



Pupil Personnel Services

Department Improvement Plan 2021-2022

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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
<p>Plan and implement specialized instruction that is standards-based and curriculum aligned to reduce achievement differences amongst students with special needs</p> <p>Implement data review cycles to examine individual student level data, monitor progress and adjust specialized instruction as needed to increase student achievement</p>	<p>Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists, Teachers</p> <p>Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists</p>	<p>2021-2022 School Year</p> <p>2021-2022 School Year</p>	<p>Instructional materials</p> <p>Data collection tools</p>	<p>STAR Reading Grade 2: 41% - 50% Grades 3-5: 21.7% - 32% Grades 6-8: 23.7% - 34%</p> <p>Math Grade 2: 40% - 60% Grades 3-5: 15.2% - 25% Grades 6-8: 3.9% - 25%</p> <p>-----</p> <p>SBAC Students with disabilities in Grades 4-8 will demonstrate growth, as measured by positive movement between bands in ELA & Math SBAC:</p> <p>ELA 2019-2021 31.6% showed score increase 2021-2022 Projected 41% to show score increase</p> <p>Math 2019-2021 10.5% showed score increase 2021-2022 Projected 20% to show score increase</p> <p>-----</p> <p>SAT Reading/Writing 33.3% - 40% Math 20% - 27%</p>

Provide instructional coaching to special education teachers in literacy at the PK-5 level to improve specialized instruction and increased academic achievement	Administrators, Instructional Coach, Special Education Teachers	2021-2022 School Year	Time	Improved student achievement in literacy as measured above
Build pupil services staff capacity to provide specialized instruction through professional development opportunities in literacy, math, written expression and executive functioning	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists, Teachers	2021-2022 School Year	Professional Development Opportunities	Improved student achievement as measured above
Provide support and assistance to SRBI teams to implement academic tiered interventions that are targeted and appropriate in intensity and frequency	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists	2021-2022 School Year	SRBI Meeting Time	Special education prevalence rate

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.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	2021-2022 School Year	Monthly meeting Time	Schedule of SEPTO meetings & topics
Provide a monthly newsletter highlighting the work of the Pupil Services Department	Administrator, Pupil Services Staff	2021-2022 School Year	Monthly newsletter	Newsletter topics
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	2021-2022 School Year	Scheduled meetings	Meeting attendance

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
Provide a refresher training to school psychologists and social workers on functional-based behavior, antecedent strategies, skills instruction, reactive strategies and de-escalation techniques	Diagnostic Team	2021-2022 School Year	Review of District practices & procedures, Training time	Training materials Consistent practices
Provide support and assistance to SRBI teams to implement social/emotional/behavioral tiered interventions that are targeted and appropriate in intensity and frequency	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists	2021-2022 School Year	SRBI Meeting Time	Special education prevalence rate
Conduct a social emotional learning screener and support teams in implementing an action plan based on the data gathered	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists	Spring 2022	Access to the Devereux Student Strengths Assessment (DESSA)	Data from DESSA & action plan
Co-facilitate 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, SEL Committee members	2021-2022 School Year	Review of District SEL practices & procedures, CASEL framework, Meeting time	SEL Action Plan

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
Conduct a needs assessment of 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, Content Area Specialists	2021-2022	Needs assessment tool Time	Completed tool & proposals
Monitor caseloads and assignments of special education, related services and support staff to ensure appropriate staffing and supports across the District	Administrators, Instructional Coach, Content Area Specialists	2021-2022	Ongoing monitoring	Caseload numbers, student need, staff assignment
Collaborate with neighboring towns (East Granby, Suffield, Windsor Locks) to explore cooperative program development to support maintaining students in their home communities	Administrator, Business Manager	2021-2022	Meeting time, Discussions of strengths & needs of each District	Generated ideas / proposal
Investigate the possibility of alternative educational programming within the Granby Public Schools	Administrators, Content Area Specialists, Business Manager, Facilities Manager	2021-2022	Needs assessment process, Meeting time, staffing and space considerations	Generated ideas / 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 and programming. (Strategic Initiatives 5.A, 5.B, 5.D, 5.E, 5.F, 5.H)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
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	2021-2022 School Year	Financial Support Meeting time	Sustaining & increasing membership & participation
Build staff capacity to utilize differentiated instructional and assessment practices through consultation and collaboration with Pupil Services Staff	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists, Teachers	2021-2022 School Year	Time for consultation & collaboration	Greater access to and performance in general education
Examine special education data using an equity lens through careful consideration of trends and patterns in eligibility and service delivery	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists, Teachers	2021-2022 School Year	Protocols, Time for consultation & collaboration	Data summary

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
Provide Quality IEP Training to a team of core Pupil Services Team Members	Administrators, Pupil Services Staff	2021-2022 School Year	Access to CSDE training, Time	Completion of 8 session training, Sharing of learning through building and department meetings
Prepare Pupil Services staff for the new IEP and Section 504 template, CT-SEDS, to be fully implemented starting July 1, 2022.	Administrators	2021-2022 School Year	CSDE Information	Documentation of information provided to staff from CSDE
Conduct a needs assessment of professional training needs of Pupil Services staff to ensure all disciplines receive needed training	Administrators	2021-2022 School Year	Google Survey	Completed survey with recommendations for 22-23 school year