

Committee of the Whole
November 04, 2020 6:30 PM
J.R. Payden Field House, 45 Chatfield Street, Derby
Join by Zoom:
<https://us02web.zoom.us/j/81128957262>

I. Call to Order

Mr. Gildea: Called to order at 6:36.

I will say that the Derby Board of Education decided to conduct this meeting via Zoom. We definitely decided to move away from the Middle School in an attempt to limit exposure and limit visitors to the school. So some members were struggling to hear and there were certainly some sound issues and we wanted to make sure that people from the public could hear us hear our discussions.

Secondly, by the way, we made it possible to hold this meeting via Zoom and we welcome everybody.

a. Opening Ceremonies



Mr. Gildea: Would everybody please stand for the Pledge of Allegiance.

b. Roll Call

Ms. Netto: Mr. Jim Gildea, Laura Harris, George Kurtyka, Melissa Cannata, Ken Marcucio, Dan Foley, Rebecca O'Hara, Tara Hyder, Janine Netto, present.

Mr. Gildea: Rebecca is there. She is waving.

c. Additions/Deletions to the agenda

Mr. Gildea: Any additions, deletions or corrections to the agenda. Hearing none from the Board, I'll move on to item number two.

II. Public Participation

Mr. Gildea: Does anyone wish to speak before the Board of Education this evening. If you wish to speak, please unmute yourself and announce your name. Anyone from the public twice. Anyone from the public three times.

III. General Improvement to Alliance School Buildings Grant Application

Motion Passed: Motion for Board of Education to Approve the Grant Application passed with a motion by Mrs. Janine Netto and a second by Mr. Kenneth Marcucio.

Mr. Dan Foley	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Mr. Gildea: Item number three.

Ms. Netto: Do you want the motion first?

Mr. Gildea: Yes, ma'am.

Ms. Netto: Motion that the Board of Education approve the Alliance School Buildings Grant Application.

Mr. Gildea: A motion has been made. Is there a second?

Mr. Marcucio: Second.

Mr. Gildea: Second, Mr. Marcucio. Discussions. I just wanted to point out the Plant and Facilities Committee did work on this with the administration. I think there was some really tight time frame when the grant was due. Dr. Conway, I will turn it over to you.

Dr. Conway: Mr. Chairman, there was a quick turnaround, we had the Plant and Facilities together prior to the 23rd to get this submitted within the time frame of the grant. But it does still need final approval by the Board. Several items that the Committee discussed doing for this school improvement grant. And a very quick turnaround to get it in. So these will be projects that will be conducted as part of this grant. Mark and I will be sitting down to look at that.

Mr. Gildea: And I will say with George, Janine, myself and with Matt, Mark and Doc, I will say we tried to pick projects that would have a long term impact like the water fountain replacement, the faculty restrooms designed to have their countertops. We tried to be strategic. We did talk about Bradley School HVAC. Matt Cunningham can talk about things like that better than me. But things like that found asbestos that would have encountered. So we tried to come up with a list of that would provide a list of improvements. That's the list we came up with as a group. Any discussion or questions.

A motion has been made and seconded. Any further discussion. Motion carries.

IV. Executive Session

Motion Passed: The Board of Education enter into Executive Session to discuss the appointment list of new hires, resignations, and, and the Superintendent of Schools is invited to attend. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mr. Dan Foley	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Mr. Gildea: I think this will be a quick Executive Session. Doc, is the candidate here?

Dr. Conway: Negative.

Mr. Gildea: Neither one are here, correct?

Dr. Conway: That is correct.

Mr. Gildea: I think we can do that at the end.

Dr. Conway: Timewise for everybody I think not having to put everybody into the wait room, we can move this to the end.

Ms. Netto: Motion that the Board of Education enter into Executive Session to review the Appointment List and Resignation as recommended by the Superintendent of Schools and Jack, who I forgotten, Delapiano are invited to attend.

Mr. Gildea: A motion has been made. Is there a second?

Ms. Harris: I'll second that.

Mr. Gildea: Second by Ms. Harris. Motion carries.

V. Appointment of New Hires

Motion Passed: The Board of Education move the appointment list for new hires, as recommended by the Superintendent of Schools to the end of this meeting. Kenneth Marcucio and a second by Mrs. Laura Harris.

