



REGULAR BOARD OF EDUCATION MEETING

Monday, July 10, 2023 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

1. Call to Order
2. Pledge of Allegiance
3. Awards and Recognition
 - A. Kate Lund, Assistant Superintendent for Curriculum and Instruction
 - B. Brendan Callahan, Director of History/Social Sciences
 - C. Elisa Fabiszak, Special Education Supervisor, Smith Middle School
 - D. Jeremy Gervais, Assistant Principal, Glastonbury High School
 - E. Bobby Skarvelas, Principal, Smith Middle School
4. Information Session for Public Comment
5. Business Requiring Action
 - A. Approval of Glastonbury Public Schools Strategic Plan 2023-2028
 - B. Approval of Glastonbury East Hartford Elementary Magnet School Budget 2023-2024
 - C. Approval of Superintendent's Contract
 - D. Meeting Minutes of June 26, 2023
6. Reports and Discussion
 - A. Technology Annual Report
 - B. LINKS Update
 - C. Glastonbury Education Foundation
7. Committee Reports
8. Chairman's Reports
9. Superintendent's Report
 - A. Adult and Continuing Education Classes for Fall 2023
 - B. Staff Appointments
 1. Krista Aguilar, Gideon Welles School, Special Education Teacher
 2. Ashley Boyle, Naubuc School, School Psychologist
 3. Vanessa Clarke-Bligh, Glastonbury High School, Library Media Specialist
 4. Olivia Constantine, Naubuc School, School Psychologist
 5. Elisa Fabiszak, Smith Middle School, Special Education Supervisor

6. Christina Ireland, Glastonbury High School, Mathematics Teacher (0.6 FTE)
 7. Jessica Jasilli, Glastonbury High School, Special Education Teacher
 8. Kaitlyn Kasimer-Colon, Nayaug and Hopewell School, Speech and Language Pathologist
 9. Katie Mattioli, Glastonbury High School, Library Media Specialist
 10. Elizabeth Raynor, Glastonbury High School, Science Teacher
 11. Maria Searles, Gideon Welles School, Mathematics Teacher
 12. Shannon Thomas, Gideon Welles School, School Guidance Counselor
 13. Angelo Virone, Glastonbury High School, School Guidance Counselor
- C. Staff Resignations
1. Kimberly Megargee
 2. Sierra Trudel
- D. Dates to Remember
10. Adjournment
- A. Please note: It is possible that the Board of Education may go into Executive Session

How to Participate in Board of Education Meeting Public Comments

At this time, there are two options for participating in public comment during Board of Education meetings.:

1) In-Person Comment.

The Board sets aside thirty (30) minutes for public comments. Comments are limited to 3 minutes per speaker and a person may speak only once. Each speaker must start by stating their name and address. There will be a sign-up sheet in the back of the room. In-person meetings are held in the Town Hall Town Council Chambers, 2155 Main Street, Glastonbury, unless otherwise noted on the [Board of Education Meeting webpage](#) and the Board Meeting agenda.

2) Written Comment.

Use the form below to submit a written comment before 12 noon on the meeting day. Written comments are attached to the BOE Meeting Agenda.

[Public Comments for Glastonbury Board of Education Meeting](#)

Public Comments for BOE Meeting (Responses) 2023

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
7/10/2023 10:20:01	Audrey Yellen Quinlan	90 Candlelight Dr.	<p>Before ANY decision is made regarding the five-year strategic plan, the parent survey results MUST be made available to the Board and public. Policies of the Glastonbury Board of Education Administration Policy 2000 Concept and Role of Administration "...the administration will:</p> <ol style="list-style-type: none"> 3. Coordinate various centers of power within the school system and the community to enable people to do the things TOGETHER for education... 4. Communicate decisions in a timely manner 5. Develop and maintain close working relationships and channels of communication within the school system AND community." <p>If the results are not made available to help craft the plan, the Administration has failed to do the things TOGETHER with the community [parents] for education to communicate in a timely manner the results of the parent survey to develop/maintain close working relationships ...within the school system and community [parents].</p> <p>Please involve the parents. Parents' voices matter.</p>
7/10/2023 11:28:09	Heather Simon	809 Main St	<p>Good evening, First of all, I want to extend a big congratulations to Kate Lund on her new position in our district. I just have questions regarding an agenda item. Families filled out surveys at the end of the school year. What is that data being used for and does it guide the strategic plan? I'm curious about the results given what a challenging few years we've all had and this last year being the first that we are all back together and in school. Thank you!</p>
7/10/2023 11:28:59	Elizabeth Welburn	164 Lexington Rd	<p>Before making a decision on the five year strategic plan, we, the residents of Glastonbury, would like to know the results of the recent parent survey. Please provide the public with these results. Until then, please table your decision on the plan. Thank you.</p>
7/10/2023 11:31:19	Gary Bergeron	2095 Main St	<p>I, along with many Glastonbury residents, am very disappointed in what is being pushed on our young children's minds. Please remember how impressionable these tender minds are. They may go along with someone's ideas since they are not at an age where they can think and research for themselves. This is where parental advise and comments are very important. I suggest that when an educator wants to make their morals and opinions part of the curriculum, that they must first get approval from a parental board. It is quite obvious, that the BOE and TC have a majority that is not in tune with common sense and has questionable motivation and morals.</p>



GLASTONBURY PUBLIC SCHOOLS
6th Generation Strategic Plan
2023-2028

Be Kind ❤️ **Be Curious** ☁️ **Be Well** ✨



GLASTONBURY BOARD OF EDUCATION

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Leslie Lopez, Director of Music

Kate Lund, Director of English Language Arts & Library Media 6-12

Chris Macca, Chief Technology Officer

Isabel Meagher, Library Media Specialist

Annie Morissette, Math Teacher

Laura Norbut, Ed.D., Smith Middle School Assistant Principal

Jolene Piscetello, Director of Special Education

Mary Poisson, Director of English Language Arts & Library Media K-5

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Patti Renaud, Director of Communications

Shannon Rinaudo, Music Teacher

Amanda Robustelli-Price, Director of World Languages / ML

Twana Shirden, Hopewell School Principal

Jennifer Spring, Director of Health and Physical Education

Christine Tedisky, Director of Science

Megan Villanueva, Spanish Teacher

Ilene Viner, Director of History and Social Sciences

INTRODUCTION



Be Kind. Be Curious. Be Well. Our district tagline captures the focus and direction of the Glastonbury Public Schools Sixth Generation Strategic Plan. The plan voices the district mission, core values, beliefs about learning, and vision of the graduate (the “why”), our strategic goals (the “what”), and our action plan (the “how”).

Student success is the essence of our work. As a preK-12 learning community, our goal is for every graduate to develop important skills that will help them to be successful now and in the future. We will empower students to be active learners, curious thinkers, resilient individuals, and compassionate citizens.

The Board of Education lists our specific powers and duties in our bylaws. First on that list is the responsibility to set goals and objectives for the district and to annually review progress toward meeting those goals and objectives. In addition, the Board is responsible for adopting revisions in the curriculum upon the recommendation of the superintendent of schools. Thus, over the next five years, many of the actions and strategies identified herein will come to the Board for review and approval. We will see program and school reports, curricular and policy changes, new course proposals, and budget requests.

The strategic plan sets forth a shared understanding for our community to support the educational practices of Glastonbury Public Schools. We offer sincere thanks to the educators who worked passionately to develop this plan.

The Glastonbury Board of Education

July 10, 2023

THE WHY

MISSION

Glastonbury Public Schools empowers all students to be active learners and compassionate individuals who thrive in our global community.

CORE VALUES

Be Kind. *We value and develop respectful, caring relationships within an inclusive school environment. We are committed to ensuring that every student feels that they belong, are understood, and are valued.*

Be Curious. *Curiosity is at the heart of learning. By nurturing students to be curious about others and the world around them, we lay the foundation for students to be active learners who pursue their individual goals, passions, and interests.*

Be Well. *We support our school community by being role models of healthy behavior and good decision-making. Social, emotional, and physical well-being are all important components of educating the whole child.*

BELIEFS ABOUT LEARNING

We believe that:

- All students learn when they feel safe, included, respected, and valued by their community.
- All students need to feel challenged and supported to learn at high levels.
- Successful educators cultivate curiosity and joy in learning.
- Learning takes place in a cycle that includes goal setting, assessment, reflection, and feedback.
- Learning is most effective when there are multiple access points and opportunities for students to be advocates of their own learning.
- Students are engaged and empowered by choice and authentic learning experiences.

