

Regular Board of Education Meeting – Approved Minutes
Wednesday, April 5, 2023 7:00 p.m.
Town Hall Meeting Room

Present Board Members: Kristina Gilton, Monica Logan, David Peling, Whitney Sanzo (via Zoom), Sarah Thrall, and Chase Alexander (Student Representative)

Absent Board Members: Donna Nolan, Rosemarie Weber and Tess Bajek (Student Representative)

Sarah Thrall called the meeting to order at 7:00 p.m.

I. Administrative Reports

I.A. Chairman's Corner

Ms. Sarah Thrall, Board Chair, welcomed everyone in attendance and online. She welcomed Ms. Kodzieradzki (Ms. K), Ms. Miller, and Kelly Lane students in attendance for Schools in the Spotlight and also to Ms. Bava, Kelly Lane Principal, who will present an update on the Continuous Improvement Plan for Kelly Lane Primary School. Additionally, Ms. Thrall provided an update on the Superintendent Search stating Dr. Mary Broderick, CABE Search Consultant, conducted focus groups and gathered survey results. She will present the leadership profile for the Superintendent of Schools this evening.

I.B. Assistant Superintendent's Report

Ms. Jennifer Parsons, Assistant Superintendent, provided updates from the Assistant Superintendent's office and stated summative testing is well underway. Grades 3-8 started SBAC testing in ELA and Math and Next Generation Science Standards testing occurred as well as the high school completed the CT School Day SAT. Ms. Parsons shared the Granby Equity Team met last Wednesday which was the second to last meeting of the year. The group spoke about action vs. lack of action and how does that play out in a system where you are looking to make change. Also went back to look at cultural heritage months acknowledged in each school and celebrated great things happening like photo murals, guest speakers and highlighted professionals within a content area. And, lastly, the group worked in collaborative action teams. Team updates will be shared at the end of the year.

I.C. Student Representative Reports

- Chase Alexander reported that spring break starts on Friday and students are very excited.
- The spring sports pep rally will be held tomorrow to celebrate the upcoming spring sports seasons and celebrate winter sports which concluded.
- National Honors Society (NHS) is currently running a clothing drive and encouraging new or used clothing to be contributed to the community.
- The NHS Empty Bowls fundraiser will be held on April 20th from 5-7 p.m.
- The spring coffeehouse will be held on April 22nd.
- Robotics is moving on to nationals after their weekend long competition last weekend.
- Chase also reported that spring sports season got underway this week. The varsity baseball team is playing tonight and has a 0-2; boys' lacrosse secured their first win on Saturday and will play Ellington tomorrow; girls' lacrosse is 2-0 and hosting Ellington at 4 p.m. tomorrow; softball is looking for their first win of the season; boys' tennis had a 7-0 win yesterday over Rockville and will travel to Suffield on April 17th; girls' tennis will host Suffield tomorrow; golf is playing University High School today to start their season; and, ultimate frisbee will start their season on April 21st.

I.D. Schools in the Spotlight

Ms. Jill Kozieradzki, PE Teacher, Ms. Jennifer Miller, Special Education Elementary Instructional Coach, and Kelly Lane Primary School students shared the experiences and opportunities they have been afforded since the launch of Unified Sports as young athletes during the 22-23 school year at Kelly Lane Primary School. Ms. Miller stated about 48 students are in the group which meets on a monthly basis. She stated she works in tandem with Ms. Kozieradzki and that it is a collaborative effort. Unified Sports provides access to sports as players and partners with opportunities to develop physical fitness, demonstrate courage and experience joy as well as develop sportsmanship skills. Students play soccer, bowling, balance beams, ball passing, bean bag toss, relay races, and hula hooping. Kelly Lane students showed the Board a hula hoop activity where a hula hoop is passed along a circle with student holding hands and trying not to break the circle. They also shared how they balance an object on their head while walking on a balance beam. The Board was invited to drop in on one of the sessions to see students in action.