Mr. Dan Foley	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Motion Passed: The Board of Education approve the appointment list for new hires, as recommended by the Superintendent of Schools. passed with a motion by Mrs. Janine Netto and a second by Ms. Melissa Cannata.

Mr. Dan Foley	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Mr. Gildea: So if there's not any objection, we will move this to the end.

Mr. Marcucio: So moved.

Mr. Gildea: Motion by Mr. Marcucio. Is there a second?

Ms. Harris: Second, Laura.

Mr. Gildea: Second, by Laura to move item number five to item number 14. Any discussion. Motion carries.

Ms. Netto: Motion that the Board of Education approve the appointment list of new hires as recommended by the Superintendent of Schools.

Mr. Gildea: A motion has been made. Is there a second?

Ms. Cannata: Second.

Mr. Gildea: Melissa Cannata. There you go. Motion carries.

VI. HQI and Curriculum Review

Mr. Gildea: Dr. Conway, HQI and Curriculum Review. Will Mr. Rafferty be speaking to that item, sir, item six.

Dr. Conway: Yes, he will.

Mr. Gildea: Mr. Rafferty, you have the floor.

Dr. Rafferty: Good evening everyone. I'm going to show you some of the work that we've been doing lately. Update of where we are in our curriculum mapping. Status of projects underway and where we see ourselves going next. Drafts of pre-K through 12 in ELA and Math.

What the students would know and be able to do. A math unit around place value. It explains what students know and will be able to do. We started to map some of the resources to make sure they're aligned and organized in a way that teachers and students that have access to them. This is on the way. Those maps are out there.

I met with a series of teachers a group of teachers. Science is underway and social studies as well. More to come on that. The world being basically an R and D. More important process, but you know with cohorting, it's been a little bit of a challenge, we're trying to create a teacher review process. Also, we want to make sure we have those resources readily available. So if we have to go digital we would hopefully be very little drop off for us in terms of accessing of high quality materials.

Then we bring the maps to you for formal adoption. The first is the curriculum maps. Another part of the website has teacher guides and teacher resource so we know we have the best of high quality materials for our teachers when they're going to teach a particular group.

Part of the website is professional learning that we're storing so that when new people that come on or people that want to revisit, we're keeping track of storing our professional learning experiences. And then a fourth component would be our assessment calendars are available on the same website.

So just take you through some of these in the curriculum maps and website. We put all the curriculum resources in there. If I'm looking for the map resources, those are available to all our teachers with really detailed instructions on how to make this the most engaging experience for our kids.

Part of website where we provide professional development. We update assessment maps. We like to try to keep them updated. Then finally the last one is HQI, we've been building that. I ran a test session with some teachers yesterday if they wanted a break from election day so we recorded that and restored that. But we're building this guiding coalition this website will basically have all the learning experiences, so that people can access them as a group. This is what's underway.

Then finally how we're organizing it all. We have great information and transparency about what we teach and how we teach it. So that's my story.

Mr. Gildea: How successful do you feel professional development is in the changing world?

Dr. Rafferty: It's more challenging. So I did a little professional learning yesterday. But that being said, there's lots of things that I'm modeling for people that I've never done with a class of students. We're going to research and try things. We might not have a great answer now but we will soon.

You study the standards and the way you want to make them delivered. So that doesn't change as far as the standards. You're still going to do the standards that have been mapped by the people who studied this. The challenging part is getting access to teachers on a regular basis to review the resources to do that. It's always time. It's time.

Mr. Gildea: Would you say that the coronavirus the impact it had on us educationally, have we progressed where we should have progressed or would there be a noticeable difference in progression, but has progress been stunted because of the coronavirus or are you comfortable where we are?

Dr. Rafferty: So I'll never be comfortable where we are because I always feel we could do better. But I will say that I think we made, in spite of the challenges, we continue to make forward progress and I'm pretty pleased with that. It's a different way of delivering content and experience. In class, kids give you real good feedback. It's very difficult in this digital environment. Given time to plan and balance.

Mr. Gildea: Thank you.

Dr. Rafferty: One out of 26, I'll take it.

Ms. Harris: Mr. Rafferty, how often do you meet with the teachers to review?

Dr. Rafferty: Right now I only go to two buildings. I have had not as much exposure to elementary as I'd like. Tomorrow I'll work with 18 teachers for example, so I couldn't give you a consistent number, but you know, I'm doing it in a variety of ways. I work with the coaches. At the high school, I work with Ms. Olson.