VISION OF THE GRADUATE

As a learning community, our goal is for every graduate to develop important transferable skills that will help them to be successful now and in the future. Through implementation of our curriculum and other learning experiences, we will ensure that:

Glastonbury students are ACTIVE LEARNERS who...

- a. Seek innovative solutions to problems through critical and creative thinking.
- b. Collaborate towards a common goal.
- c. Communicate with diverse audiences.
- d. Monitor their progress and growth towards personal goals and achievement.

Glastonbury students are CURIOUS THINKERS who...

- a. Ask questions and take risks in pursuit of knowledge and new ideas.
- b. Learn through inquiry, discovery, and practice.
- c. Apply logic and critical thinking skills to learning.
- d. Broaden and challenge their understanding using a variety of credible resources.

Glastonbury students are RESILIENT INDIVIDUALS who...

- a. Exhibit academic responsibility through perseverance in learning.
- b. Demonstrate flexibility in thoughts and actions when faced with change and challenge.
- c. Demonstrate commitment to well-being through responsible decision-making and social and self-awareness.

Glastonbury students are COMPASSIONATE CITIZENS who...

- a. Demonstrate empathetic and ethical behaviors and choices.
- b. Contribute to a safe, supportive, and inclusive environment.
- c. **Serve the community through active participation and civic engagement.**
- d. ~~Exhibit citizenship, integrity, and respect for others.~~
- e. Value differences.

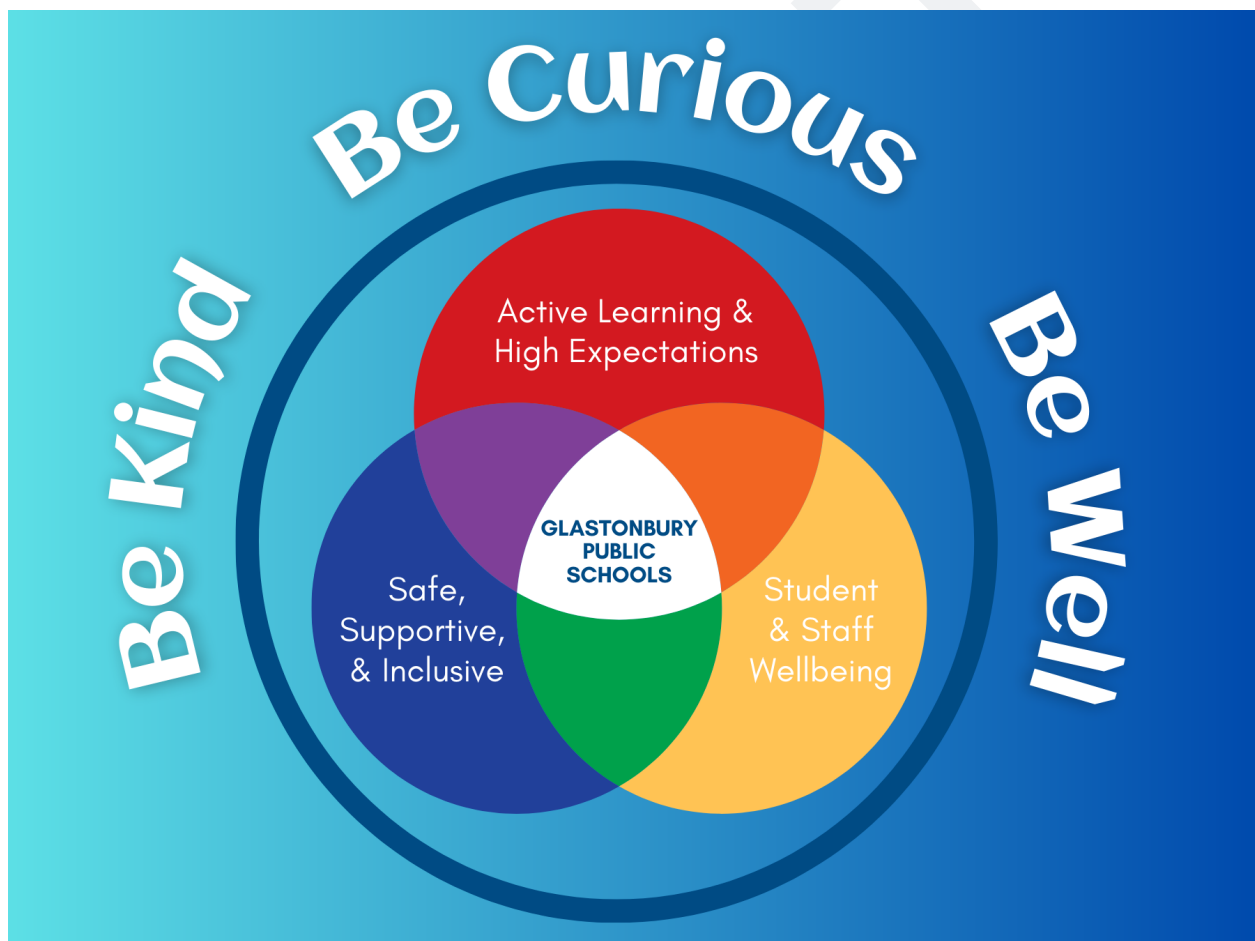
THE WHAT

STRATEGIC GOALS

Goal 1: Promote active learning and high expectations for all students.

Goal 2: Provide safe, supportive, and inclusive learning environments.

Goal 3: Prioritize the health and well-being of students and staff.



THE HOW

Goal 1: Promote active learning and high expectations for all students.

Theory of Action: If we thoughtfully design instruction that is responsive and student-centered, all students will be active participants who own their learning and are able to achieve their personal goals.

Actions/Strategies	Results Indicators (Timeline)	Implementers
1. Create and communicate a shared vision of high-quality, student-centered instruction.	<input type="checkbox"/> Published high-quality instructional “look-fors” (Fall 2023) <input type="checkbox"/> Published vision shared across school community (Jan 2024)	★ All Administrators
2. Collect, analyze, and reflect on student data to drive revisions to curriculum and instructional practices.	<input type="checkbox"/> Published protocols for data review (Fall 2024) <input type="checkbox"/> Revised curriculum documents (Ongoing) <input type="checkbox"/> Revised templates for educator reflections and classroom observations (Spring 2024)	★ All Administrators
3. Align educator evaluation process and expectations to shared vision of high-quality instruction.	<input type="checkbox"/> Implementation of revised evaluation plan (Fall 2024)	★ Assistant Superintendent of Administration and Personnel ★ Teacher Evaluation Committee
4. Implement an updated process for district curriculum development and revision.	<input type="checkbox"/> Creation of new curriculum documents with curriculum templates, including the At-a-Glance documents and the vertical alignment K-12 documents (Spring 2024) <input type="checkbox"/> Development of internal curriculum website (Spring 2024)	★ Curriculum Directors ★ Director of Communications

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Actions/Strategies	Results Indicators (Timeline)	Implementers
<p>5. Review and revise curriculum documents to ensure opportunities for active learning across all subject areas and grade levels.</p>	<p><input type="checkbox"/> Inclusion of strategies to promote student voice and choice in all curriculum documents (Ongoing)</p>	<p>★ Curriculum Directors ★ Director of EDI</p>
<p>6. Provide opportunities across preK-12 for students to learn, practice, and get feedback on the transferable skills in the Vision of the Graduate.</p>	<p><input type="checkbox"/> Published preK-12 continuum of expectations to support Vision of the Graduate expectations (June 2024) <input type="checkbox"/> Integration of skills with curriculum and learning experiences (June 2025) <input type="checkbox"/> Include skill-development in rubrics for evaluation (June 2026)</p>	<p>★ All Administrators ★ All Certified Staff</p>
<p>7. Guarantee high-quality, personalized professional learning opportunities tailored to meet the specific needs of staff.</p>	<p><input type="checkbox"/> Feedback from staff (Ongoing) <input type="checkbox"/> Calendar reflective of professional learning topics across buildings and departments (Annually) <input type="checkbox"/> Inclusion of non-certified staff/classified staff in professional learning opportunities (Ongoing)</p>	<p>★ All Administrators ★ All Certified Staff ★ All Classified Staff</p>
<p>8. Ensure teachers and students have resources to support high-quality instruction, including tools, technology, equipment, and materials.</p>	<p><input type="checkbox"/> Supplies orders/inventory (Ongoing) <input type="checkbox"/> Annual technology report (Ongoing)</p>	<p>★ All Administrators ★ Chief Technology Officer</p>

Goal 2: Provide safe, supportive, and inclusive learning environments.