I.E. Leadership Profile for Superintendent of Schools

Dr. Mary Broderick, Search Consultant from CABE Search Services, presented a leadership profile for the new Superintendent of Schools. Dr. Broderick stated she was very impressed with the participation rate of 422 completed surveys, especially with the students which made up 50% of that number and about 23% were parents/guardians. She stated 14 focus groups were scheduled and 43 people participated in those groups. She informed the Board that the survey results helped to paint a picture of Granby and that Granby enjoys a number of areas of great strength. The number one response was regarding the teachers and staff; the second most mentioned was the breadth and quality of academic offerings; and, the third most mentioned were the great opportunities to supplement their academics. Other strengths also mentioned were communications culture/values; administration, facilities/resources; and, safety and security. Dr. Broderick reviewed the challenges surfaced from the surveys and focus groups as follows: mental and behavioral health, discipline, and safety; attracting and retaining staff; student achievement, curriculum and program; administrative issues, including communication; diversity, equity, inclusion, and belonging; funding and resources; special education; social and political influences; parental pressures; and facilities. Dr. Broderick reviewed each of the above areas stating examples of challenges to be faced by a new Superintendent and stated some of these challenges are not unique to Granby. Next, Dr. Broderick reviewed the desired expertise in a new Superintendent as follows: 1) Builds trusting relationships with students, staff and community; 2) Communicates and collaborates effectively in school and community; 3) Shares district-wide vision of excellence & innovative instruction; and, 4) Possesses strong budget and finance knowledge and skills. She then shared desired qualities in a new Superintendent, such as, a passion for student learning; a strong leader and savvy manager; models a work/life balance; attracts and retains teachers and staff; communicates and collaborates effectively; careful listener; values the ideas of others; communicates clearly and transparently both written and orally; grasps the business side of operations, facilities and capital project management; articulates a collective vision; inspires and excites staff about the direction of the district; understands teaching and learning in Granby; well-rounded in education, leadership and management; and, lastly, someone who is determined to stay in Granby for a long time.

Sarah Thrall inquired what stood out to Dr. Broderick that might have been unique to Granby. Dr. Broderick stated the overall sense of commitment to student learning and a passion for the work in Granby. The strengths and commitment to a team is something you have had that is really wonderful and should focus on getting back to that. Ms. Thrall stated a very valuable strength in her opinion is how the schools work and collaborate with the Town, Board of Finance (BOF) and Board of Selectmen and she hopes the new Superintendent will continue this practice. Kristina Gilton stated she was happy to see a lot of things that came through the survey and it is nice to have a foundation of the attributes as well as the challenges. Monica Logan stated she was concerned to see the challenges brought forward but thanked Dr. Broderick for a comprehensive report. Dr. Broderick shared next steps and stated the application deadline is this Friday, April 7th. The Board will then meet with her to review the applications. Interviews will start after that including a site visit to the final candidate(s) if the Board chooses to do so. Dr. Broderick stated a deep dive background check is performed to reassure the community that the person selected is who they claim to be.

Ms. Thrall thanked Dr. Broderick for her report and stated it is important to the Board that the voices of the community, staff and students were heard. Dr. Broderick will make an amendment to the report with the number of Curriculum Directors over the years and the report will be posted on the website.

II. Public Comment

Kylie Coxon, Senior at GMHS, stated she came to observe the meeting tonight but when she saw the bullying policy on the agenda, she felt compelled to speak about a prolonged issue at GMHS. She shared that she was awarded a \$20,000 grant for GMHS to help middle school students transition to the high school and stated the culture makes it necessary to have a program like this. Kylie stated she hopes the Board follows through on the new policies being implemented.

Grace Darling, a Senior at GMHS, commented she also attended the meeting tonight to observe for a scholarship but felt compelled to speak about a family member's experience in Granby Public Schools. She stated it should not be hard to defend yourself if policies are working correctly. She understands changes are being made to the bullying policy and urged that language changes are going to make a difference and easier for victims to have their claims be acknowledged as bullying.

III. Consent Agenda

A. Minutes

A motion was made by Monica Logan and seconded by Kristina Gilton that the Granby Board of Education adopt the consent agenda. This motion passed at 8:05 p.m.

IV. Old Business

A. FY24 Budget Revision Approval

The Board discussed approving a revision to the FY24 Board of Education Budget. Sarah Thrall stated the Board of Education FY24 Budget was presented to the BOF last Monday, March 27th and the result of that meeting was an increase to the budget. An increase of 4.88% was presented. The BOF increased the budget by 0.2% to 5.08% to reflect insurance increases. There will be a public hearing next Monday, April 10th with a referendum vote two weeks later. A motion was made by Sarah Thrall and seconded by Monica Logan that the Granby Board of Education adopt a revision to the FY24 Board of Education Budget for a 5.08% increase over the FY23 Budget as presented in the revised FY24 Board of Education Budget Book. This motion passed unanimously at 8:08 p.m.

B. Second Reading of Policy 5131.911 - Bullying

The Curriculum/Policy/Technology/Communications Subcommittee recommended revised Policy 5131.911, Bullying, to the Board for a second reading and approval. Jennifer Parsons stated there are changes in the definition as to what is considered an act of bullying as it no longer needs to be a repeated act. Once the policy is adopted, there will be a second level of work done to this policy. A motion was made by David Peling and seconded by Kristina Gilton that the Granby Board of Education adopt Policy 5131.911, Bullying, as recommended by the Curriculum/Policy/Technology/Communications Subcommittee. This motion passed unanimously at 8:09 p.m.