Ms. Harris: What do we use as math at the middle school?

We use an illustrative math, one of the highly rated resources. Elementary one is in development. Same author who did the progressions for the common core. Highly engaging, problem based student centered. It's very well done. Those are the resources we use to start building curriculum maps.

Mr. Gildea: Mr. Marcucio. Yes, sir.

Mr. Marcucio: When will you be able to determine the impact of teacher uses of this program and how long before it will have a good impact on the students?

Dr. Rafferty: Normally in the past I would say three years be a dramatic shift. Disruption may have changed that for us. By the fifth year looking at new resources and performance. Are they pivoting us in the right direction. So we have a big gap in our data trail last year. We did a fall assessment.

Mr. Marcucio: How long have you been working with the teachers on this?

Dr. Rafferty: This is my second year, six months in person. I can show you packets where it's working. I know you have a request and I'll draw that up for you and we can have a further conversation about that.

Mr. Gildea: Any other questions. Thank you, Mr. Rafferty.

Dr. Rafferty: Thank you for the opportunity to share.

Mr. Gildea: Great stuff.

VII. Strategic Plan Proposal

Motion Passed: Motion that the Board of Education approve the Strategic Plan Proposal as recommended by the Superintendent. passed with a motion by Mrs. Janine Netto and a second by Mr. Kenneth Marcucio.

Mr. Dan Foley	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Mr. Gildea: Strategic Plan Proposal. Dr. Conway.

Dr. Conway: Sure. So I have asked the Center for Change when we do the majority of our professional development learning with both as myself, as the Superintendent, retreat's each year. And a lot of the work that Admins do. The work that comes out of the Center for Change. The work that Mike's doing in fact with HQI is something that is aligned and comes out with the Center for Change. So I had them put together a proposal to work with us as a district and they do a lot of work across the State with districts to develop a new five year strategic plan.

So this is that proposal that I would recommend moving forward with. It's a three year process at this particular time given the priority since the beginning of the year. So over the next two and a half to three year period of time, these are the steps that would need to be accomplished as we develop an evolving strategic plan.

I want you to think of strategic plans today as we develop documents and through the plan itself. We want to keep moving that needle down the road as we continue that development.

Mr. Gildea: When you talk about the planning try to give me a timeline I just want to understand when that would be happening. Something that would happen in the spring in the summer.

Dr. Conway: If we were to get going on this now we would have to get via Zoom to start. That's why it's going to be a longer period of time than just the year one, year two. As the spring time gets going as our metrics improve, then we'll be able to move more into the in person. We get a larger group of stakeholders even via Zoom. I'm hopeful that we'll get a greater level of participation. It's difficult to attend meetings at night in the spring when the parents are their children's activities. I'm hoping online boosts participation for stakeholders and the public.

Mr. Gildea: Fair enough. Grant funding, is that operations funding?

Dr. Conway: It's not in operations, but Mark and I are working on that now. You see the 18,000 there. The Center owes us time from last year for professional development that could not take place because of COVID.

Mr. Gildea: Any other questions.

Mr. Marcucio: We spent a lot of time on the previous strategic plan. Year one was strong, year two, year three year four, things got worse. How are we going to avoid that happen again?

Dr. Conway: I'm hopeful that participation in Zoom we're able to get a larger group participating. I think the technology itself will enhance the technology, Ken. But it is difficult and for a variety of reasons to maintain as peoples' lives are busy.

Mr. Marcucio: I know that. I put a lot of time into that.

Dr. Conway: How it guided the district of how it's being done, I would never ever consider that a waste of time.

Mr. Marcucio: I want to make sure that it doesn't happen with this group. Did you send this information on this company.

Dr. Conway: Yes, absolutely. The Center for Change is running with the organization we have had a eight year partnership with the Center for Change. I'll send you all their information.

Mr. Marcucio: Thank you.

Mr. Gildea: We never technically made a motion.

Ms. Netto: Motion that the Board of Education approve the strategic plan as presented by Dr. Conway.

Mr. Gildea: Yes, ma'am. Is there a second?

Mr. Marcucio: I'll second it.

Mr. Gildea: All right. Thanks, Ken. Any more questions.

Mr. Marcucio: Doc, how long before we will have this in place.

Dr. Conway: After this meeting I will contact Isabelle at the Center for Change and we'll put together that schedule.