Theory of Action: If we create and maintain learning environments in which each member of the community is safe, supported, and included, all students and staff will be able to achieve at high levels.

Actions/Strategies	Results Indicators (Timeline)	Implementers
<p>1. Maintain physical environments that are physically safe and accessible.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Facilities plan (Annually) <input type="checkbox"/> Examples of adaptive learning spaces, including flexible seating options (Ongoing) <input type="checkbox"/> Equipment purchases (Ongoing) 	<ul style="list-style-type: none"> ★ All Administration ★ All Certified Staff ★ All Classified Staff
<p>2. Provide professional learning opportunities around inclusive practices, including Universal Design for Learning, differentiated instruction, and other strategies to accommodate diverse learning needs.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Professional learning agendas (Ongoing) <input type="checkbox"/> Feedback from staff (Ongoing) <input type="checkbox"/> Inclusion of non-certified staff/classified staff in professional learning opportunities (Ongoing) 	<ul style="list-style-type: none"> ★ All Administration ★ Director of EDI
<p>3. Convene and/or establish essential committees and councils at each building, inclusive of staff and administrators to increase collaboration among and across schools.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Calendar of committee meeting schedules (Annually) <input type="checkbox"/> District administrative meetings (Ongoing) <input style="border: 1px solid red;" type="checkbox"/> District meetings with staff and administrators(Ongoing) 	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff
<p>4. Ensure that all students have access to multi-tiered systems of support (MTSS) for academic and social-emotional growth.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Develop districtwide MTSS committee (Fall 2023) <input type="checkbox"/> Establish structure to document MTSS (June 2024) <input type="checkbox"/> Create a universal MTSS to reflect SRBI and PBIS practices (June 2025) 	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff ★ All Classified Staff

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Actions/Strategies	Results Indicators (Timeline)	Implementers
5. Revise curricula to reflect the diverse needs and interests of students and their changing world.	<input type="checkbox"/> Curriculum template (June 2024) <input type="checkbox"/> Curriculum review documents (June 2025)	★ Curriculum Directors ★ Director of EDI
6. Grow partnerships with families to support student learning.	<input type="checkbox"/> Feedback from students and families (Ongoing) <input type="checkbox"/> Materials are available in multiple languages (Ongoing) <input type="checkbox"/> Parent communication system (Fall 2023)	★ All Administrators ★ All Certified Staff ★ All Classified Staff
7. Engage all staff in professional learning opportunities around collaborative problem solving and restorative practices.	<input type="checkbox"/> Professional learning agendas (Ongoing) <input type="checkbox"/> Staff Survey results/feedback (Ongoing)	★ All Administrators ★ All Certified Staff ★ All Classified Staff

Goal 3: Prioritize the health and well-being of students and staff.

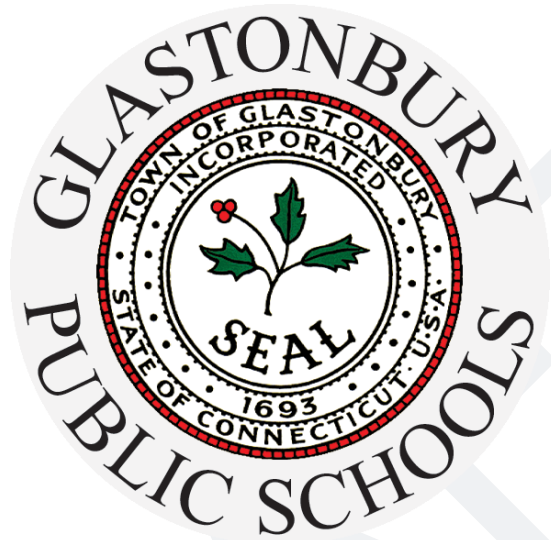
Theory of Action: If we provide robust opportunities to develop the health and well-being of each individual, all members of the school community will thrive.

Actions/Strategies	Results Indicators (Timeline)	Implementers
<p>1. Provide appropriate resources and support for learners who require additional opportunities for social emotional learning and mental health support.</p>	<p><input type="checkbox"/> Analysis of student data to identify needs and impact of supports and resources provided (e.g. attendance, behavior referrals, Student Support Center use, etc.) (Ongoing)</p>	<ul style="list-style-type: none"> ★ Administrator for Pupil Services ★ Building Administrators ★ Director of School Counseling ★ Mental Health Professionals ★ Nurses
<p>2. Implement consistent, equitable wellness initiatives for staff across buildings.</p>	<p><input type="checkbox"/> Establish building-based wellness committees (June 2024)</p> <p><input type="checkbox"/> Incorporate choice and self-guided wellness opportunities through professional learning offerings (Ongoing)</p>	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff ★ All Classified Staff
<p>3. Build capacity of students and staff to develop and practice skills in self-awareness, self-management, social awareness, relationship skills, and responsible decision-making.</p>	<p><input type="checkbox"/> Incorporate Collaborative for Academic Social and Emotional Learning (CASEL) standards in curriculum documents, advisory agendas, and professional learning opportunities (Ongoing)</p>	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff ★ All Classified Staff
<p>4. Maintain relationships with community partners such as Youth and Family Services and Parks and Recreation.</p>	<p><input type="checkbox"/> Resource guide of community partnerships (June 2025)</p>	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff ★ All Classified Staff

Goal 3: Prioritize the health and well-being of students and staff.

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Actions/Strategies	Results Indicators (Timeline)	Implementers
<p>5. Support physical well-being of all students and staff.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Wellness clinics for staff (Annually) <input type="checkbox"/> School/classroom schedules reflect movement breaks and brain breaks for students (Ongoing) <input type="checkbox"/> As appropriate use of outdoor learning spaces <input type="checkbox"/> Regular PE and Health experiences for all students 	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff ★ All Classified Staff ★ Nurses
<p>6. Create guidelines for the safe, effective use of technology by students and staff.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Published recommendations for best practice in the use of technology (Spring 2024) <input type="checkbox"/> Cybersecurity measures in place (Ongoing) <input style="color: red;" type="checkbox"/> Integrated digital citizenship and information literacy lessons K-12 (2024-2025) 	<ul style="list-style-type: none"> ★ Assistant Superintendent of Curriculum & Instruction ★ Chief Technology Officer ★ Library Media Specialists
<p>7. Work with the community to ensure continuation/expansion of resource assistance programs for students and families in need.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Gather information to identify family resources needed <input type="checkbox"/> Documentation of students/families served through resource assistance programs (Ongoing) <input type="checkbox"/> Partnership with Parks and Rec and Youth Services 	<ul style="list-style-type: none"> ★ Administrator for Pupil Services ★ Building Administrators ★ Director of School Counseling ★ Mental Health Professionals ★ Nurses



The Board of Education complies with all applicable federal, state and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its education programs or activities because of race, creed, color, national origin, gender, sexual orientation, gender identity or expression, marital status, veteran status, civil air patrol status, age, or disability, subject to the conditions and limitations established by law.

Compliance Officers for the Glastonbury Board of Education have the responsibility to monitor the compliance of these policies. The names and locations are provided to staff annually and are also included on the district website and in the school calendar.



