



Pupil Personnel Services

Continuous Improvement Plan 2022-2023

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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.

Department Goals: Students with special needs will show measurable gains in academic achievement when provided effective core instruction, specialized instruction and ongoing progress monitoring of performance. (Strategic Initiatives 1.D, 1.E, 1.I, 1.M, 1.N)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Deliver specially designed instruction that is data driven, standards-based and curriculum aligned to reduce achievement differences amongst students with special needs	Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers	2022-2023 School Year	Instructional materials for students PK-12	STAR Reading Grade 2: 12.5% - 37% Grades 3-5: 14.6% - 34% Grades 6-8: 17.9% - 34%
Develop IEP goals & objectives that include learning conditions, explicit and clear baselines, targets and projected rate of improvement	Pupil Services Staff	2022-2023 School Year	Quality IEP Training & Resources; Collegial feedback on goals/objectives	Math Grade 2: 9.1% - 36% Grades 3-5: 16.7% - 33% Grades 6-8: 7.2% - 28%
Explore options for progress monitoring tools that may support assessment needs in special education on IEP goals and objectives	Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers	2022-2023 School Year	Data collection tools	----- SAT (Grade 11) Reading/Writing 43.8% (PSAT gr 10) - 50% (SAT gr 11) Math 18.8% (PSAT gr 10) - 25% (SAT gr 11) -----
Increase special education knowledge of general education curriculum through participation in professional development, grade level meetings and common planning time for co-teaching	Administrators, Instructional Coach, Dept Chair, Content Area Specialists, Teachers	2022-2023 School Year	Scheduling professional development and common planning time	
Continue instructional coaching to special education teachers and related services staff at the PK-5 level (Kelly Lane & Wells Road) to improve specialized instruction and increased academic achievement	Administrators, Instructional Coach, Special Education Teachers	2022-2023 School Year	Schedule of coaching cycles and support sessions	Improved student achievement as measured above
Provide instructional support and coaching to special education teachers and related services staff at grades 6-12 (GMMS & GMHS) to improve specialized instruction and increased academic achievement	Administrators, Department Chair, Special Education Teachers	2022-2023 School Year	Schedule of coaching cycles and support sessions	Improved student achievement as measured above
Review the use of assistive technology and augmentative communication resources utilized by students to access the general education curriculum and enhance as appropriate to reduce barriers to success	Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers, Technology Department	2022-2023 School Year	Inventory of current tools, Professional development as needed	Master spreadsheet of resources in use

<p>Conduct quarterly review meetings with each administrator, Coach or Department Chair and Content Areas Specialist to review academic achievement of students with IEPs and Section 504 plans in each building</p> <p>Support and assist SRBI teams as needed to implement academic tiered interventions that are targeted and appropriate in intensity and frequency</p>	<p>Administrators, Instructional Coach, Department Chair, Content Area Specialists</p> <p>Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists</p>	<p>2022-2023 School Year</p> <p>2022-2023 School Year</p>	<p>Academic achievement data</p> <p>SRBI Meeting Time</p>	<p>Improved student achievement</p> <p>Special education prevalence rate</p>
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Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

Department Goals: The Pupil Services Department will partner with families to support engagement, ongoing communication and collaboration between staff and families. (Strategic Initiatives 2.A, 2.B, 2.E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Continue to partner with the Special Education Parent Teacher Organization (SEPTO) to foster ongoing communication and collaboration between staff and families	Administrators, Pupil Services Staff	2022-2023 School Year	Monthly meeting Time	Schedule of SEPTO meetings & topics
Highlight the work of the Pupil Services Department through building-based communications to families, department newsletters and enhancing information available to families via the department's website	Administrator, Pupil Services Staff	2022-2023 School Year	Time to compose communications	Communication artifacts (i.e., notifications in building-based e-blasts, newsletters, website)
Attend Planning and Placement Team meetings, Section 504 meetings, parent meetings, etc. along with phone/email contact to foster a collaborative relationship with families	Administrator	2022-2023 School Year	Scheduled meetings	Meeting attendance
Better support families in providing input during Planning and Placement Team meetings on their child's academic and functional performance and reflecting this accordingly in the student's IEP	Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers	2022-2023 School Year	Scaffold questioning in PPT meetings to better support parent input	Increased specificity in family input on the IEP
Enhance current practices for supporting families and students with special needs when transitioning from one building to the next	Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers	2022-2023 School Year	Structured meetings throughout the year to refine current practices	Schedule of transition steps for individuals/groups of students
Continue to build on and off campus internship opportunities for high school students with special education needs as they work toward their post-secondary IEP goals and objectives	Administrators, Pupil Services Staff, Department Chair, Content Area Specialist, Teachers	2022-2023 School Year	In-house and community partners	Documentation of internship opportunities

Board Goal #3: Safety and Social Emotional Well-Being
Foster a safe and positive social emotional environment for everyone.