Mr. Marcucio: Okay. Thanks.

Mr. Gildea: Okay. Any other questions. A motion has been made and seconded. Motion carries.

Dr. Conway: I just want to thank everybody for approval of this. It's exciting work if you're into it. And I'm very very excited about the Center you know leading this work with us and facilitating this work for us. Thank you.

Mr. Gildea: Thank you, sir.

VIII. Approval of Minutes

Motion Passed: The Board of Education approve the minutes from the following meeting: d. September 17, 2020 - Board of Education. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mr. Dan Foley	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Mr. Gildea: Madam Secretary, Item VIIIa.

a. Board of Education Meeting Minutes Sept 17 2020

Motion Passed: Motion that the Board of Education approve the Board of Education Meeting Minutes for September 17, 2020. passed with a motion by Mrs. Janine Netto and a second by Mrs. Laura Harris.

Mr. Dan Foley	Yes
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Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Ms. Netto: Motion that the Board of Education approve the minutes from meeting Committee of the Whole, August 4th, 2020.

Mr. Gildea: I'm sorry. I have a quick question. I have September 17th and October 6th in our packet. Would it be okay just to do September 17th and October 6th today.

Dr. Conway: Yes, that's fine.

Ms. Netto: Sure. Motion that the Board of Education approve the minutes from the September 17th, 2020 Board of Education meeting.

Mr. Gildea: A motion has been made. Second.

Ms. Harris: I'll second it, Laura.

Mr. Gildea: Second, Ms. Harris. Motion carries.

b. Committee of the Whole Meeting Minutes October 06, 2020

Motion Passed: Motion that the Board of Education approve the October 6, 2020 Committee of the Whole Meeting Minutes. passed with a motion by Mrs. Janine Netto and a second by Mr. Dan Foley.

Mr. Dan Foley	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Ms. Netto: Motion that the Board of Education approve the October 6, 2020 Committee of the Whole Meeting.

Mr. Gildea: A motion has been made is there a second?

Mr. Foley: Second.

Mr. Gildea: Mr. Foley. Any discussion. Motion carries.

IX. Administrator's Reports

Mr. Gildea: Item number nine, administrator reports.

a. Little Raiders University

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Mr. Gildea: Little Raiders University.

Ms. Conway: This is the first week or October.

Mr. Gildea: I think at the last COW meeting we were at the opening school.

Ms. Conway: No, October is fine. Mom was not very comfortable coming face to face. She wanted remote. He is now coming. We now have 46 in person. So our theme for this month is apple, pumpkin. Teachers are doing a phenomenal job. It's very different. But they're getting an education.

Mr. Gildea: I'll wait until you're finished.

Ms. Conway: We have two new teachers.

Mr. Gildea: Thank you. Have you noticed a difference in remote learning.

Ms. Conway: We don't have remote learning. Everybody comes basically.

Mr. Gildea: Thank you. Any discussions folks.

b. Bradley School

Reopening Plan

Mr. Gildea: Mr. Ciccarini.

Mr. Ciccarini: Good evening everyone. Hope you guys are doing okay. I got a collection going.

Mr. Gildea: The Derby Middle School is pretty special. Good stuff.

Mr. Ciccarini: We gave our fall mark assessments. We used IReady. Same scores to the Alliance Committee as far as our tracking goes. Our target is 80 percent. We set it as a target in the hopes that we can achieve that

which is typically in May. So English, Language Arts did increase. Our primary focus ELA is going to be in our fourth and fifth grade teachers. We put some things in support for those grade levels.

Mathematics was pretty much kind of the same. So if you look at the numbers here on the chart. Have we seen an impact on COVID in students, we have. There was a negative impact on students performance going remote for a period of time. We definitely feel confident that we'll be able to catch up the kids. We are a full in person. The remaining 33 students are remote.

Mr. Gildea: One of my questions then and I'm just trying to understand the 85 percent. I hear you but do teachers feel like sometimes, 85 just doesn't seem realistic to me. I'm just wondered philosophically than helpful.

Mr. Ciccarini: 85 percent would be an ideal situation. In the past our assessment scores indicated that we could get kids close to at or above 85 percent. I am confident 85 percent at end of year target.

Mr. Gildea: Should that number be what we should expect?

Mr. Ciccarini: It's kind of hard to predict where the kids should be.

