at the State Level around competency/graduation requirements based on *The Reimagining High School Report*. She would like to learn more about the implications of this.

Mr. King would like an update on the State's Supplemental Budget and the possible benefits for our Town as a result. Dr. Lang will look into this for the meeting next week.

#### **PUBLIC COMMENTS**

None

**ADJOURNMENT at 7:19 p.m.**

**Ms. Mackinnon moved to adjourn. Ms. Lebeaux seconded. Motion carries 5-0.**

*Respectfully submitted,  
Sharon Giglio, Recording Secretary*