



Memorandum

Date: December 1, 2021

To: Granby Board of Education

From: Jordan E. Grossman, Ed.D., Superintendent of Schools

Subject: Superintendent Goals: 2021-2022 School Year

Below you will find the six Board of Education goal areas and the Superintendent of Schools goals for 2021-2022 school year.

BOE GOAL AREA: STUDENT LEARNING AND ACHIEVEMENT

Superintendent-Specific Goals:

1. Implement new data driven decision making processes across the district. (Strategic Initiative 1I, J)
2. Work to improve English/Language Arts and Math Student Achievement across all grade levels. (Strategic Initiative 1D)
3. Continue to assess current and future practices in the area of special education services. (Strategic Initiative 1E)
4. Continue to focus on learning recovery and learning acceleration for all students. (Strategic Initiative 1E)
5. Partner with the Great School Partnership to bring the Elements of Effective Instruction to our staff as a model for lesson design and to create a common language for instructional conversations. (Strategic Initiative 1A)
6. Work with the staff to implement the new Vision of the Graduate in daily practice including curriculum development, student tasks and assignment and teacher planning processes. (Strategic Initiative 1L)

BOE GOAL AREA: COMMUNITY ENGAGEMENT

Superintendent-Specific Goals:

1. 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. Work with the new Town Manager to continue collaboration with the town. (Strategic Initiative 2A)
3. Enhance the climate and culture across the district by building positive relationships and increasing presence in the schools. (Strategic Initiative 2A)
4. Maintain a high level of communication and visibility within the community. (Strategic Initiative 2A)
5. Maintain the Board of Education policies and develop new ones that align with local, state and federal guidelines. (Strategic Initiative 2A)
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. (Strategic Initiative 2A)
7. Meet with business leaders, civic leaders, faith leaders, political leaders, police, and other community leaders to promote the success of Granby Public Schools. (Strategic Initiative 2A)

BOE GOAL AREA: SAFETY AND SOCIAL EMOTIONAL WELL-BEING

Superintendent-Specific Goals:

1. Implement the Stronger Together: A Working Plan for the Granby Public Schools. (Strategic Initiative 3A, C, G)
2. Implement the new Granby Public Schools' Emergency Operations Plan. (Strategic Initiative 3G)

BOE GOAL AREA: BUDGET DEVELOPMENT AND FISCAL MANAGEMENT

Superintendent-Specific Goals:

1. Investigate the possibility of creating an alternative school within the Granby Public Schools. (Strategic Initiative 4F)
2. Work with the Business Manager to obtain all state and federal grants that are offered to the Granby Public Schools. (Strategic Initiative 4G)
3. Review financial projections, allocations and the process used to develop the annual budget. (Strategic Initiative 4E, F, G)
4. Develop a budget that supports the Board's Strategic Plan that is reflective of the economic climate. (Strategic Initiative 4E, F, G, I)
5. Work with Building Committee on bonded projects. (Strategic Initiative 4I)
6. Work with Board of Education on contract negotiations. (Strategic Initiative 4B)
7. Work with the Business Manager on the negotiations of school bus contract. (Strategic Initiative 4F)
8. Work collaboratively with the Town Manager to discuss shared services. (Strategic Initiative 4F)

BOE GOAL AREA: EMBRACING DIVERSITY

Superintendent-Specific Goals:

1. Continue to implement the Granby Public Schools' Anti-Bias/Anti-Racism Plan. (Strategic Initiative 5A)
2. Continue to support minority recruitment by collaborating with CREC on the Teacher In-Service Program. (Strategic Initiative 4B, 5A)
3. Continue the development of a teacher minority recruitment program with current students enrolled in the Granby Public Schools. (Strategic Initiative 5C)

BOE GOAL AREA: PROFESSIONAL LEARNING

Superintendent-Specific Goals:

1. Mentor and model professional leadership for our new administrative team members. (Strategic Initiative 6A)
2. Chair CAPSS Early Childhood State Committee. (Strategic Initiative 6I)
3. Participate in CAPSS Early Career Advanced Leadership Program. (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)