Mr. Gildea: Why do we put a percentage in there for something we don't expect?

Mr. Ciccarini: It's a target. The teachers are aware of the number. It's our goal. It's where we want the kids to be at school. We do have quite a few new students moving into the district. They are one to three grade levels below. But the 85 percent, the teachers know what that is. We use a standard view in IReady. What percent are kids fairly close to where they should be to start a new grade level.

Mr. Gildea: Have we seen an increase in remote learning.

Mr. Ciccarini: Very few. Two families because of rising numbers. Keep in mind some of these families work in the medical field. A lot of these families are keeping these kids home where they are in a rising field or they're in the medical field. Our in person number continues to rise and rise and rise. A few remote learners who would consider coming back. Continue with remote learning now and want to see where the numbers are at.

Dr. Conway: I did share the percentages in the last couple of weeks. There really hasn't been any significant change in the last two weeks. Every single Friday we send this report out.

Mr. Gildea: Can you send that report to the Board.

Dr. Conway: You got it.

Mr. Kurtyka: Can we keep a tab on this? As long as our administrators are watching this that we don't fall behind. We have very low numbers. As long as we're keeping this so it doesn't get out of hand. And I thank the administrators for keeping track of this.

Mr. Marcucio: Would you give us a report on that.

Dr. Conway: Sure.

Mr. Gildea: I'm sorry, Aimee's up.

c. Irving School

Reopening Plan

Ms. Misset: Improved in every grade. I was surprised to see that you know we were out from March on. I think it's because the students knew how to use IReady.

But we can certainly take credit for the other grades and not the new kindergartners. We also saw some growth in cohort by reading. We did manage to keep learning.

Mr. Gildea: Thank you very much. Very nice. Thank you.

d. Derby Middle School

Reopening Plan

Mr. Gildea: Ms. Caggiano.

Ms. Caggiano: It's Derby Middle School sweatshirt.

Mr. Gildea: You anticipated my next question.

Ms. Caggiano: Derby Middle School data for IReady. Kids stay steady. They showed a growth over COVID. Change in curriculum for us. Helps to show that our numbers were growing all throughout the fall benchmark. They definitely got those skills and retained those skills which is great. We really did take a big picture look of the data team. We asked teachers to highlight what they thought students were having trouble with. We did for each grade level. All three grades came up in the same area of focus.

We've all highlighted that this is an area of focus for our kids. What do we want to focus on. Summarization, but the strategy. Our coaches are going into classrooms and working with the teachers. When we meet again next week all the teachers are going to bring back artifacts from students work. We built already an action plan for each strategy that we're going to do. None of this was built by just myself. This was all built by teachers, by classroom teachers.

Dr. Rafferty: This goes back when Derby Middle School did instructional rounds. I know summarization may seem like a foundational skill, but you can't engage in something if you don't have a general understanding. We're trying to say high level strategy. Shared understanding and shared

implementation. Many times they struggle in math, they don't understand the task. We should check for understanding first.

Mr. Gildea: Thank you very much. Any questions for Ms. Caggiano.

e. Derby High School

Reopening Plan

Mr. Gildea: Ms. Olson, how are you?

Ms. Olson: I'm good. How are you?

Mr. Gildea: Outstanding.

Ms. Olson: For Derby High School, curriculum updates that we are working changing the intervention. Opportunities for students. All of the units across 9 through 12 focus on the same kind of things and tasks, researching and building evidence-based argument. We started that work with our English teachers. The other big list focusing on high achieving students, and students who are participating in AP courses. You'll see the numbers increasing we added two new AP courses.

Taking it kind of back to unpacking the AP course. Tomorrow Mike and I are partnering and meeting with professional development and meeting with our teachers. We've already had two meetings with the AP teachers.

Other part in response to our world language department, we did switch to a virtual remote. We have short term need for substitute coverage, Rosetta Stone we partnered with. We are sharing staff to make sure students able to prepare to take the early college UCONN course next year. You don't see the scores right now for Derby High School. I shared with you the SAT scores. We are 20 weeks away from the SATs. That leaves us to get to March 24th, 20 weeks left. People really know what the SAT is made of. We are planning right now a professional development for teachers.

We really want to have our staff better understand what makes up that assessment. So those are kind of the academic things. We have college and career readiness I wanted to share as well. We had a great turnout. Our counselors completed the senior meeting. And again, parents got to be involved one on one to be able to review. Helping our students set their own goals personally, high level strategy preparing our kids successfully.

