

Pupil Personnel Services

Continuous Improvement Plan Update 2021-2022
April 6, 2022

GRANBY PUBLIC SCHOOLS

Vision of a Graduate

All Granby Public Schools students will become resourceful learners and effective communicators who positively contribute at the local, national and global levels.

Resourceful Learners	<ul style="list-style-type: none">❖ Ask questions and identify problems or challenges❖ Identify strategies and methods for personal success❖ Explore and connect areas of interest❖ Set goals and persist in achieving these goals❖ Gather and evaluate a variety of sources and perspectives❖ Synthesize information and create solutions❖ Solve complex problems by applying approaches from multiple disciplines
Effective Communicators	<ul style="list-style-type: none">❖ Listen closely and respectfully participate in discourse❖ Value diverse voices and viewpoints❖ Prepare a message for an identified purpose and audience❖ Express ideas clearly in a variety of ways❖ Support arguments with evidence❖ Adapt and adjust thinking based on feedback and new learning❖ Use tools and technology flexibly and strategically
Positive Contributors	<ul style="list-style-type: none">❖ Develop meaningful connections with others❖ Collaborate for a common goal❖ Exhibit compassion and empathy❖ Make healthy and responsible decisions❖ Use personal talents and knowledge to contribute to society❖ Demonstrate civic responsibility❖ Understand that actions have impact on the local community, the country and our global society

Board Goal #1: Student Learning and Achievement

Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.

Pupil Services Department Goal: Students with special needs will show measurable gains in academic achievement when provided effective core instruction, specialized instruction and ongoing progress monitoring of performance.

- Supporting data conversations through work with special education leadership (CAS Leaders & PK-5 Instr Coach)
- Using mid-year conferences with teachers & support staff to discuss student performance data
- Revisiting previous district work on priority standards, especially with the introduction of the new IEP
- Instructional coaching with an emphasis on literacy at the PK-5 level

STAR Assessment Data for Identified Students (Grades 2-8)

Highlights:

- On track to meet literacy goal in grade 2
- Already meeting numeracy goal in grade 2
- On track to meet numeracy goal in grades 3-5
- Small positive improvements in literacy for grades 6-8

Areas for Growth:

- Need to take a closer look at literacy needs in grades 3-5, particularly for grade 4
- Accelerating progress in literacy in grades 6-8, with a closer look at grades 6 & 8
- Accelerating progress in numeracy in grades 6-8, with a closer look at grade 8

Literacy

Grade Level	Fall Baseline	Winter Update	Spring Goal
Grade 2	41.0%	44.4% (+3.4%)	50%
Grades 3-5	21.7%	14.9% (-6.8%)	32%
Grades 6-8	23.7%	25.8% (+2.1%)	34%

Numeracy

Grade Level	Fall Baseline	Winter Update	Spring Goal
Grade 2	40.0%	55.6%(+15.6%)	50%
Grades 3-5	15.2%	22.0% (+6.8%)	25%
Grades 6-8	3.9%	10.1%(+6.2%)	25%

PSAT Data for Identified Students (Grades 9-11)

Highlights:

- On track to meet evidenced based reading & writing goal for current 11th graders on the recent administration of the SAT
- Current 10th graders showing stronger literacy skills than other grades
- Current 9th graders showed increases in numeracy skills from spring SBAC to fall PSAT

Areas for Growth:

- Carefully monitor and support current 9th graders in literacy and numeracy
- Accelerating progress in numeracy for all grades

Literacy

Grade	Prev. Year	Fall Baseline	Spring Goal
9 (PSAT ERW)	28.6% SBAC	28.6% (+/-0%)	
10 (PSAT ERW)	46.7%	47.1% (+0.4%)	
11 (PSAT ERW)	33.3%	37.5% (+4.2%)	40%

Numeracy

Grade	Prev. Year	Fall Baseline	Spring Goal
9 (PSAT Math)	7.1% SBAC	21.4% (+14.3%)	
10 (PSAT Math)	16.7%	17.6% (+0.9%)	
11 (PSAT Math)	20.0%	12.5% (-7.5%)	27%

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

Pupil Services Department Goal: The Pupil Services Department will partner with families to support engagement, ongoing communication and collaboration between staff and families.

- Holding regular Special Education Parent Teacher Organization (SEPTO) meetings on varied topics with growing community participation and some guest speakers (OT/PT, School Psychologist, PK-5 Spec Ed Instructional Coach, Transition Coordinator)
- Providing a monthly newsletter highlighting the work of the Pupil Services Department and providing updates to families on the new IEP & 504 platform as updates are available
- Participating in varied meetings with families (ie home-school collaboration meetings, PPT meetings, 504 meetings)
- Ongoing communication with families via email and phone

Board Goal #3: Safety and Social Emotional Well-being

Foster a safe and positive social emotional environment for everyone.

Pupil Services Department Goal: The Pupil Services Department will support social/emotional/behavioral learning of students and staff to foster a positive learning environment that is responsive and encouraging.

- Engaging in a review & revise process for functional behavioral assessments and behaviors intervention plans with an emphasis on a team process
- Staff attendance at conferences/professional groups on social/emotional/behavioral needs (ie school mental health, trauma response, cognitive behavioral interventions)
- Expanding the role of the BCBA to provide broader supports across grade levels and schools
- Registered for informational session on the DESSA (an SEL screener)
- District SEL Committee has assessed current practices in each building and has identified top priorities to guide next steps using the CASEL framework

Board Goal #4: Budget Development and Fiscal Management

Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments.

Pupil Services Department Goal: The Pupil Services Department will aim to be fiscally responsible through careful identification of needs and appropriate spending to support student learning and growth.

- Ongoing examination of special education programming needs PK-12. Some examples of actions taken include:
 - * Engaging with consultants and providing training to build staff capacity to best program for students with autism and intellectual disabilities
 - * Introducing co-teaching at the middle and high school levels in the fall '22
 - * Adding an instructional assistant to the Counseling & Academic Support Center at the high school and increasing social/emotional counseling group opportunities
- Initiating an Alternative Education Programming Committee to explore programming for students in grades 6-12 with recommendations to the superintendent in the fall '22
- Monthly collaboration with the Farmington Valley Directors and discussions of shared programming possibilities

Board Goal #5: Embracing Diversity

Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

Pupil Services Department Goal: The Pupil Services Department supports the implementation of the Granby Public Schools Anti-Bias/Anti-Racism Plan by promoting equitable practices and outcomes for all students, particularly those with identified special needs, through specialized instruction and programming.

- Active and growing Best Buddies Chapter & successful Unified Sports basketball season
- Supporting professional growth opportunities for staff to increase differentiated instruction and supports (ie structured literacy, autism interventions, preschool special education)
- Building assessment repertoire when conducting formal evaluations
- Exploring ways at the building level to best collect routine data on goals and objectives and use this to inform instruction

Board Goal #6: Professional Learning

Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities.

Pupil Services Department Goal: The Pupil Services Department will provide meaningful professional learning opportunities to enhance practice and increase learning outcomes for students.

- Pupil Services staff continue to participate alongside general education colleagues in the work with the Great Schools Partnership (GSP) on learning environment and shared outcomes
- Quality IEP Training has been completed by a core team of Pupil Services staff and key components are being incorporated into building based meetings and department meetings
- Participating in weekly IEP Preview Sessions offered by the state
- Registered for Expert Trainer Sessions (10 slots) this summer on the new IEP & Section 504 platform (CT-SEDS)
- Supporting staff in participating in discipline specific professional development (ie NASP conference, Wilson & Orton-Gillingham Training, Executive Functioning)