



Memorandum

Date: May 5, 2021
To: Granby Board of Education
From: Jordan E. Grossman, Ed.D., Superintendent of Schools
Subject: Superintendent Annual Report: 2020-2021 School Year

This Superintendent Annual Report is an executive summary of the major accomplishments and progress made on Superintendent Goals for the 2020-2021 school year. Accomplishments and progress are only made possible with the efforts of the entire school community. This school year will always be remembered as how our school system opened schools during a world-wide pandemic.

BOE GOAL AREA: STUDENT LEARNING AND ACHIEVEMENT

Superintendent-Specific Goals:

1. Review student achievement data and achievement gaps for all student populations and analyze ways to improve student achievement with the Administrative Team.
2. Work to improve Math student achievement across all grade levels.
3. Continue to assess current and future practices in the area of special education services.
4. Work with Granby Memorial Middle School administration on the development of a new schedule.
5. Establish a formative relationship with Columbia University Teachers College in the area of reading and writing.
6. Restructure the sequence of World Language at Granby Memorial Middle School.

Superintendent-Specific Results:

1. Individual data reviews with principals helped to inform instructional shifts and was shared through School Improvement Plans. Work was done to realign the use of STAR and Interim Assessment Blocks. Future work is being planned to conduct an assessment audit, integrate DIBELS K-3 and plan assessment calendars with expectations for data entry into data management system.
2. Weekly meetings were held with coaches that focused on math curriculum, instruction, and achievement. Math curriculum revisions began in the summer of 2020 and continue in a standards-focused curriculum development process. Work revealed a standards gap at the middle school as a result of a pre-Common Core push for "Algebra for All" which will be realigned starting in 2021-22 as well as a plateau of a low 60 range rate of proficiency over several years of assessment. A review of the most successful math resources is being conducted and CREC consultants are working with the coaches to develop best practices and routines for math instruction.
3. Regular communication continues with SEPTO and monthly meetings were held between the Superintendent of Schools and SEPTO Advisor. The Director of Pupil Services developed and implemented a 2020-2021 Department Improvement Plan. A new Director of Pupil Services was hired and will officially begin on July 1, 2021.

4. The Granby Memorial Middle School Scheduling Committee met weekly throughout the winter to discuss and come to consensus on core elements of the schedule. Parents, staff and students were surveyed and the input gathered helped to inform the draft schedule that was then shared to gather feedback. The schedule was finalized and teacher assignments were reviewed and communicated to staff. The schedule was shared at a curriculum subcommittee meeting and will be brought to the full Board in May.
5. Granby Public Schools was accepted as a Columbia Teachers College Reading and Writing Project partner school for the 2020-21 school year. Kelly Lane Primary School and Wells Road Intermediate School have had five professional development sessions scheduled with staff developers from Columbia. The sessions focused on the curriculum, workshop structures and meeting the needs of our students.
6. Enlisted the K-12 World Language Department and the two Content Area Specialists to write a department philosophy and restructure the "levels" of language based on the ACTFL standards. Students will now progress through five levels before the AP course. Successful completion of Grade 7 World Language will equate to successful completion of level 1 World Language. Grade 6 World Language will be scheduled based on student choice and will be an every-other-day course. Grades 7 & 8 will be full on-team every day courses.

BOE GOAL AREA: COMMUNITY ENGAGEMENT

Superintendent-Specific Goals:

1. Advance and assist the Board of Education in the development of new Board goals.
2. Work with the Granby Public Schools community on the development of a new Granby Public Schools' Strategic Plan and Vision of a Graduate.
3. Enhance the climate and culture across the district by building positive relationships and increasing presence in the schools.
4. Maintain a high level of communication and visibility within the community.
5. Maintain the Board of Education policies and develop new ones that align with local, state and federal guidelines.
6. Continue to develop a clear understanding of responsibilities, expectations and communication systems to promote an effective Superintendent of Schools/Board of Education working relationship.
7. Meet with business leaders, civic leaders, faith leaders, political leaders, police, and other community leaders to promote the success of Granby Public Schools.

Superintendent-Specific Results:

1. A Board of Education Retreat was held in August with focus on the development of new Board of Education Goals. These Board of Education Goals will set the foundation for the development of the Granby Public Schools' next Strategic Plan that will be released in the fall of 2021.
2. A committee representative of the four schools and a variety of Content Area Specialists met 5 times during the year and created a draft revision of the vision/mission statement to align with the draft Vision of a Graduate. A draft version of the Vision of a Graduate will be shared with the Board of Education at the summer retreat.
3. Maintained regular levels of communication with the Board of Education, town officials and the community through publications, surveys, weekly communication, as well as, attendance at meetings, Superintendent Forums, and school and town events. The beginning of trustful relationships between the Superintendent of Schools and the Granby community continues to grow and prosper.
4. Celebrated student and staff accomplishments through participation in/attendance at recognition ceremonies, publications and presentations at Board Meetings.

BOE GOAL AREA: SAFETY AND SOCIAL EMOTIONAL WELL-BEING

Superintendent-Specific Goals:

1. Implement the Stronger Together: A Working Plan for a Responsive Return to the Granby Public Schools.
2. Revise the Granby Public Schools' Emergency Operations Plan.