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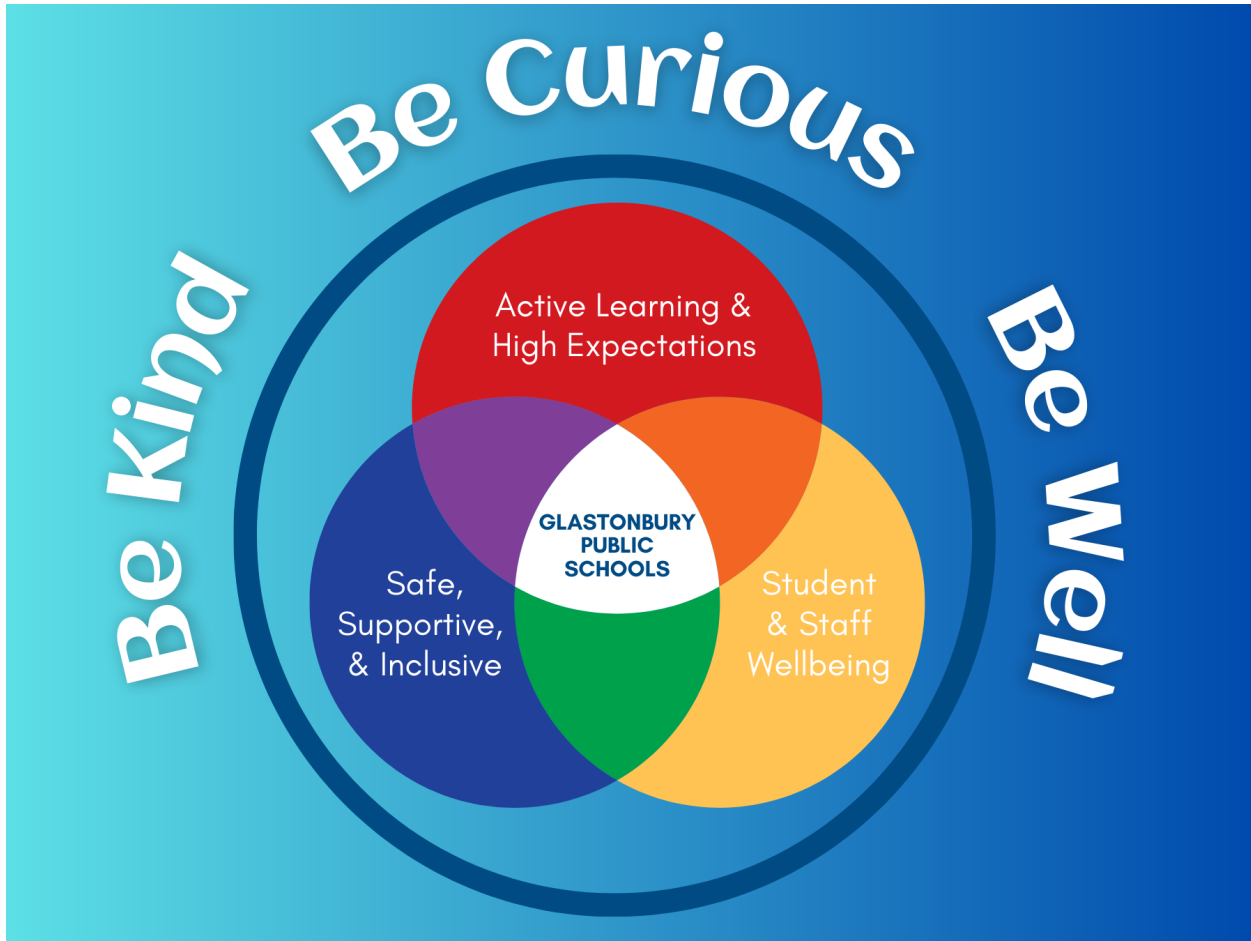
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THE WHAT

STRATEGIC GOALS
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THE HOW

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Actions/Strategies	Results Indicators (Timeline)	Implementers
1. Create and communicate a shared vision of high-quality, student-centered instruction.	<input type="checkbox"/> Published high-quality instructional “look-fors” (Fall 2023) <input type="checkbox"/> Published vision shared across school community (Jan 2024)	★ All Administrators
2. Collect, analyze, and reflect on student data to drive revisions to curriculum and instructional practices.	<input type="checkbox"/> Published protocols for data review (Fall 2024) <input type="checkbox"/> Revised curriculum documents (Ongoing) <input type="checkbox"/> Revised templates for educator reflections and classroom observations (Spring 2024)	★ All Administrators
3. Align educator evaluation process and expectations to shared vision of high-quality instruction.	<input type="checkbox"/> Implementation of revised evaluation plan (Fall 2024)	★ Assistant Superintendent of Administration and Personnel ★ Teacher Evaluation Committee
4. Implement an updated process for district curriculum development and revision.	<input type="checkbox"/> Creation of new curriculum documents with curriculum templates, including the At-a-Glance documents and the vertical alignment K-12 documents (Spring 2024) <input type="checkbox"/> Development of internal curriculum website (Spring 2024)	★ Curriculum Directors ★ Director of Communications

Goal 1: Promote active learning and high expectations for all students.

Theory of Action: If we thoughtfully design instruction that is responsive and student-centered, all students will be active participants who own their learning and are able to achieve their personal goals.

Actions/Strategies	Results Indicators (Timeline)	Implementers
<p>5. Review and revise curriculum documents to ensure opportunities for active learning across all subject areas and grade levels.</p>	<p><input type="checkbox"/> Inclusion of strategies to promote student voice and choice in all curriculum documents (Ongoing)</p>	<p>★ Curriculum Directors ★ Director of EDI</p>
<p>6. Provide opportunities across preK-12 for students to learn, practice, and get feedback on the transferable skills in the Vision of the Graduate.</p>	<p><input type="checkbox"/> Published preK-12 continuum of expectations to support Vision of the Graduate expectations (June 2024) <input type="checkbox"/> Integration of skills with curriculum and learning experiences (June 2025) <input type="checkbox"/> Include skill-development in rubrics for evaluation (June 2026)</p>	<p>★ All Administrators ★ All Certified Staff</p>
<p>7. Guarantee high-quality, personalized professional learning opportunities tailored to meet the specific needs of staff.</p>	<p><input type="checkbox"/> Feedback from staff (Ongoing) <input type="checkbox"/> Calendar reflective of professional learning topics across buildings and departments (Annually) <input type="checkbox"/> Inclusion of non-certified staff/classified staff in professional learning opportunities (Ongoing)</p>	<p>★ All Administrators ★ All Certified Staff ★ All Classified Staff</p>
<p>8. Ensure teachers and students have resources to support high-quality instruction, including tools, technology, equipment, and materials.</p>	<p><input type="checkbox"/> Supplies orders/inventory (Ongoing) <input type="checkbox"/> Annual technology report (Ongoing)</p>	<p>★ All Administrators ★ Chief Technology Officer</p>

Goal 2: Provide safe, supportive, and inclusive learning environments.

Theory of Action: If we create and maintain learning environments in which each member of the community is safe, supported, and included, all students and staff will be able to achieve at high levels.

Actions/Strategies	Results Indicators (Timeline)	Implementers
<p>1. Maintain physical environments that are physically safe and accessible.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Facilities plan (Annually) <input type="checkbox"/> Examples of adaptive learning spaces, including flexible seating options (Ongoing) <input type="checkbox"/> Equipment purchases (Ongoing) 	<ul style="list-style-type: none"> ★ All Administration ★ All Certified Staff ★ All Classified Staff
<p>2. Provide professional learning opportunities around inclusive practices, including Universal Design for Learning, differentiated instruction, and other strategies to accommodate diverse learning needs.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Professional learning agendas (Ongoing) <input type="checkbox"/> Feedback from staff (Ongoing) <input type="checkbox"/> Inclusion of non-certified staff/classified staff in professional learning opportunities (Ongoing) 	<ul style="list-style-type: none"> ★ All Administration ★ Director of EDI
<p>3. Convene and/or establish essential committees and councils at each building, inclusive of staff and administrators to increase collaboration among and across schools.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Calendar of committee meeting schedules (Annually) <input type="checkbox"/> District administrative meetings (Ongoing) <input type="checkbox"/> District meetings with staff and administrators(Ongoing) 	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff
<p>4. Ensure that all students have access to multi-tiered systems of support (MTSS) for academic and social-emotional growth.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Develop districtwide MTSS committee (Fall 2023) <input type="checkbox"/> Establish structure to document MTSS (June 2024) <input type="checkbox"/> Create a universal MTSS to reflect SRBI and PBIS practices (June 2025) 	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff ★ All Classified Staff

Goal 2: Provide safe, supportive, and inclusive learning environments.