Mr. Coplin: Reassuring to know with the high number of students in the building. Big success this week has been student council. A total of 24 students ran for the different positions, the executive board. It was very interesting to see. Several students doing our video campaign. Students are definitely looking forward to taking on some leadership roles to making changes at the school. We'll have a formal recognition in a couple

of weeks. Big sports night tomorrow. A really good way to end the month and hoping we continue that into the holiday season.

Ms. Olson: Student council executive board and our national honor society. It's great to be able to recognize our kids.

Mr. Gildea: Thank you.

Dr. Conway: Tonight we have the presence of Jack Delafiano (phonetic). Intern and currently serves as a high school principal. Jack, I'd like to welcome you to our Board meeting.

Intern: Thank you Dr. Conway. Thank you for allowing all of this to happen. Thank you so much.

Mr. Gildea: Thank you for the kind words. It's a pleasure to meet you, sir.

f. Raise Academy

Mr. Gildea: We are going to jump to the Special Education Department.

g. Special Education Report

Mr. Gildea: We are going to jump to the Special Education Department.

Ms. McCoart: Absolutely, Mr. Gildea. I'm honored to go first. I just want to acknowledge the Special Education Department. I am impressed with their level of education. The needs regularly, if they have any problems up, we come up with different strategies.

Wrap up a lot of the pending evaluations, make sure we are planning appropriately for each student.

I'm working with the elementary level. But every day is a new day and we take it as a new day.

Mr. Gildea: Thank you very much. Any questions. If I can do a brief introduction with Mr. Nichols.

Mr. Nichols: Mr. Gildea, a lead in song before the introduction. I'll echo a lot of what Stacey says. Paying attention to deadlines. Staying on top of everything that's come their way. New students into districts. IT just feels like everything that comes up met smoothly and effectively. Give a shout out to the Team. Stacey and I have been working with the Team to make sure all behind the scenes efforts. They've done a tremendous job. Students are responding to supports through distance learning. That's about it.

Mr. Gildea: Any questions for Stacey and/or James. Again, to all of our administrators, we do thank you for all the work that you do.

Dr. Conway: I do not see Nick with us right now.

Ms. Netto: Oh, sorry.

Mr. Gildea: All right.

X. Approve MOA between Derby Public Schools and DEA

Motion Passed: Board of Education approves the Memorandum of Agreement between Derby Public Schools and Derby Education Association. passed with a motion by Mrs. Janine Netto and a second by Mr. George Kurtyka.

Mr. Dan Foley	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Mr. Gildea: Item number ten, MOA between Derby Public Schools and DEA. Dr. Conway, but would you like to put it out there again today, sir.

Dr. Conway: So one, I want to begin by thanking our Team for working with us on this MOA. We just came to some really good solid things that we think we should be doing.

Mr. Gildea: I am so sorry for doing this. Do we need a motion? Want me to ask for a motion.

Ms. Netto: Motion the Board of Education approve the memorandum of agreement between Derby Public Schools and Derby Education Association.

Mr. Gildea: A motion has been made. Is there a second?

Mr. Kurtyka: Second.

Mr. Gildea: Second by George Kurtyka. Okay, Doc, I'm sorry. I apologize.

Dr. Conway: No, that's okay. Each district across the State has worked with their Teacher Union to come to agreement on an MOA which really addresses teachers may be doing differently today than in a regular school year. So that everybody at the table has expectations, high expectations. We've met weekly and continued to since the start of this back in March. And we've come up with this MOA which is good for this district as well as support of our teachers.

Mr. Gildea: A motion has been made and seconded. Any further discussion. Motion carries.

XI. Derby High School Principal Update

- November 11 - 2020 Conduct 2nd round interviews (Performance Assessments that Require Candidates to Respond to Realistic School Scenarios)
- November 16 - 20, 2020 - Schedule visits to finalists current schools
- November 23 - 27, 2020 - Selection Advisory Committee meets to recommend selection to the Superintendent.
- December 1,, 2020 Superintendent makes recommendation to the Full Board

Mr. Gildea: Item number 11.

