

# Pupil Personnel Services

Continuous Improvement Plan 2022-2023

# 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.*

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

## **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.

- Design specialized instruction that is standards & curriculum aligned, evidence-based and individualized to student needs
- Develop IEP goals & objectives that include learning conditions, explicit and clear baselines, targets and projected rate of improvement
- Explore progress monitoring tools
- Special education teacher participation in professional development on general education curriculum & grade level meetings
- Continue special education instructional coaching in grades PK-5
- Review use of Assistive Technology & Augmentative Communication
- Hold quarterly review meetings at each building

# STAR Assessment Data for Identified Students

## STAR Reading-Fall

Grade Level	Fall Baseline - Spring Goal
Grade 2	12.5% - 37%
Grades 3-5	14.6% - 34%
Grades 6-8	17.9% - 34%

## STAR Math-Fall

Grade Level	Fall Baseline - Spring Goal
Grade 2	9.1% - 36%
Grades 3-5	16.7% - 33%
Grades 6-8	7.2% - 28%

# PSAT/SAT Assessment Data for Identified Students

## Evidence Based Reading & Writing

<b>Grade Level</b>	<b>Baseline - Spring Goal</b>
Grade 10 (PSAT) - Grade 11 (SAT)	43.8% - 50%

## Math

<b>Grade Level</b>	<b>Baseline - Spring Goal</b>
Grade 10 (PSAT) - Grade 11 (SAT)	18.8% - 25%

## **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.

- Continue to partner with Special Education Parent Teacher Organization (SEPTO)
- Highlight the work of the Pupil Services Department through various communication methods
- Ongoing collaboration with families (PPT meetings, Section 504 meetings, parent meetings, phone, email) and improve upon eliciting their feedback in these meetings
- Enhance practices for supporting the transition from one building to the next
- Continue to build on and off campus internships for high school students with special education needs

### **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.

- Utilize a team process when conducting Functional Behavior Assessments
- Implement a structured referral process to access BCBA consultation
- Support administration of the DESSA
- Continue work with district SEL Committee to examining curriculum, interventions and supports at all tiers using the CASEL framework
- Support school social workers in providing consultation and resources around attendance needs for students and families
- Collaborate with Granby Youth Services

## **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.

- Monitor caseloads, student needs & staff assignments
- Continue to review and analyze the changing needs of students and adjust supports accordingly
- Support current implementation of co-teaching at GMMS and GMHS
- Continue participation with the Farmington Valley Directors Group to partner on resources and programming
- Propose in district transition programming for special education students who meet eligibility criteria beyond high school (18-22 year olds)
- Investigate the possibility of alternative educational programming



## **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 and family support.

- Support the mission of Best Buddies & Unified Sports
- Support the newly implemented Young Athletes Program at Kelly Lane School
- Continue to build staff capacity to differentiate instruction and assessment
- Examine data using an equity lens during monthly Special Education Leadership Meetings through careful consideration of trends and patterns in eligibility, service delivery and the broader needs of students and families
- Partner with Granby's Family Engagement Specialist

## **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.

- Support staff in the implementation of CT-SEDS
- Provide access to Quality IEP Training for special education staff
- Provide job-embedded technical assistance for co-teaching teams
- Meet with related services staff by discipline (ie school social workers, school psychologists, OT/PT, SLPs)
- Support staff in seeking professional learning opportunities to effectively meet the individual needs of their caseloads
- Build a more structured professional development plan for special education teaching assistants for 23-24 school year