

# Derby Board of Education

## Combined Strategic Planning Workgroup Meeting

January 3, 2017

6:30pm

Derby Middle School

### Meeting Notes

Dr. Conway provided a presentation on PBIS (*Positive Behavior Interventions and Supports (PBIS) is a proactive approach to establishing the behavioral supports and social culture and needed for all students in a school to achieve social, emotional and academic success*) that compared the results in 2016/17 with 2015/16 school years. The report looked at school and district data on in-school suspensions, out-of-school suspensions, expulsions and the percent of students with 1 or more of these. The report is attached to these minutes, but generally, all schools and the district showed reduced numbers in each area. Dr. Conway did explain that the State is not allowing out of school suspensions for anything but the most egregious offences that could impact some of the numbers. He also noted that the discipline committee is currently working on a grid to assist teachers in implementing the process to improve consistency across schools and with managing students. Dr. Conway also noted that the newly implemented RAISE program has positively impacted those disengaged students who frequently disrupted classrooms, the buildings and most importantly their learning, and that of other students. An open house is being planned for the near future, when the area is readied with more student-centered displays.

The committees then broke out with individual agendas. Notes from all committees follow:

#### **SCHOOL CLIMATE AND CULTURE:**

**Participants:** Martin Pascale, Laura Harris, Jen Olson, Shelly Sheriden, Alison Conway, Mario Ciccarini

Laura thanked everyone for participating.

1. **Parent liaisons**-Continuing the discussion of the proposed Parent Liaison position, it was noted that there were 60 new students at Irving and 54 new at the High School. A Parent Liaison could greatly assist in transitioning in new families. Some key points included:
  - a. Including name of Parent Liaison to give permission to share phone number to connect. Once approved, the Liaison would contact the parent to schedule a tour of the building and a date for beginning school. Parent Ambassador is the preferred name.
  - b. Initial thoughts were for one Ambassador per school, but Administrators feel a few at each may be better to spread the work.

The Administrators will review the current description and add suggestions or additions to forward to Laura and Connie. The committee asked if Connie could research any available trainings as we would want to provide these to the Ambassadors. Jen Olsen mentioned that Maria Bowers is her point for new students but felt more Adults can be utilized Marty and Mario agreed.

The initial plan was to take the idea to the school Governance councils, but it was noted that some may not be convened or meeting.

Other: Marketing Plan-Briefly discussed and will be part of March Agenda

Martin noted he is working to start a Derby Alumni group

March Priorities:

1. Finalize School Ambassador Job Description and Discuss How to Implement
2. Report on Alumni Group Progress

### **ACADEMICS:**

**Participants:** Dan Foley, William Vitelli, Christine Robinson, George Kurtyka, Tara Hyder, Rebecca O'Hara

The committee began by discussing those clubs or extracurricular activities that could support school day academics. Some ideas discussed for the Middle School included:

1. Wellness-programs in the gym
2. Writing-variety of forms (creative, poetry, etc.)
3. Coding Club
4. Running club
5. Captivating Kids
6. Human Resource Club
7. Student Council
8. Garden Club
9. Dragon Fly-School Spirit

Any Club would require teachers that could hopefully be paid a stipend. A concern is that time is short before the last bus, that would impact what could be achieved. Potential remedy would be a later bus for those attending Clubs.

The Committee also restated their support for retention of the social workers in each school, as well as a School Resource Officer on each campus. It was noted that the police are at the high school/middle school daily.

A proposal to the board will be formally submitted by Dan Foley regarding the human capital recommendations.

Other: Several key points were discussed that included:

1. The need for more resources for teachers
2. The need to use resources correctly
3. The need for a certified librarian
4. What will happen to common core and what that means for Derby Students.

**OPERATIONS:** Ken Marcucio, Matthew Conway, Rachael Caggiano, Sean O'Meara

The committee reviewed the budget form developed to collect teacher and administrator budget needs. The form has description and is broken into the key strategic areas: operations, school climate, human capital and academics. It was noted that an added column allowing teachers to prioritize each item would assist in selecting items that could be supported by available discretionary funding. Dr. Conway will ensure it is added. It was also advised that the instructions for completion of the form include a description of the key strategic areas.

Ken asked if this same budget form could be revised for maintenance. While only Operations would be included, it would provide a vehicle for them to convey their needs and prioritize.

Ken reported on the ongoing discussions with Ansonia regarding cooperative agreements. Several Board members and administrators from both Derby and Ansonia visited East Lyme, where they provide high school for Salem, as they did not have one. The visit was very positive. The Ansonia/Derby discussions have expanded to include Oxford, specifically around approaching Post to duplicate Derby's program in Ansonia and Oxford and approaching Housatonic to bring programs to the Valley. Would look to secure an MOU for all three moving forward. It was also noted that Ansonia just lost their Early Care Director and discussions are occurring around having one director for Derby and Ansonia. These will continue moving forward.