Department Goals: 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. (Strategic Initiatives 3.A, 3.B, 3.D)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Utilize a team process when conducting Functional Behavioral Assessments in order to support a comprehensive examination of student behavior across multiple environments and the development of a thorough, yet targeted plan of antecedent strategies, skills instruction, reactive strategies and de-escalation techniques that are function-driven.	Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers, BCBA	2022-2023 School Year	Time for to staff to complete structured observations and to consult with BCBA	Targeted Functional Behavior Assessments that result in a meaningful Behavior Intervention Plan
Implement a structured referral process to access the expertise of the Board-Certified Behavior Analyst in order to better support teams in self-assessing the tiered interventions already implemented	Administrator, Instructional Coach, Department Chair, Content Area Specialists, BCBA	2022-2023 School Year	Time to develop the process, train staff, implement & revise as needed	Written referral document & process
Support and assist SRBI teams as needed to implement social/emotional/behavioral tiered interventions that are targeted and appropriate in intensity and frequency	Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists	2022-2023 School Year	SRBI Meeting Time	Special education prevalence rate
Support administration of the legislatively required social emotional screener (Devereux Student Strengths Assessment) and support teams in designing and implementing an action plan based on the data gathered	Administrators, SEL Committee members, Site based leadership	2022-2023 School Year	Access to the Devereux Student Strengths Assessment (DESSA)	Data from DESSA & action plan
Continue to support the work of the district-wide Social and Emotional Learning (SEL) Committee with Assistant Superintendent to examine our curriculum, interventions and supports at all tiers of instruction using the Collaborative for Academic, Social, and Emotional Learning (CASEL) framework	Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists	2022-2023 School Year	Review of District SEL practices & procedures, CASEL framework, Meeting time	SEL Action Plan
Support school social workers in providing consultation and resources around attendance needs for students and families	Administrators, Department Chair, Content Area Specialists, School Social Workers	2022-2023 School Year	Community-based resources	Improvement in attendance rates
Collaborate with Granby Youth Services to share needs and resources to support social/emotional/behavioral needs of students and families	Administrators, Diagnostic Team	2022-2023 School Year	Meeting time, Email communication	Community-based referrals

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.

Department Goals: The Pupil Services Department will aim to be fiscally responsible through careful identification of needs and appropriate spending to support student learning and growth. (Strategic Initiatives 4.E, 4.F, 4.G)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Work with all stakeholders within Granby Public Schools to monitor caseloads, needs of students (academic, functional, social/emotional/behavioral) and staff assignments to ensure appropriate staffing and supports are provided	Administrators, Instructional Coach, Department Chair, Content Area Specialists, Pupil Services Staff, Teachers	2022-2023 School Year	Ongoing monitoring	Caseload numbers, student need, staff assignment
Continue to review and analyze the changing needs of students and adjust supports accordingly to ensure student needs are being appropriately met	Administrators, Instructional Coach, Department Chair, Content Area Specialists, Pupil Services Staff, Teachers	2022-2023 School Year	Ongoing monitoring	Adjusted resource allocation when needed Generated ideas / proposal
Support current implementation of co-teaching at GMMS and GMHS through job-embedded technical assistance with SERC and explore opportunities for co-teaching in the 23-24 school year	Administrators, Department Chair, Content Area Specialists, Teachers	2022-2023 School Year	Professional development time, Common planning time	Effective implementation of co-teaching model, Increased student achievement
Continue participation with the Farmington Valley Directors Group to partner on resources and programming for students with special education needs in the Farmington Valley	Administrator	2022-2023 School Year	Monthly meetings	Shared resources and programming when available
Continue to assess PK - 12 special education service delivery to identify possible programming supports to reduce the need for some out of district placements	Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers	2022-2023 School Year	Ongoing service delivery analysis	Adjusted programming when applicable
Propose in district programming for special education students who meet eligibility criteria for transition programming beyond high school (18 to 22-year olds)	Administrators, Department Chair, Content Area Specialist, Transition Coordinator	2022-2023 School Year	Allocation of appropriate staff, Community location, Community-based partners for internships	Program Proposal
Continue to investigate the possibility of alternative educational programming within the Granby Public Schools to more effectively meet the needs of students in grades 8-12 who have struggled with engagement and success in a traditional school model	Administrators, Department Chair, Content Area Specialists, Committee Members, Business Manager, Facilities Manager	2022-2023 School Year	Allocation of appropriate staff, Classroom space, Materials, Community-based partners	Program Proposal

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.