Dr. Conway: Update right now is second interview for November 11th. And then we will plan a selection advisory committee to schedule visits for finalists to their schools. The following week and then the selection advisory committee will meet and make the recommendation. I will plan to make the recommendation to the Board for December 1st. I know this is we had originally said November 19th scheduling first round interviews, presented a little challenge in terms of trying to find a night within a week that members of the selection advisory committee to meet with all of the candidates. So I apologize for that delay but weeks are busy and evenings are busy and finding that time to make time for those three to four hour block of time to conduct the interviews.

Mr. Gildea: Yes, I agree. It was really tough last week or the week before.

Ms. Harris: How many finalists in the second round?

Dr. Conway: Three.

Mr. Gildea: Any other questions.

XII. Identifying the Prevalence of Secondary Traumatic Stress in Elementary School Staff in a Small Urban School

Motion Passed: the Board be making a motion allowing Mr. Ciccarini to conduct the traumatic stress and school staff and small urban school study. passed with a motion by Mr. Jim Gildea and a second by Mrs. Janine Netto.

Mr. Dan Foley	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Identifying the Prevalence of Secondary Traumatic Stress in Elementary School Staff in a Small Urban School District

Purpose of the Study:

The purpose of this study is to identify, at the elementary school level, the prevalence of secondary traumatic stress (STS) amongst certified school staff. This quantitative study will identify the frequency of school staff experiencing moderate to high levels of STS as measured by the Professional Quality of Life Scale (PROQOL, 2009). This information will contribute to identifying if there is a need to implement improved support systems to prevent or mitigate the impact of STS on elementary level staff, including the need for trauma-informed professional development.

Method:

The PROQOL (2009) will be distributed to all elementary level certified staff to be completed on a voluntary basis. The respondents will not be asked to provide their names, only their role within the school system (i.e., regular education/grade level, resource, pupil services, unified arts, interventionist, etc.). The researcher will collect and score the responses using the rubric provided in the PROQOL Version 5 (2009). Questions specific to secondary traumatic stress will be totaled for each respondent. Sums that are less than 22 will be considered low, sums between 23-41 are moderate, and sums 42 and above are high. The data will be collected using SPSS v. 27 and analyzed to answer the study's research questions.

Question #1 - What percentage of school staff indicate moderate to high levels of STS as measured by the PROQOL (2009)?

Question #2 - Is there a higher prevalence of STS amongst certain groups of staff or specific grade levels?

Mr. Gildea: Mr. Ciccarini, it looks like you're back up. Item number 12, Identifying the Prevalence of Secondary Traumatic Stress in Elementary School Staff in a Small Urban School.

Mr. Ciccarini: Thank you very much for the time. I will be very quick. I am currently in a doctoral program in the University of Bridgeport. I'm almost to the dissertation piece. I would like to do a very small scale study in the elementary level on the certified staff on the prevalence of secondary traumatic stress.

I just want to use what's known as the professional quality of life. It's a 30 item survey. It's very quick. Given out to all certified staff at the elementary level. It's completely voluntary and it is anonymous. If people can indicate their role at the elementary level. I will be happy to share my paper with anyone when it is complete and obviously the professor of the class are the only people who would have access to this. So I'm asking the Board's permission to be able to hand out the survey. I will score the surveys myself and then put that into the findings of the paper which is the final topic for this class I am taking.

Mr. Gildea: So would the Board be making a motion allowing Mr. Ciccarini to conduct the traumatic stress and school staff and small urban school study.

Ms. Netto: I'll second that.

Mr. Gildea: Motion made by me. Second by Janine. Any other questions. Motion carries.

Mr. Ciccarini: Thank you guys.

Mr. Gildea: Our pleasure, Mr. Ciccarini.

XIII. Snow Dates 2020-2021 School Year

Mr. Gildea: Dr. Conway, snow dates, 2020 to 2021 school year.

Dr. Conway: Yes, I'd like the Boards approval on working with our Team to quickly put together some guidelines that are aligned with what the State's provided. Around the possibility of using snow days as remote learning days. And we do want to be cognizant. There are many many people who would like snow days. Sometimes I guess keep the bathrobe on and hang out and have some hot cocoa with the family. So we don't want to use all of them. Think about including some of our snow days as remote learning days.

They can count as days of the school year.

Mr. Gildea: Question number one is there every really any bathrobe days at the Conway House. Do our teachers normally take laptops home.

Dr. Conway: If we can guarantee both students and staff would have those laptops with them at home. So if there was an unexpected storm. On days where we can plan for it and that might be a way to be flexible.