Theory of Action: If we create and maintain learning environments in which each member of the community is safe, supported, and included, all students and staff will be able to achieve at high levels.

Actions/Strategies	Results Indicators (Timeline)	Implementers
5. Revise curricula to reflect the diverse needs and interests of students and their changing world.	<input type="checkbox"/> Curriculum template (June 2024) <input type="checkbox"/> Curriculum review documents (June 2025)	★ Curriculum Directors ★ Director of EDI
6. Grow partnerships with families to support student learning.	<input type="checkbox"/> Feedback from students and families (Ongoing) <input type="checkbox"/> Materials are available in multiple languages (Ongoing) <input type="checkbox"/> Parent communication system (Fall 2023)	★ All Administrators ★ All Certified Staff ★ All Classified Staff
7. Engage all staff in professional learning opportunities around collaborative problem solving and restorative practices.	<input type="checkbox"/> Professional learning agendas (Ongoing) <input type="checkbox"/> Staff Survey results/feedback (Ongoing)	★ All Administrators ★ All Certified Staff ★ All Classified Staff

Goal 3: Prioritize the health and well-being of students and staff.

Theory of Action: If we provide robust opportunities to develop the health and well-being of each individual, all members of the school community will thrive.

Actions/Strategies	Results Indicators (Timeline)	Implementers
<p>1. Provide appropriate resources and support for learners who require additional opportunities for social emotional learning and mental health support.</p>	<p><input type="checkbox"/> Analysis of student data to identify needs and impact of supports and resources provided (e.g. attendance, behavior referrals, Student Support Center use, etc.) (Ongoing)</p>	<ul style="list-style-type: none"> ★ Administrator for Pupil Services ★ Building Administrators ★ Director of School Counseling ★ Mental Health Professionals ★ Nurses
<p>2. Implement consistent, equitable wellness initiatives for staff across buildings.</p>	<p><input type="checkbox"/> Establish building-based wellness committees (June 2024)</p> <p><input type="checkbox"/> Incorporate choice and self-guided wellness opportunities through professional learning offerings (Ongoing)</p>	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff ★ All Classified Staff
<p>3. Build capacity of students and staff to develop and practice skills in self-awareness, self-management, social awareness, relationship skills, and responsible decision-making.</p>	<p><input type="checkbox"/> Incorporate Collaborative for Academic Social and Emotional Learning (CASEL) standards in curriculum documents, advisory agendas, and professional learning opportunities (Ongoing)</p>	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff ★ All Classified Staff
<p>4. Maintain relationships with community partners such as Youth and Family Services and Parks and Recreation.</p>	<p><input type="checkbox"/> Resource guide of community partnerships (June 2025)</p>	<ul style="list-style-type: none"> ★ All Administrators ★ All Certified Staff ★ All Classified Staff

Goal 3: Prioritize the health and well-being of students and staff.

Theory of Action: If we provide robust opportunities to develop the health and well-being of each individual, all members of the school community will thrive.

Actions/Strategies	Results Indicators (Timeline)	Implementers
5. Support physical well-being of all students and staff.	<input type="checkbox"/> Wellness clinics for staff (Annually) <input type="checkbox"/> School/classroom schedules reflect movement breaks and brain breaks for students (Ongoing) <input type="checkbox"/> As appropriate use of outdoor learning spaces <input type="checkbox"/> Regular PE and Health experiences for all students	★ All Administrators ★ All Certified Staff ★ All Classified Staff ★ Nurses
6. Create guidelines for the safe, effective use of technology by students and staff.	<input type="checkbox"/> Published recommendations for best practice in the use of technology (Spring 2024) <input type="checkbox"/> Cybersecurity measures in place (Ongoing) <input type="checkbox"/> Integrated digital citizenship and information literacy lessons K-12 (2024-2025)	★ Assistant Superintendent of Curriculum & Instruction ★ Chief Technology Officer ★ Library Media Specialists
7. Work with the community to ensure continuation/expansion of resource assistance programs for students and families in need.	<input type="checkbox"/> Gather information to identify family resources needed <input type="checkbox"/> Documentation of students/families served through resource assistance programs (Ongoing) <input type="checkbox"/> Partnership with Parks and Rec and Youth Services	★ Administrator for Pupil Services ★ Building Administrators ★ Director of School Counseling ★ Mental Health Professionals ★ Nurses



The Board of Education complies with all applicable federal, state and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its education programs or activities because of race, creed, color, national origin, gender, sexual orientation, gender identity or expression, marital status, veteran status, civil air patrol status, age, or disability, subject to the conditions and limitations established by law.

Compliance Officers for the Glastonbury Board of Education have the responsibility to monitor the compliance of these policies. The names and locations are provided to staff annually and are also included on the district website and in the school calendar.

School	Response Rate
Buttonball Lane	41%
Hebron Avenue	39%
Hopewell	36%
Naubuc	31%
Nayaug	53%
Gideon Welles	39%
Smith Middle	34%
Glastonbury High	28%

1. My child's teachers(s) have high expectations for my child.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	51%	38%	9%	1%	0%
Gideon Welles	56%	38%	5%	1%	0%
Smith Middle	35%	49%	12%	3%	1%
Glastonbury High	34%	52%	12%	2%	0%
District-wide Percentage	45%	43%	10%	2%	0%

2. My child's teachers are knowledgeable about the subjects they teach.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	65%	31%	3%	0%	0%
Gideon Welles	65%	31%	4%	0%	0%
Smith Middle	39%	52%	9%	1%	0%
Glastonbury High	31%	56%	11%	2%	0%
District-wide Percentage	52%	40%	6%	1%	0%

3. Administrators at this school have high expectations for all children.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	48%	38%	12%	2%	0%
Gideon Welles	55%	39%	6%	1%	0%
Smith Middle	33%	45%	18%	3%	2%
Glastonbury High	29%	46%	19%	5%	1%
District-wide Percentage	41%	41%	15%	3%	1%

4. The school helps me understand what my child needs to be successful.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	44%	41%	11%	4%	0%
Gideon Welles	43%	40%	14%	3%	1%
Smith Middle	20%	38%	24%	14%	5%
Glastonbury High	15%	37%	30%	14%	4%
District-wide Percentage	34%	39%	18%	8%	2%

5. Overall, I am satisfied with my child's academic progress.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	53%	38%	6%	2%	0%
Gideon Welles	47%	43%	6%	4%	0%
Smith Middle	30%	42%	15%	8%	5%
Glastonbury High	25%	53%	13%	7%	2%
District-wide Percentage	42%	43%	9%	4%	2%

6. I receive timely communication from this school.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	50%	41%	5%	3%	1%
Gideon Welles	53%	37%	10%	1%	1%
Smith Middle	29%	47%	13%	9%	2%
Glastonbury High	28%	47%	16%	7%	1%
District-wide Percentage	42%	42%	10%	5%	1%

7. The district and school website are current and informative.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	43%	47%	9%	1%	0%
Gideon Welles	47%	39%	12%	3%	0%
Smith Middle	28%	55%	15%	3%	0%
Glastonbury High	30%	52%	14%	3%	1%
District-wide Percentage	37%	48%	12%	3%	0%

8. I am a partner with the school in decisions about my child.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	43%	40%	13%	3%	0%
Gideon Welles	42%	36%	16%	6%	1%
Smith Middle	22%	40%	23%	12%	3%
Glastonbury High	21%	37%	26%	13%	3%
District-wide Percentage	35%	38%	18%	7%	2%

9. I feel welcome at this school.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	60%	32%	5%	2%	0%
Gideon Welles	53%	42%	4%	1%	1%
Smith Middle	33%	41%	18%	6%	2%
Glastonbury High	26%	40%	26%	7%	2%
District-wide Percentage	47%	36%	12%	4%	1%

10. The school is a caring and nurturing place.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	62%	33%	4%	1%	0%
Gideon Welles	53%	36%	8%	3%	1%
Smith Middle	24%	41%	22%	9%	3%
Glastonbury High	19%	41%	29%	10%	2%
District-wide Percentage	44%	36%	14%	5%	1%