Superintendent-Specific Results:

1. The Granby Public Schools was one of a few districts in the state of Connecticut to open and remain open full in-person for the duration of the 2020-2021 school year. The Stronger Together: A Working Plan for a Responsive Return to the Granby Public Schools was the foundation for a school year focused on safety, equity and academic excellence for our school community.
2. Organized a safety audit for the Granby Public Schools to allow for a more updated and refined Emergency Operations Plan.

BOE GOAL AREA: BUDGET DEVELOPMENT AND FISCAL MANAGEMENT

Superintendent-Specific Goals:

1. Work with the Business Manager to obtain all state and federal grants offered to the Granby Public Schools.
2. Review financial projections, allocations and the process used to develop the annual budget.
3. Develop a budget that supports the Board's goals, District's mission and is reflective of the economic climate.
4. Work with Building Committee on bonded projects.
5. Work with Board of Education on contract negotiations.
6. Work with the Business Manager on the implementation of the new food service program.
7. Work collaboratively with the Town Manager to discuss shared services.

Superintendent-Specific Results:

1. Worked with the Business Manager to obtain over \$830K worth of grant funds from the State of Connecticut to assist the Granby Public Schools this year with the re-opening of school. In the process of working with the Granby Education Foundation for a possible grant request of \$100,000 towards a video production studio at both Granby Memorial Middle School and Granby Memorial High School.
2. Managed Fiscal Year Budget 2020-2021 with rising special education expenditures and unexpected pandemic expenditures. Successful adoption of a 3.56% Fiscal Year 2021-2022 Budget.
3. Worked with the Building Committee and the State of Connecticut to develop and approve educational specifications for the remaining bonded projects to be submitted for state grant reimbursement by the end of the school year.
4. Worked collaboratively with the Business Manager to successfully implement our new food service provider, Fresh Picks, and partnered with the East Granby Public Schools to offer their school district a food service program. This partnership has been very successful to-date.
5. Met with IBAC to establish a specific goal area for technology services between the town and the schools. Currently, the town is performing an internal audit on their technology services.

BOE GOAL AREA: EMBRACING DIVERSITY

Superintendent-Specific Goals:

1. Develop and implement the Granby Public Schools' Anti-Bias and Anti-Racism Plan.
2. Support minority recruitment by collaborating with CREC for a Teacher In-Service Program.
3. Participate with members of the staff and the Board of Education in professional learning on equity.
4. Investigate the development of a teacher minority recruitment program with current students enrolled in the Granby Public Schools.

Superintendent-Specific Results:

1. The Granby Public Schools' Anti- Bias and Anti-Racism Plan was developed and is regularly reviewed. We are on track with all action items despite the challenges of the pandemic. The Granby Equity Team contributes to and monitors the plan which involves action items for a wide variety of stakeholder groups. Highlights include guest speakers, book clubs, a survey to gather student experiences, and ongoing professional development for all staff this year.
2. The Granby Public Schools is slated to participate in the Connecticut Teacher Residency Program for the 2021-2022 school year. A variety of information sessions were held by CREC and residents are currently being interviewed for placement in districts by May. One small grant has been obtained through CREC to offset the projected costs. Updates have been provided to the BOE.
3. As part of the Anti-Bias Anti-Racism Plan, there are four (4) Administrative Community of Practice meetings to develop responsiveness and four (4) professional development sessions with teachers on the calendar for this year. All sessions either have been held or are scheduled. The Assistant Superintendent held an equity session with the BOE at the retreat and invited participation in the Debby Irving book club and discussion as well as the *Stamped: Racism, Antiracism, and You* book club.
4. A partnership was created with the University of St. Joseph's School of Education Department for current Granby Public School students who are interested in a career in teaching. A program is being offered on May 13, 2021 for students in Grades 10-12 with key leaders from the University. School officials are recruiting students to attend this session.

BOE GOAL AREA: PROFESSIONAL LEARNING

Superintendent-Specific Goals:

1. Mentor and model professional leadership for our new administrative team members.
2. Participate in CAPPs Early Career Advanced Leadership Program.
3. Participate by State Senate appointment in the Commission on Women, Children, Seniors, Equity, and Opportunity.

Superintendent-Specific Results:

1. Successfully on-boarded a new Assistant Superintendent of Schools, new Kelly Lane Primary School Principal, new Granby Memorial Middle School Principal, and new Granby Memorial Middle School Assistant Principal.
2. Each month, participated in CAPSS Early Career Advanced Leadership Program with focused discussions on strategic and district goal development, budget development, Superintendent/ Board of Education relationships and future ready school districts.
3. Attended monthly State of Connecticut Commission on Women, Children, Seniors, Equity and Opportunity meetings and acted as strategic partner in key legislative priorities during this year's session (An Act on Providing Financial Relief for the Costs of Special Education; An Act on Implementing Social Emotional Collaborative; An Act on the Creation of Incentives for Minority Teacher Certification and Retention; and, An Act Concerning Implementation of School Security and Safety Plans).