Mr. Gildea: Right now you want to formulate the plan.

Dr. Conway: If the Board would allow that I would do either.

Mr. Gildea: Any questions.

Mr. Marcucio: I think with all the pressure that the kids have been under that this might not be a good idea to do, but that's just my opinion.

Ms. Netto: Hear, I'm going to blow everyone away, I agree with Ken.

Ms. Hyder: I'd be the third teacher to add to that. My other question would there be some kind of a standard what the work would look like?

Dr. Conway: My thoughts on this now would that because we're now four months in to synchronous instruction this would mirror very much what they're doing in the classroom. This would be a continuation of our learning just remote. Certainly not for every day on the number of days. Thought is much like our April vacation. I still think there's probably more people out there that support let the kids have the day off be at home and shovel and have fun. Simply allows districts to do it if they want to.

One of my thoughts was and parents if you don't mind. Much like I do for the April vacation. Get feedback for snow days as remote learning days.

Well, they would be at home remember. But I do want to have as a district whether to allow it or not allow it.

Mr. Gildea: Any feedback for the superintendent.

Ms. Harris: Yes, I would like a survey to go out.

Mr. Marcucio: How about the kids?

Ms. Hyder: The students, the parents and the teachers and the administrators.

Dr. Conway: Even after this year I don't see this concept going away at the State level. Engaging families and teachers and admins down the road even if it's not for this year. Now that we received permission from the State Board of Ed it's probably not going to go away.

Mr. Gildea: I'm sorry.

Dr. Conway: It's an opportunity to engage in dialogue something like this as well.

Mr. Gildea: Some acknowledgement willing to have the discussion. Have some feedback. Request to reach out to some of our stakeholders. Okay.

XIV. Bus Monitors

Mr. Gildea: Bus monitors. Dr. Conway.

Dr. Conway: Yes. So we budgeted for bus monitors first couple months of the school year. In speaking with the bus company as well, we are going to be making a decision whether or not we need bus monitors moving forward. So we think students are behaving very well. We don't think any misbehaviors are COVID related or mask related. We can do it safely with the bus drivers.

But we felt it important to start the year out with that additional adult on the bus. We think kids are used of this. We feel that we can possibly move away from bus monitors.

Mr. Gildea: Any questions.

Ms. Netto: I don't know if I'm on board right now to make a change because numbers going up.

Dr. Conway: The community numbers are going up. We're not seeing our numbers go up in schools at this point. Bus monitors are cleaning the buses as opposed to the drivers.

Ms. Netto: That's what I'm saying, why change it. I just don't know why we would wait. I just think now is not the time to make the change.

Mr. Gildea: I hate to have one of these moments. I agree with Janine.

Mr. Marcucio: I do too.

Mr. Gildea: I just feel I wouldn't take away the resource. I'm a parent. I'm comfortable by the bus monitor. I think it's comfortable to parents. I would not favor it myself.

Mr. Kurtyka: So I would like to know the funding part of it.

Dr. Conway: We put the funding for it in that particular grant pot of money. We would utilize funding which goes to the end of the year to support this.

Mr. Kurtyka: So we would have the money then until the end of June.

Dr. Conway: Yes. It will take money away from something else. We would be prioritizing. We would place this at a high priority. I can share the grant with you that's currently being funded.

Ms. Netto: I'm agreeing with George.

Mr. Gildea: Laura, did you have a question.

Ms. Harris: No, it would be nice to see that grant though.

Mr. Gildea: Thank you.

XV. Adjourn

Motion Passed: The Board of Education adjourn its meeting. passed with a motion by Mrs. Janine Netto and a second by Mrs. Rebecca O'Hara.

Mr. Dan Foley	Yes
Mrs. Laura Harris	Yes
Mrs. Tara Hyder	Yes
Mrs. Rebecca O'Hara	Yes
Ms. Melissa Cannata	Yes
Mr. Jim Gildea	Yes
Mr. George Kurtyka	Yes
Mr. Kenneth Marcucio	Yes
Mrs. Janine Netto	Yes

Mr. Gildea: Ms. O'Hara.

Ms. Netto: Motion that the Board of Education adjourn it's meeting.

Mr. Gildea: Ms. O'Hara second. All in favor. Motion carries.

Marianne Samokar
Recording monitor