



## Memorandum

**Date:** June 3, 2020  
**To:** Granby Board of Education  
**From:** Jordan E. Grossman, Ed.D., Superintendent of Schools  
**Subject:** Superintendent Annual Report 2020

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This Superintendent Annual Report is an executive summary of the major accomplishments and progress made on my entry goals since starting on January 1, 2020. Accomplishments and progress are only made possible with the efforts of the entire school community. This school year will always be remembered as the year of a new Superintendent of Schools and how our school system was faced with a World Pandemic. The Granby Public Schools faced both of these areas with grace and class.

Below you will find the five goal areas, specific goals and specific results for each of the goal areas.

### **GOAL AREA 1: STUDENT ACHIEVEMENT**

#### **Specific Goals:**

1. Review student achievement data and achievement gaps for all student populations and analyze ways to improve scores with Administrative Team. (BOE Goal 1)
2. Work to improve Math Student Achievement in Grade 6 and Grade 9. (BOE Goal 1)

#### **Specific Results:**

1. Began the process and discussion of implementing district and school level data teams.
2. Worked with Assistant Superintendent of Schools, Administrators, Coaches and Teachers to implement increased Smarter Balanced Interim Assessments.

### **GOAL AREA 2: PROFESSIONAL/PERSONAL LEADERSHIP**

#### **Specific Goals:**

1. Meet with Administrators to discuss past evaluations and goals for their schools/departments to increase leadership capacity. (BOE Goal 2)
2. Assess current and future practices in the area of special education services. (BOE Goals 1 & 2)

#### **Specific Results:**

1. Met with all administrators to discuss school improvement plans and began the planning process for goals moving forward.
2. Organized meetings with residents, town officials, administration, and Board of Education member regarding the possibility of reopening Kearns School for a collaborative special education program.
3. Attended Legislative Breakfast regarding out-of-district special education programs taking place in the district.
4. The number of students outplaced for next school year has been reduced.
5. Regular communication was established with SEPTO and monthly meetings have been held between the Superintendent of Schools and SEPTO Advisor.
6. Discussions and planning have begun to reduce transportation and out-of-district tuition costs.
7. Member of Connecticut Early Career Superintendent Advisory Group which meets monthly.

### **GOAL AREA 3: BOARD & COMMUNITY RELATIONS**

#### **Specific Goals:**

1. Recruit and hire the next outstanding Principal for Granby Memorial Middle School. (BOE Goals 1, 2 & 4)
2. Recruit and hire the next outstanding Assistant Superintendent of Schools. (BOE Goals 1,2 & 4)
3. Conduct "Listen and Learn" conversations with various organizations and community members (PTO, Education Foundation, etc.). (BOE Goal 4)
4. Develop a clear understanding of responsibilities, expectations and communication systems to promote an effective Superintendent of Schools/Board of Education working relationship. (BOE Goal 4)
5. Schedule a Board of Education Retreat and workshop to talk about the current state and vision for Granby Public Schools. (BOE Goal 4)
6. Meet with each senior at Granby High School in groups. (BOE Goal 4)
7. Meet with business leaders, civic leaders, faith leaders, political leaders, police, and other community leaders to promote the success of Granby Public Schools. (BOE Goals 4 & 6)
8. Attend school and community functions, including co-curricular and extracurricular activities. (BOE Goal 4)

#### **Specific Results:**

1. Recruited and hired former Principal of Westbrook Middle School, Taylor Wrye, to be the next Principal of Granby Memorial Middle School. Taylor is also a Granby resident.
2. Recruited and hired former Director of Curriculum and Instruction of the Plymouth Public Schools, Jennifer Parsons, to be the next Assistant Superintendent of Schools.
3. Met with each senior student at Granby Memorial High School during English classes to discuss what is great about the Granby Public Schools and areas of focus for the Superintendent of Schools.
4. Maintained regular levels of communication with the Board of Education, town officials and the community through publications, surveys, weekly communication, and Twitter, as well as, attendance at meetings, Superintendent Forums, PTO meetings, and school and town events. The beginning of trustful relations between the Superintendent of Schools and the Granby community is off to a terrific start.
5. Planned the Board of Education/Superintendent of Schools Retreat for August 19<sup>th</sup> where the planning for the next Granby Public Schools' strategic plan will be developed.
6. Supported the work of the Granby Equity Team and began the planning stages for the 2020-2021 school year with the focus on bringing the work more to the school level.
7. Celebrated student and staff accomplishments through participation in/attendance at recognition ceremonies, publications and presentations at Board Meetings.

### **GOAL AREA 4: EDUCATIONAL LEADERSHIP (INSTRUCTIONAL & CURRICULUM)**

#### **Specific Goals:**

1. Conduct a review of the instructional program, initiatives, practices, curriculum, and support materials which will lay the foundation for development of improvement plans. (BOE Goal 1)
2. Support the development of a School Counseling Strategic Plan. (BOE Goal 1)
3. Determine the strengths and obstacles of curriculum. (BOE Goal 1)

#### **Specific Results:**

1. PK-8 curriculum and revision in the areas of mathematics and language arts have been ongoing with strong emphasis on power standards.
2. Worked with School Counseling Department on the development of a strategic plan. A draft plan was presented to the Curriculum Subcommittee in May and final plan will be presented to the Board of Education in the fall.
3. Initiated conversations with Teachers' College at the Columbia University for Kelly Lane Primary School and Wells Road Intermediate School to become affiliate schools in the areas of Readers' and Writers' Workshop.
4. Led the Granby Public Schools from School House Learning to a successful transition to Distance Learning.
5. Formed the Granby Public Schools' Reopening Task Force.

### **GOAL AREA 5: BUSINESS MATTERS**

**Specific Goals:**

1. Review financial projections, allocations and the process used to develop the annual budget. (BOE Goals 3 & 5)
2. Develop a budget that supports the Board's strategic goals and the district's mission, and is reflective of the economic climate. (BOE Goals 3 & 5)
3. Work with Building Committee on bonded projects. (BOE Goal 4)
4. Work with Board of Education on preparing for contract negotiations. (BOE Goal 2)
5. Support minority recruitment. (BOE Goal 2)
6. Explore opportunities for regionalization with food services. (BOE Goal 5)
7. Work collaboratively with the Town Manager to present a plan for sharing technology services with the town. (BOE Goals 4 & 5)

**Specific Results:**

1. Managed Fiscal Year Budget 19-20 with rising special education expenditures. Successful adoption of a 2.92% Fiscal Year 20-21 Budget.
2. Met with Department of Administrative Services and received state grant reimbursement for bonded roof project.
3. Worked with Building Committee on developing and approving education specifications for remaining bonded projects which will be submitted for state grant reimbursement.
4. Worked with Building Committee on selecting architects for the remaining bonded projects.
5. Worked collaboratively with Business Manager on successfully negotiating a new food services contract which includes the possibility for regionalization.
6. Began discussions with Town Manager to share technology services with the town.