



## Memorandum

**Date:** September 7, 2022  
**To:** Granby Board of Education  
**From:** Jordan E. Grossman, Ed.D., Superintendent of Schools  
**Subject:** Superintendent Goals: 2022-2023 School Year

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Below you will find the six (6) Board of Education goal areas and the Superintendent of Schools goals for 2022-2023 school year.

### **BOE GOAL AREA#1: STUDENT LEARNING AND ACHIEVEMENT**

#### **Superintendent-Specific Goals:**

1. Continue to implement new data driven decision making processes across the district. (Strategic Initiatives 1I, 1J)
2. Continue to improve English/Language Arts and Math Student Achievement across all grade levels. (Strategic Initiative 1D)
3. Implement and use a data system that can store and collect formal and informal assessment information in an easy-to-view format and analyze multiple data points across time and subjects. (Strategic Initiatives 1I, 1J)
4. Continue to develop assessment practices with administrators which produce meaningful data that can inform instruction and intervention. (Strategic Initiatives 1B, 1D, 1J)
5. Support the transition to the new CT SEDS IEP program and work with aligning student goals to standards in a continuum of development. (Strategic Initiatives 1B, 1C)
6. Conduct Learning Walks three (3) times throughout the year to assess alignment between the professional work and practice. (Strategic Initiative 1B)

### **BOE GOAL AREA #2: COMMUNITY ENGAGEMENT**

#### **Superintendent-Specific Goals:**

1. Continue work with the Granby Public Schools' community on the implementation of the new Granby Public Schools' Strategic Plan and Vision of a Graduate. (All Strategic Initiatives)
2. Investigate the possibility of forming a Granby Memorial High School Alumni Association. (Strategic Initiative 2D)
3. Expand opportunities for Granby Board of Education Members to be more visible in the schools and the community. (Strategic Initiative 2A)
4. Revise school community surveys. (Strategic Initiative 2A)
5. Grow the School-to-Career Program to develop relationships with community businesses that could provide mentoring, internships and shadowing experiences to students. (Strategic Initiative 2G)
6. Maintain a high level of communication and visibility within the community. (Strategic Initiative 2A)
7. Continue to develop a clear understanding of responsibilities, expectations and communication systems to promote an effective Superintendent of Schools/Board of Education working relationship. (Strategic Initiative 2A)
8. Meet with business leaders, civic leaders, political leaders, police, and other community leaders to promote the success of Granby Public Schools. (Strategic Initiative 2A)

### **BOE GOAL AREA #3: SAFETY AND SOCIAL EMOTIONAL WELL-BEING**

#### **Superintendent-Specific Goals:**

1. Coordinate community engagement forums that focus on technology, safety and social and emotional learning. (Strategic Initiatives 3A, 3B)
2. Require all school leaders to have well-developed, effective strategies to promote positive and productive school climates and integrate restorative practices where appropriate. (Strategic Initiative 3C)
3. Continue to implement and revise the new Granby Public Schools' Emergency Operations Plan. (Strategic Initiative 3G)

### **BOE GOAL AREA #4: BUDGET DEVELOPMENT AND FISCAL MANAGEMENT**

#### **Superintendent-Specific Goals:**

1. Continue to investigate the possibility of creating an alternative school within the Granby Public Schools. (Strategic Initiative 4F)
2. Work with consultants to perform a deep analysis of future enrollment for the Granby Public Schools. (Strategic Initiative 4E)
3. Research and develop a leadership structure that most effectively and efficiently creates point people for each content area across multiple grades so that leadership can be provided in PLC meetings, curriculum development, resource selection, as well as in supporting teacher development. (Strategic Initiative 6G)
4. Work with the Business Manager to obtain all state and federal grants that are offered to the Granby Public Schools. (Strategic Initiative 4G)
5. Work with the town on planning for large capital projects. (Strategic Initiative 4D, 4I)
6. Develop a budget that supports the Board's Strategic Plan and is reflective of the economic climate and grounded in data. (Strategic Initiative 4E, 4F, 4G, 4I)
7. Work with the Building Committee on bonded projects. (Strategic Initiative 4I)
8. Work with the Board of Education on beginning contract negotiations for the Granby Education Association. (Strategic Initiative 4B)
9. Work collaboratively with the Town Manager to discuss shared services. (Strategic Initiative 4F)

### **BOE GOAL AREA #5: EMBRACING DIVERSITY**

#### **Superintendent-Specific Goals:**

1. Continue to implement and monitor the Granby Public Schools' Anti-Bias/Anti-Racism Plan. (Strategic Initiative 5A)
2. Continue to develop and support professional development sessions around equity for staff, including utilizing the Family Engagement Specialist to support sessions with non-certified staff members. (Strategic Initiative 5E)
3. Continue to support minority teacher recruitment by collaborating with CREC on the Teacher In-Service Program. (Strategic Initiative 5A)
4. Continue the development of a teacher minority recruitment program with current students enrolled in the Granby Public Schools. (Strategic Initiative 5C)

### **BOE GOAL AREA #6: PROFESSIONAL LEARNING**

#### **Superintendent-Specific Goals:**

1. Mentor and model professional leadership for our new administrative team members. (Strategic Initiative 6A)
2. Chair of the CAPSS Early Childhood State Committee. (Strategic Initiative 6I)
3. Chair of the Capital Region PK-12 Safety and Emergency Management Committee. (Strategic Initiative 6I)
4. Participate by State Senate appointment in the Commission on Women, Children, Seniors, Equity, and Opportunity and Chair Commission on Children. (Strategic Initiative 6I)