11. Students treat each other with respect at this school.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	35%	45%	17%	4%	1%
Gideon Welles	26%	41%	24%	8%	2%
Smith Middle	14%	34%	33%	12%	6%
Glastonbury High	12%	39%	34%	12%	4%
District-wide Percentage	25%	40%	24%	7%	3%

12. Staff members treat children with respect at this school.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	58%	36%	5%	1%	0%
Gideon Welles	48%	42%	8%	1%	0%
Smith Middle	27%	45%	18%	6%	4%
Glastonbury High	20%	52%	22%	5%	1%
District-wide Percentage	43%	41%	12%	3%	1%

13. At least one staff member knows my child well at this school.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	70%	27%	2%	1%	0%
Gideon Welles	55%	33%	10%	3%	0%
Smith Middle	39%	43%	9%	7%	2%
Glastonbury High	40%	43%	13%	4%	1%
District-wide Percentage	56%	34%	7%	3%	1%

14. People at this school care about my child's health and wellbeing.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	62%	33%	4%	1%	0%
Gideon Welles	52%	38%	9%	2%	0%
Smith Middle	30%	44%	21%	3%	2%
Glastonbury High	26%	49%	18%	6%	1%
District-wide Percentage	48%	38%	11%	3%	1%

15. The school is a safe place for my child.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	57%	37%	5%	1%	0%
Gideon Welles	49%	41%	8%	2%	0%
Smith Middle	27%	50%	15%	7%	1%
Glastonbury High	24%	52%	19%	3%	1%
District-wide Percentage	44%	42%	11%	3%	1%

16. The school respects individuals and values their differences.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	54%	38%	7%	1%	0%
Gideon Welles	49%	43%	6%	2%	0%
Smith Middle	27%	45%	19%	6%	3%
Glastonbury High	22%	51%	21%	4%	2%
District-wide Percentage	42%	42%	12%	3%	1%

17. I'm happy and proud my child attends this school.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Elementary K-5	63%	30%	5%	1%	0%
Gideon Welles	58%	35%	6%	1%	0%
Smith Middle	34%	37%	23%	4%	3%
Glastonbury High	29%	47%	18%	5%	1%
District-wide Percentage	50%	36%	12%	2%	1%

Capitol Region Education Council
Glastonbury-East Hartford Magnet School
2023-2024 Budget Proposal



Submitted by Kristi Hummel
Principal
June 2023

GEHMS Student Enrollment 2022-2023 and 2023-2024

GEHMS Enrollment as of October 1, 2022					
Grade	East Hartford	Glastonbury	Hartford	Other	Total
PreK 3	3	3	19	4	29
PreK 4	6	8	7	10	31
K	10	6	27	21	64
1	15	11	28	10	64
2	15	9	21	19	64
3	12	6	22	25	65
4	13	14	21	17	65
5	8	6	37	12	63
Total	82	63	182	118	445
% of Total	18%	14%	41%	27%	100%

GEHMS Anticipated Enrollment 2023-2024					
Grade	East Hartford	Glastonbury	Hartford	Other	Total
PreK 3	3	3	19	5	30
PreK 4	3	3	19	5	30
K	10	12	25	19	66
1	10	8	27	21	66
2	15	11	28	12	66
3	15	9	21	21	66
4	12	6	22	26	66
5	13	14	21	18	66
Total	81	66	182	127	456
% of Total	18%	14%	40%	28%	100%

GEHMS Revenue Projections

- GEHMS receives revenue from the State of Connecticut Department of Education and the Boards of Education of the sending districts, as well as other small amounts from various grants. We also operate a Before and After Care program that brings in revenue sufficient to cover the expenses of the program.
- The State Department of Education and the State Legislature paid the Interdistrict Magnet School Grant at the statutory level of \$10,443 per student from 2010-2011 through 2015-2016. The grant was reduced by approximately 5% to \$9,921 for 2016-2017 and 2017-2018, then returned to \$10,443 for 2018-2019. The grant amount included in the 2019-2020 through 2023-2024 State budgets is \$10,652. Despite the statutory per pupil amount of \$10,652, “within available appropriations” language in the statute allows the State to reduce the grant amount after our fiscal year starts based on overall budgetary conditions. Tuition charged to the sending districts for GEHMS was held flat for 2020-2021 and 2021-2022, but for 2023-2024 will be \$6,335 per student (14% increase).
- We anticipate a student population of 456 students during the 2023-2024 school year resulting in total projected revenue of \$9,027,563.

GEHMS Budget Highlights

- The proposed 2023-2024 expenses reflect an increase of \$393,019 (4.6%) over the previous year budget; increases to Health Insurance, Safety & Security, and Other Property Services are the largest part of the increase. Salary increases were budgeted at 4.21% for teachers per contract, 4.1% for administrators per contract, and 2.5% for other positions.
- For 2023-2024, salaries and benefits were added for 2.0 FTE SPED Certified positions, 1.0 FTE SPED Paraprofessional position, and 1.0 FTE Multi-language Learner Support Staff position.
- Lines 210-270 Benefits reflect an increase of \$1,000 per FTE for Health Insurance.
- Lines 341 External Staffing and 139 Temporary Employees show a combined increase of \$65,000. These lines reflect the use of either external consultants or temporary staff on payroll.
- Line 423 Custodial Services, provided by Glastonbury Public Schools, is budgeted at \$350,000; no increase over the current year.
- Lines 51901 Field Trips is budgeted at \$20,000 to reflect a return to normal (post-pandemic) activities.

- Line 611 Instructional Supplies reflects a reduction of \$57,466.
- Line 620 Utilities/Energy is budgeted at \$240,000, a \$25,000 increase over current year.

CREC's Allocation of its Indirect Costs

- CREC's indirect costs are allocated at \$428,598 in line item "311/312 CREC Admin in the 2023-2024 GEHMS budget.
- CREC's indirect costs are organizational costs that are not attributable to a single program or type of program. They are the total cost of our divisions of business services (accounting, contract and insurance administration, and payroll), human resources, communications, grants and development, and CREC's central office facilities.
- The extent to which CREC's indirect costs are charged to its state grants is strictly governed by SDE regulations. The \$428,598 charge to this budget is 5.00% of program expenses. CREC's indirect rate is the lowest of Connecticut's six regional education service centers.

CREC's Allocation of its Magnet School Management Services Costs

- CREC magnet school central office management services costs of \$356,096 for 2023-2024 are on line item "315 Management Services". This is a decrease of \$65,668 over the 2022-2023 budget.
- CREC's magnet school management services costs consists of the CREC Council-approved Magnet School Office budget.
- The Management Services on line 315 represents the *direct* supervisory, administrative and professional support costs exclusively associated with CREC's 17 magnet schools and programs. It includes the personnel and non-personnel costs attributable to our superintendent of magnet schools; assistant superintendents of magnet schools; business manager; intervention teams and district Special Education staff; curriculum directors and science, math and reading coaches.
- The extent to which CREC's magnet school management services costs are charged to each magnet school is approved by SDE as part of its review of each school's annual budget. These costs are assigned to all CREC magnet schools on a per student basis. In 2023-2024, the costs are budgeted at \$829 per student.

GEHMS Budget Summary

The table below shows the past two years of GEHMS budgets, and the proposed 2023-2024 budget.