Department Goals: 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, programming and family support. (Strategic Initiatives 5.A, 5.B, 5.D, 5.E, 5.F, 5.H)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Continue to support the mission of the Best Buddies Program and Unified Sports at GMHS by building awareness of the organization and expanding opportunities for the group	Administrators, Best Buddies Faculty Advisor, Athletic Director, Unified Sports Coach	2022-2023 School Year	Financial Support, Meeting time, Athletic schedule	Sustaining & increasing membership & participation
Support the newly implemented Young Athletes Program at Kelly Lane School, which is providing opportunities for students with and without disabilities to participate in sport and play together	Administrators, Instructional Coach, Teacher Volunteers	2022-2023 School Year	Activity Schedule	Sustaining & increasing membership & participation
Continue to build staff capacity to utilize differentiated instructional and assessment practices through consultation and collaboration with Pupil Services Staff	Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers	2022-2023 School Year	Protocols, Time for consultation & collaboration	Greater access to and performance in general education
Examine special education needs and data using an equity lens during monthly Special Education Leadership Meetings (CAS Leaders, PK-5 Coach, 6-12 Dept Chair) through careful consideration of trends and patterns in eligibility, service delivery and the broader needs of students and families	Administrators, Instructional Coach, Department Chair, Content Area Specialists	2022-2023 School Year	SIMS Data	Data summary
Partner with Granby's Family Engagement Specialist on a regular basis to better support the needs of students with disabilities across our varied communities	Administrators, Instructional Coach, Department Chair, Content Area Specialists, Pupil Services Staff, Teachers, Family Engagement Specialist	2022-2023 School Year	Collaboration Time	Enhanced student achievement

Board Goal #6: Professional Learning

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

Department Goals: The Pupil Services Department will provide meaningful professional learning opportunities to enhance practice and increase learning outcomes for students. (Strategic Initiatives 6.A, 6.B, 6.E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Support staff in the implementation of CT-SEDS for all students with IEPs and Section 504 Plans through district-level training provided in August and November, expert trainer support at each building, monthly department meetings and building-based PLC meetings	Administrators, Instructional Coach, Department Chair, Content Area Specialists, Expert Trainers	2022-2023 School Year	CSDE training materials, Professional development, Time, Collaboration opportunities	Completion of plans in SEDS
Provide access to increased staff participation in Quality IEP Training offered by the CSDE again this school year	Administrators, Instructional Coach, Department Chair, Content Area Specialists, Pupil Services Staff, Teachers	2022-2023 School Year	Access to CSDE Training, Time	Completion of training sessions, Sharing of learning through building & department meetings
Increase special education knowledge of general education curriculum through participation in professional development, grade level meetings and common planning time for co-teaching	Administrators, Instructional Coach, Department Chair, Content Area Specialists, Teachers	2022-2023 School Year	Scheduling professional development and common planning time	Improved student achievement
Provide job-embedded technical assistance through SERC for co-teaching teams at GMMS and GMHS to support implementation of this initiative	Administrators, Department Chair, Content Area Specialists, Teachers	2022-2023 School Year	Professional development time, Common planning time	Effective implementation of co-teaching model, Increased student achievement
Support special education and related services staff in connecting the development of IEP goals & objectives, including learning conditions, explicit and clear baselines, targets and projected rate of improvement, with the District's work on EEI, specifically clear, shared outcomes	Administrators, Instructional Coach, Department Chair, Content Area Specialists	2022-2023 School Year	Elements of Effective Instruction	Agenda item for staff meetings
Meet with related services staff by discipline (ie school social workers, school psychologists, OT/PT, SLPs) several times in the school year to target discipline-specific needs for professional growth and development	Administrator, Pupil Services Staff	2022-2023 School Year	Meeting time	Meeting agenda, Resource provision, Professional development
Support staff in seeking professional learning opportunities needed to effectively meet the individual needs of their caseloads	Administrators, Instructional Coach, Department Chair, Content Area Specialists, Pupil Services Staff, Teachers	2022-2023 School Year	Professional development resources & opportunities	Professional development opportunities
Build a more structured professional development plan for special education teaching assistants to be implemented in the 2023-2024 school year	Administrators, Instructional Coach, Department Chair, Content Area Specialists, TAs	2022-2023 School Year	Meeting time, Assessment of professional development needs	2023-2024 Teaching Assistant Professional Development Plan