V. New Business

A. Kelly Lane Continuous Improvement Plan Update

Ms. Colleen Bava, Principal at Kelly Lane Primary School, presented an update to her Continuous Improvement Plan presented in the fall and began with Kelly Lane's *Goal #1: Student Learning & Achievement* to ensure all students are supported in achieving proficiency levels or higher on assessments by implementing coaching cycles for each teacher to support curriculum and instruction; providing teaching assistants with professional developing regarding research-based instructional strategies; and working with the support intervention team to triangulate individual student data. Achievement data was presented as follows: Kindergarten saw an increase of 12% in Literacy and 9% increase in Numeracy; Grade 1 a 13% increase in Literacy and 11% increase in Numeracy; Grade 2 a 4% increase in Literacy, 13% increase in STAR Reading, and 13% increase in STAR Math. Ms. Bava stated there is room for additional growth in 2nd Grade Reading and Math. For the second part of *Goal #1* to align standards, instruction and assessment through professional development and content knowledge, Kelly Lane is using current benchmark assessments to analyze areas of growth; creating grade-level goals based on current data; and, aligning intervention cycles with individual goals and meetings focused on specific goals and growth. *Goal #2: Community Engagement* to develop a communication plan which infuses the use of technology to engage families is attained by hosting principal events in the fall and spring with focused conversations around attendance, curriculum and social emotional learning; creating opportunities for formal and informal communication between home and school; and the new Unified Sports program at the elementary level. *Goal #3: Safety & Social Emotional Well-Being* to provide all staff with ongoing professional development opportunities focused on student social and emotional well-being is being met by developing and training a leadership team to administer the use of the DESSA instrument; developing a staff charter that focuses on the well-being of staff and linked to school-wide expectations; and, creating recognition opportunities for celebrations and success. *Goal #4: Budget Development & Fiscal Management* to continue to create a long-term financial plan which aligns with the vision of the BOF is being met by continuing to revisit opportunities for innovative and educational investments; continuing to review, revise and create a crosswalk between programs currently in use; and, creating recognition opportunities for celebrations and success. *Goal #5: Embracing Diversity* to ensure system-wide practices and structures are in place is attained by continuing to build the Kelly Lane Equity Team network to embed consciousness-building; providing diverse read-aloud experiences with faculty; and continuing to build staff capacity to approach conversations during the academic day. *Goal #6: Professional Learning* to build employee capacity to collaborate and share accountability outcomes is being met by engaging teachers and teams in developing the capacity to use data to inform instructional decisions and interventions; building capacity for small group instructional strategies and data collection with all staff; and, supporting special education teachers with the implementation of CT-SEDS.

VI. Miscellaneous

VI.A Board Standing Committee Reports

VI.A.1. Curriculum/Policy/Technology/Communication

David Peling reported this Subcommittee met this evening to discuss the Assistant Superintendent's Report as follows: A new data platform was adopted; SATs completed SBAC and NGSS underway; scheduling for next year is also underway; GEF is sponsoring Dave Gunning at Kelly Lane and Wells Road on Kindness; SEL videos and lessons; staffing – attended 4 job fairs and mid-year meetings completed; positive feedback from the professional development day in March. Policy 4118.11, a non-discrimination policy, was reviewed and will be brought to the Board at the next meeting; tabled another policy on FAFSA; and, received a presentation on existing policies and how the Board interacts with curriculum.

VI.A.2. Finance/Personnel/Facilities

Approved minutes are attached in the packet.

VI.B. Other Board-Related Reports

VI.B.1. CREC/CABE

Kristina Gilton reported CREC does not meet again until May.

VI.B.2. Granby Education Foundation

Whitney Sanzo reported the Gran-Bee will be held on April 28th.

VI.C. Calendar of Events

Sarah Thrall stated spring break next week. The Town Public Hearing will be held on Monday, April 10th, as well as the upcoming Empty Bowls, Coffeehouse, and town-wide budget vote on April 24th.

VI.D. Board Member Announcements

Monica Logan stated Granby Racial Reconciliation is once again sponsoring Juneteenth this year. There will be two contests – one is an art contest separated into age categories as well as a 3v3 basketball contest for all age groups. There will be double Dutch exhibition as well. More information can be found at www.granbyracialreconciliation.com. Ms. Logan also shared that GET met last week and she thanked Jennifer Parsons and Jacky Paton for running very focused, engaging meetings. Jennifer Parsons stated she would be remiss if she did not share that the group felt strongly that the next Superintendent value the work that is happening with diversity, equity and inclusion. the importance of the diversity, equity and inclusion as a priority with the new superintendent.

Kristina Gilton stated the safe graduation party will be held on Friday, June 9th from 9:30 p.m.-2:30 a.m. Parents of seniors cannot chaperone; however, parents of at all other grade levels can volunteer.

VI.E. Action Items

Ms. Parsons will get back to Dr. Broderick regarding a correction in the leadership profile.

VII. Adjournment

A motion was made by Monica Logan and seconded by David Peling that the Granby Board of Education adjourn the Board of Education Meeting. This motion passed unanimously at 8:37 p.m.

Respectfully submitted,

Linda Powell
Board Recorder