	2021-2022 Budget	2022-2023 Budget	2023-2024 Proposed Budget	Increase (Decrease) from 2022- 2023 Budget
Salaries				
101/102 Certified Salaries	\$3,938,038	\$4,011,192	\$4,158,342	\$147,150
122 Paraprofessionals	640,216	564,946	606,801	\$41,855
123 Support Staff	314,528	328,582	416,244	\$87,662
129 Other Non-certified	259,844	155,074	114,077	(\$40,997)
139 Temporary	28,150	15,000	45,000	\$30,000
Benefits				
210 Health Insurance	1,037,070	1,153,740	1,293,760	\$140,020
220 FICA	152,158	139,528	150,963	\$11,435
250 Unemployment Ins	20,720	20,218	15,886	(\$4,332)
260 Workers Comp	67,338	65,709	63,546	(\$2,163)
270 Retirement Insurance	44,940	38,418	42,074	\$3,655
Prof/Tech. Services				
311/312 CREC Admin	403,510	411,130	428,598	\$17,468
314 Computer Services	145,933	144,636	129,330	(\$15,306)
315 Management Serv.	391,544	421,764	356,096	(\$65,668)
320 Prof. Consulting	15,450	0	0	\$0
32210 CREC Staff Dvlpmnt	9,603	14,557	19,074	\$4,517
333 Other consultants	30,000	36,000	21,420	(\$14,580)
341 External Staffing	120,000	115,000	150,000	\$35,000
Property Services				
411 Safety & Security	56,192	90,000	96,000	\$6,000
423 Custodial	316,210	350,000	350,000	\$0
430 Maintenance & Repairs	11,500	25,000	30,000	\$5,000
442 Equipment Rental	6,000	12,000	12,000	\$0
490 Other Property Services	0	0	5,000	\$5,000

	2021-2022 Budget	2022-2023 Budget	2023-2024 Proposed Budget	Increase (Decrease) from 2022- 2023 Budget
Other Services				
51901 Field Trips	3,500	20,000	20,000	\$0
521 Property Insurance	65	350	2,500	\$2,150
522 Liability Insurance	12,665	18,233	27,002	\$8,769
531 Postage	1,500	2,500	2,500	\$0
532 Telephone	8,500	9,000	9,500	\$500
540 Advertising	0	0	10,000	\$10,000
550 Printing	2,000	3,000	3,000	\$0
581 Travel	2,500	2,000	2,500	\$500
591 Workshop Expenses	5,600	5,000	5,000	\$0
592 Other Purchased Serv	7,700	13,000	8,350	(\$4,650)
Supplies				
611 Instructional Supplies	236,425	199,466	142,000	(\$57,466)
613 Maintenance Supplies	0	2,000	3,500	\$1,500
614 Other Materials & Supplies	3,800	12,000	20,500	\$8,500
615 Medical Supplies	2,200	2,000	2,500	\$500
616 Office Supplies	2,500	3,000	3,500	\$500
617 Pupil Incentives	2,000	2,500	2,500	\$0
620 Utilities	224,400	215,000	240,000	\$25,000
641 Textbooks	5,000	3,500	2,500	(\$1,000)
642 Library Books	6,000	4,000	5,000	\$1,000
Equipment				
733 Equipment (\$5000+)	3,000	5,000	10,000	\$5,000
Other Objects				
810 Dues & Fees	500	500	1,000	\$500
Totals	\$8,538,799	\$8,634,544	\$9,027,563	\$393,019

GLASTONBURY PUBLIC SCHOOLS
CONTRACT OF EMPLOYMENT
SUPERINTENDENT OF SCHOOLS

It is hereby agreed by and between the Board of Education of the Town of Glastonbury, Connecticut (hereinafter called the “Board”) and Dr. Alan Bookman that the Board, in accordance with its action by election pursuant to “Connecticut General Statutes, Section 10-157 hereby employs Dr. Alan Bookman as Superintendent of Schools and that Dr. Alan Bookman (hereinafter called the “Superintendent”) hereby accepts employment as Superintendent of Schools of the Town of Glastonbury, Connecticut upon the terms and conditions hereinafter set forth.

1. DUTIES

The Superintendent is the chief executive officer of the Board. As such, he has executive authority over the school system and responsibility for its supervision. He has the general authority to act at his discretion upon all emergency matters and those as to which his powers and duties are not expressly limited.

2. TERM

The term of employment under this contract is July 1, ~~2022~~ 2023 to June 30, ~~2023~~ 2024; July 1, ~~2023~~ 2024 to June 30, ~~2024~~2025; and July 1, ~~2024~~ 2025 to June 30, ~~2025~~ 2026.

3. BASE SALARY for ~~2022-2023~~2023-2024

The ~~2022-2023~~2023-2024 base salary of \$~~284,416~~292,949 payable bi-weekly to the Superintendent includes the following:

- A bi-weekly payment to the Superintendent.
- An elective tax shelter annuity and/or deferred payment as part of the base salary chosen by the superintendent or chosen by the Board of Education available to all certified employees.

The base salary and other benefits for each year shall not be less than the base salary and other benefits for the preceding year. Adjustments will be made in the form of a revised contract or an amendment to the contract.

4. FRINGE BENEFITS AND WORKING CONDITIONS

- A. Except as is otherwise provided herein and to the extent consistent with the provisions of this agreement, the Board shall provide the Superintendent and his wife the same insurance and retirement benefits that are provided to members of the administrators’ bargaining unit. Also, the superintendent may elect, 100% at the Board’s expense, health insurance funds and apply those funds to Medicare Part B, supplemental insurance and as funds allow, to long-term health care, in a 403b and/or a 457 and/or as a payment. If the Superintendent elects Medicare in any given year, then he will not be part of the Glastonbury Public health insurance program (Anthem) for that year.
- B. The Board shall provide the Superintendent with term life insurance coverage equal to 3-½ times the value of his base salary.

- C. The Board shall provide the Superintendent with twenty-two (22) sick days annually, cumulative to one hundred eighty (180) days.
- D. The Board shall provide the Superintendent with twenty-eight (28) paid vacation days annually. While it is expected that earned vacation days will be used each year, vacation days may be accumulated to a maximum of forty-five (45) days. Upon cessation of employment with the Board, the Superintendent shall be compensated for up to forty-five (45) unused accumulated vacation days on a per diem basis based on the Superintendent's then base salary. If he should die while employed, his beneficiary or beneficiaries will receive the compensation as described above.
- E. The Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations provided such activities do not interfere with his responsibilities as Superintendent and he informs the Board.
- F. The Superintendent will receive the same paid holidays as in the administrators' contract.
- G.
 1. For each year of the contract and in subsequent years, the Board shall contribute 14% of the employee's base salary to a Board-paid non-elective 403(b) annuity contribution, or a Board contribution to a 403(b) custodial account satisfying the requirements of Section 403(b)(7) of the Internal Revenue Code (hereinafter the "Code"). This Board-paid annuity contribution or 403(b)(7) custodial account contribution shall count toward the IRS limit for a non-elective tax-sheltered annuity or non-elective 403(b)(7) contribution as set forth in Section 415(c)(1) of the Code in effect for such annual period. Such Board-paid non-elective 403(b) contribution for the employment year shall be paid by the Board at the start of each employment year.
 2. In the event the amount of the Board-paid non-elective 403(b) contribution would exceed the IRS 415(c)(1) limit in effect for any year after taking into account elective 403(b) contributions made by the Superintendent for the year, then the amount in excess of such IRS 415 limit shall instead be contributed by the Board into the Superintendent's account in the Board's eligible deferred compensation plan ("457 Plan") in accordance with section 457b of the Code or as a payment.
- H. As provided in the July 1, 2010 - June 27, 2012 contract, after leaving the Glastonbury School System, the superintendent and his wife shall be provided, 100% at the Board's expense, with health insurance comparable to a health insurance policy of the superintendent's choice comparable to the health insurance benefit provided to other school administrators in Glastonbury for an additional period of ten years (120 months for two people or 240 months for one person). If one of the two should die before the additional 120 months, the other will continue to receive this benefit for twice the remaining number of months. In the event that both die before the use of the 240 months, the benefits will cease at that time and the Board will have no further obligations. If the Superintendent elects Medicare in any given year, then he will not be part of the Glastonbury Public Schools health insurance program for that year. The total value of this insurance may be applied at the discretion of the superintendent, to Medicare Part B, supplemental insurance, and as funds allow, long-term health care, in a 403b and/or a 457, or as a payment.

5. EVALUATION

The Board shall evaluate and assess the performance of the Superintendent during the month of May and/or June each year. The Superintendent's evaluation shall be reasonably related to the goals and objectives of the System for the year(s) in review. The Board, in executive session, shall meet with the Superintendent to discuss the evaluation.

In the event the Board determines that the overall performance of the Superintendent is deficient, it shall describe, in writing and in reasonable detail, deficient performance, indicating specific examples where appropriate. A copy of this written evaluation shall be delivered to the Superintendent within thirty (30) days of its completion and the Superintendent shall have the right to make a written reaction or response to the evaluation, which shall be placed in his personnel file.

