



Date: November 6, 2024

To: Curriculum/Policy/Technology/Communications Subcommittee of the Granby Board of Education

From: Jennifer M. Parsons, Assistant Superintendent of Schools

Subject: November Monthly Update

Implementation of New Educator and Leader Evaluation and Support Plans

Following the adoption of the new Granby Educator and Leader Evaluation and Support Plan in the spring of 2024, work commenced to develop the forms, documents, and resources to operationalize the plan. An overview was shared with all Educators during their September faculty meetings and work on the online portal was completed to allow teachers to begin goal setting. Educator goal setting concluded on October 31st and evaluators have begun observations. The District Leadership team met to discuss ways to incorporate the new observation rubric into professional settings for educators to further develop their understanding of instructional practices. Additionally, all evaluators met to begin their year long calibration of implementation of the plan.

English Language Arts Programming

In response to the directive from the State of Connecticut to adopt an approved reading program, Granby narrowed down the choices for a new program last school year and began 2024-25 by piloting two programs in grades K-3, Harcourt Houghton Mifflin's Into Reading and Savvas' My View. Two teachers from each grade piloted each program with the support and guidance of their literacy coaches at the elementary school. Both programs have been met with success and teachers are in the final stages of compiling feedback on implementation. Feedback, pricing and student data from the pilot will be presented at the December sub-committee meeting for final review and approval of a recommended program. This will have budgetary implications. At the November sub-committee meeting, the English Department Chair will present on revisions made this past summer to the Freshman and Sophomore English courses to further align with best literacy practices and discuss future adjustments to the 9-12 progression of courses, including the Capstone experience. Work will need to be done in the next year to continue high school revisions and make recommendations for programming in the grade 4-8 range.

Supporting Achievement

Over the past two months work has been done to build from the summative data results gathered in the spring of 2024. This involves gathering additional fall baseline data and digging into the results at a grade, class, teacher and student level and breaking scores into subsets and growth measures. Each building principal met with the superintendent and assistant superintendent following work

with their leadership teams and shared trends and areas for improvement at their data meeting. From these data meetings principals developed their continuous improvement efforts for the year and engaged their building leadership in developing school and department plans with actions to support this work. Principals will begin to integrate their improvement strategies with data gathered during observations and through learning walks to focus on specific strategies. District Wide Learning Walks were completed on October 30th.

Committee Meetings

Various committees held their first meeting of the year. A few of the committees that operate at the district level include Educator Development Committee (EDC), Social Emotional Learning and Student Supports, Granby Equity Team (GET), and Wellness. These committees serve to fulfill legislative requirements as well as support the goals of the district. The Educator Development Committee oversees new teacher supports, the TEAM induction process, teacher evaluation and professional learning. The SEL and Student Support Team is working to review tier 1 curriculum, intervention supports and social emotional data across the district while supporting the implementation of restorative practices. Granby Equity Team kicked off the year with revisiting its mission statement and consciousness, responsiveness and advocacy framework. This year the team will use the lens of the 4 I's of oppression to examine various marginalized populations and learn how to avoid creating barriers to access for these groups. The Wellness committee is an intersection of food service, nutrition and physical education. This committee is currently planning a staff wellness fair for January and a district wide field day for late spring. Stay tuned!

Budget Development

Work is well underway to create a budget that will support the goals of the district. Work leading up to the budget creation include identifying district priorities, reviewing new courses, texts and initiatives as well as establishing enrollment and section counts. In monthly meetings the technology and software budgets have been reviewed as have instructional support materials. Staffing has been reviewed to project salaries and sections to the extent possible at this point in the year. Grant allocations are being finalized for the FY25 year as well.