Connie reviewed some items brought forward at the November meeting and provided a grid showing which current objective they fell under. Two were for the Academics/Human Capital committee and she has discussed approach with the chair. Dr. Conway noted that a portion of the January retreat would review these Core Values for revision/refinement as needed. This was particularly important given that most who developed the current ones are no longer involved.

For March Meeting:

1. Dr. Conway will finalize revisions to budget forms for distribution for teachers and maintenance staff.
2. Dr. Conway to connect with Bridges regarding Valley office and report
3. Connie will draft some initial action steps regarding convening a business advisory group
4. Review of Core Values as determined at January retreat

Next Meeting: Tuesday, March 7, 2017, 6:30pm, Derby Middle School

2016-17 SCHOOL-SPECIFIC DISCIPLINE DATA (Self-Reported)

Updated as of: 12/1/2016

District:

Derby

NUMBER OF IN-SCHOOL SUSPENSIONS (ISS)

		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	YTD
<b>District</b>	'16-'17	0	9	5	3	0	0	0	0	0	0	0	17
	'15-'16	1	6	21	16	14	22	20	26	4	15	0	44
Derby HS	'16-'17	0	3	3	1								7
	'15-'16	1	2	11	9	7	10	11	13	2	7	0	23
Derby Middle	'16-'17	0	3	1	1								5
	'15-'16	0	4	10	7	7	10	9	13	2	7	0	21
Irving	'16-'17	0	3	1	1								5
	'15-'16	0	0	0	0	0	0	0	0	0	1	0	0
Bradley	'16-'17	0	0	0	0								0
	'15-'16	0	0	0	0	0	2	0	0	0	0	0	0
													0

NUMBER OF OUT-OF-SCHOOL SUSPENSIONS (OSS)

		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	YTD
<b>District</b>	'16-'17	1	12	15	9	0	0	0	0	0	0	0	37
	'15-'16	0	9	19	13	2	11	17	21	13	13	9	41
Derby HS	'16-'17	0	4	3	3								10
	'15-'16	0	4	13	3	0	4	4	7	0	0	0	20
Derby Middle	'16-'17	1	5	10	5								21
	'15-'16	0	0	2	5	2	4	6	9	10	8	6	7
Irving	'16-'17	0	3	2	1								6
	'15-'16	0	2	2	3	0	3	6	2	2	3	0	7
Bradley	'16-'17	0	0	0	0								0
	'15-'16	0	3	2	2	0	0	1	3	1	2	3	7

NUMBER OF EXPULSIONS

		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	YTD
<b>District</b>	'16-'17	0	0	1	1								2
	'15-'16	2	2	0	0	1	0	0	4	5	1	0	4
Derby HS	'16-'17	0	0	1	1								2
	'15-'16	0	2	0	1	0	0	0	0	1	0	0	3
Derby Middle	'16-'17	0	0	0	0								0
	'15-'16	2	0	0	0	0	0	0	4	5	1	0	2
Irving	'16-'17	0	0	0	0								0
	'15-'16	0	0	0	0	0	0	0	0	0	0	0	0
Bradley	'16-'17	0	0	0	0								0
	'15-'16	0	0	0	0	0	0	0	0	0	0	0	0
													0

PERCENT OF STUDENTS WITH 1 OR MORE ISS, OSS OR EXPULSIONS (%)

		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	YTD
<b>District</b>	'16-'17	0.1	1.3	1.9	1.9								1.3
	'15-'16	0.5	1.2	2.6	1.8	1	2.4	2.2	3.5	1.8	2.1	0.6	1.5
Derby HS	'16-'17	0	1.7	2.3	3.2								1.8
	'15-'16	1.2	2	4.1	2.6	1.7	4	3.7	5.7	0.9	2	0	2.4

Derby Middle	'16-'17	0.3	1.9	4.7	3.7								2.6
	'15-'16	0.6	0.9	5.1	3.3	1.5	3.7	3.2	6.9	5.7	4.7	2.2	2.5
Irving	'16-'17	0	1.5	0.6	0.6								0.7
	'15-'16	0	0.9	0.9	0.9	0.3	1.2	1.8	0.6	0.6	1.2	0	0.7
Bradley	'16-'17	0	0	0	0								
	'15-'16	0	0.9	0.6	0.3	0.3	0.6	0.3	0.9	0.3	0.6	0.3	0.4