



Memorandum

Date: November 4, 2020
To: Granby Board of Education
From: Jordan E. Grossman, Ed.D., Superintendent of Schools
Subject: Superintendent Goals: 2020-2021 School Year

Below you will find the six Board of Education goal areas and the Superintendent of Schools goals for 2020-2021 school year.

BOE GOAL AREA: STUDENT LEARNING AND ACHIEVEMENT

Superintendent-Specific Goals:

1. Review student achievement data and achievement gaps for all student populations and analyze ways to improve student achievement with Administrative Team.
2. Work to improve Math Student Achievement across all grade levels.
3. Continue to assess current and future practices in the area of special education services.
4. Work with Granby Memorial Middle School administration on the development of a new schedule.
5. Establish a formative relationship with Columbia University Teachers College in the area of reading and writing.
6. Restructure the sequence of World Language at Granby Memorial Middle School.

BOE GOAL AREA: COMMUNITY ENGAGEMENT

Superintendent-Specific Goals:

1. Advance and assist the Board of Education in the development of new Board goals.
2. Work with the Granby Public Schools community on the development of a new Granby Public Schools' Strategic Plan and Vision of a Graduate.
3. Enhance the climate and culture across the district by building positive relationships and increasing presence in the schools.
4. Maintain a high level of communication and visibility within the community.
5. Maintain the Board of Education policies and develop new ones that align with local, state and federal guidelines.
6. Continue to develop a clear understanding of responsibilities, expectations and communication systems to promote an effective Superintendent of Schools/Board of Education working relationship.
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 GOAL AREA: SAFETY AND SOCIAL EMOTIONAL WELL-BEING**Superintendent-Specific Goals:**

1. Implement the Stronger Together: A Working Plan for a Responsive Return to the Granby Public Schools.
2. Revise the Granby Public Schools' Emergency Operations Plan.

BOE GOAL AREA: BUDGET DEVELOPMENT AND FISCAL MANAGEMENT**Superintendent-Specific Goals:**

1. Work with the Business Manager to obtain all state and federal grants that are offered to the Granby Public Schools.
2. Review financial projections, allocations and the process used to develop the annual budget.
3. Develop a budget that supports the Board's goals, district's mission and is reflective of the economic climate.
4. Work with Building Committee on bonded projects.
5. Work with Board of Education on contract negotiations.
6. Work with the Business Manager on the implementation of the new food service program.
7. Work collaboratively with the Town Manager to discuss shared services.

BOE GOAL AREA: EMBRACING DIVERSITY**Superintendent-Specific Goals:**

1. Develop and implement the Granby Public Schools' Anti-Bias and Anti-Racism Plan.
2. Support minority recruitment by collaborating with CREC Teacher In-Service Program.
3. Participate with members of the staff and the Board of Education in professional learning on equity.
4. Investigate the development of a teacher minority recruitment program with current students enrolled in the Granby Public Schools.

BOE GOAL AREA: PROFESSIONAL LEARNING**Superintendent-Specific Goals:**

1. Mentor and model professional leadership for our new administrative team members.
2. Participate in CAPPS Early Career Advanced Leadership Program.
3. Participate by State Senate appointment in the Commission on Women, Children, Seniors, Equity, and Opportunity.