Whenever the Board has evaluated the Superintendent's performance to be deficient, in whole or in part, or has made recommendations as to areas of improvement, the Chairman of the Board shall appoint a committee of not less than two members of the Board to meet in executive session with the Superintendent in an effort to assist him in improving his performance. Said committee shall report in writing, and submit to the Board, with a copy to the Superintendent, its activities and the results thereof within ninety (90) days of such meeting with the Superintendent. Thereafter, the Board may retain the committee and require additional reports when necessary.

6. TERMINATION

- a. The parties may, by mutual consent, terminate this contract at any time.
- b. The Superintendent shall be entitled to terminate this contract upon written notice of 180 days.
- c. The Board may terminate this contract during its term for one or more of the following reasons:
 - i. Inefficiency or incompetence;
 - ii. Insubordination against reasonable rules of the Board;
 - iii. Moral misconduct;
 - iv. Disability as shown by competent medical evidence;
 - v. Other due and sufficient cause.

In the event the Board seeks to terminate the contract for one or more of the above reasons, it shall serve on the Superintendent written notice that termination of his contract is under consideration. Such notice shall be accompanied by a written statement of reasons. Within fifteen (15) days after receipt from the Board of written notice that termination is under consideration, the Superintendent may file with the Board a written request for a hearing before the Board which shall be held within twenty (20) days after receipt of such request. The hearing may be in executive or public session at the option of the Superintendent. The Superintendent shall have the right to legal counsel at his own expense at such hearing. The Board shall render in its decision within fifteen (15) days of such hearing, and if the decision is to terminate this contract, the Board shall inform the Superintendent in writing of the reasons for its decision and the evidence relied on. The Board's decision shall be based on the evidence presented at the hearing. Any time limits established herein may be waived by mutual agreement of the parties.

7. GENERAL PROVISIONS

If any part of this contract is invalid such invalidity shall not affect the validity of the remainder of this contract which shall remain binding on the parties.

IN WITNESS WHEREOF, the undersigned have executed this contract on the day and year set forth below.

Date

Dr. Alan B. Bookman, Superintendent of Schools

Date

Dr. Douglas C. Foyle, Chairman, Board of Education

Regular Board of Education Meeting

Monday, June 26, 2023 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

Mrs. Alison Couture:	Absent
Dr. Douglas Foyle:	Present
Mr. Thomas Gorman:	Present
Ms. Jenn Jennings:	Present
Mr. Ray McFall:	Present
Mr. David Peniston, Jr.:	Present
Mr. Matthew Saunig:	Present
Ms. Julie Thompson:	Present

Also Present: Alan B. Bookman, Superintendent
Matthew Dunbar, Assistant Superintendent
Cheri Burke, Assistant Superintendent
Citizens and Staff Members, representatives of the press

1. Call to Order

Dr. Foyle called the meeting to order at 7:00PM.

2. Pledge of Allegiance

3. Information Session for Public Comment

DJ McBride, 230 Spring Street Extension, Glastonbury, CT, addressed the Board regarding his feelings towards the library controversy.

4. Business Requiring Action

4.A. Acceptance of Glastonbury East Hartford Elementary Magnet School Budget 2023-2024
Board accepts the Glastonbury East Hartford Magnet School Budget 2023-2024 for first reading.
This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

4.B. Approval of the Capitol Region Education Council (CREC) Agreement to Operate the Glastonbury-East Hartford Elementary Magnet School, from July 1, 2023 to June 30, 2028
The Board approves the Agreement with the Capitol Region Education Council (CREC) to operate the Glastonbury-East Hartford Elementary Magnet School from July 1, 2023 to June 30, 2028. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

4.C. Acceptance of Glastonbury Public Schools Strategic Plan 2023-2028

The Board accepts the Glastonbury Public Schools Strategic Plan 2023-2028 for first reading. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Ms. Jenn Jennings: Nay
Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

4.D. Approval of Elementary Staffing Adjustments for the 2023-2024 School Year

Board approves the elementary staffing adjustments for the 2023-2024 school year. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

4.E. Approval of Regular Board of Education Meeting Minutes of May 22, 2023

Board approves meeting minutes of May 22, 2023 Board of Education meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

4.F. Approval of Special Board of Education Meeting Minutes of May 22, 2023

Board approves meeting minutes of May 22, 2023 Special Board of Education meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

4.G. Approval of Special Board of Education Meeting Minutes of May 31, 2023
Board approves meeting minutes of May 31, 2023 Special Board of Education meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Dr. Douglas Foyle: Yea
Mr. Thomas Gorman: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Ms. Julie Thompson: Yea

5. Reports and Discussion

5.A. Early Learning Center (ELC) Update

Assistant Superintendent, Matt Dunbar provided the Board with an overview of the ELC executive summary.

5.B. Summer Professional Development 2023

Assistant Superintendent, Cheri Burke, provided the Board with an overview of the Summer 2023 Professional Learning opportunities for the Glastonbury Public School community.

5.C. Glastonbury Education Foundation

6. Committee Reports

7. Chairman's Reports

Naubuc Elementary School bid came in at \$3,211,008 and the Board will cover the additional \$11,008.

Turf Field Status follows any CIP rules. It has already been vetted and approved. It only requires funding.

Farewell and Best Wishes to Cheri Burke!

8. Superintendent's Report

8.A. Self-Insurance Reserve Update, May 2023

8.B. Staff Appointments

8.B.1. Brendan Callahan - Director of History/Social Science

8.B.2. Jillian Constantine - Hebron Avenue School, Special Education Teacher

8.B.3. Julie Dumeer - Glastonbury High School, Science Teacher

8.B.4. Jeremy Gervais - Glastonbury High School, Assistant Principal

8.B.5. Christine Hupfer - Glastonbury High School, Mathematics Teacher

8.B.6. Dana Kinel - Smith Middle School, Career/Technical Education STEAM Teacher

8.B.7. Erik Kolodziej - Glastonbury High School, Science Teacher

8.B.8. Stuart Linke - Smith Middle School, Student Support Center Clinician

8.B.9. Lauren Rodrigues - Smith Middle School, Grade 8 English/Language Arts Teacher

8.B.10. Sierra Trudel - Eastbury, School Psychologist

8.C. Staff Resignation

8.C.1. Philip Gillett

8.D. School Enrollment Report, June 2023

8.E. Student Suspension Report, May 2023

8.F. Student Suspension Report, June 2023

8.G. Dates to Remember

The Board went into Executive Session to discuss the Superintendent's Evaluation. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

The Board entered into Executive Session at 8:44PM to discuss Superintendent's Evaluation and Dr. Foyle indicated that they would not return after the Executive Session.

Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

9. Adjournment

9.A. Please note: It is possible that the Board of Education may go into Executive Session

Respectfully Submitted,

Ray McFall, Secretary

Approved:

GLASTONBURY PUBLIC SCHOOLS

2023 Annual Technology Report



“Tech gives the quietest student a voice.”

– Jerry Blumengarten

Technology & Information Services Department
Chris Macca, Chief Technology Officer

July 10, 2023

Deployed and supported GHS STEAM Lab

The Glastonbury High School STEAM lab opened this school year with great excitement and anticipation for all the new opportunities it provides to our students. Our TIS Tech Specialists dedicated considerable time to ensure that the state-of-the-art STEAM Lab technology was installed to manufacturer's specifications and best practices. This work will be ongoing as the STEAM Lab continues to serve GHS students.



Implemented new printer management system



The Technology department successfully implemented a new printer management system during the past school year. The system, called *Papercut*, requires faculty and staff to swipe their badges at a copier for the jobs to print. This is helping prevent unwanted jobs from printing, thus saving the district on ink and paper costs. *Papercut* also redirects larger print jobs to our less costly copiers as opposed to the costlier printers.

Largest iPad refresh ever!

This spring and summer the TIS department swapped, replaced, renewed, refreshed, cleaned, boxed and shipped over 3000 iPads back to the leasing company. The process started in mid-March, but the bulk of work was completed during the first couple of weeks after school ended. We were very thankful that we only had two snow days this year!

Five-Year Technology Replacement Plan

2023-24	2024-25	2025-26	2026-27	2027-28
Glastonbury High School	Smith Middle School/Gideon Welles	Smith Middle School/Gideon Welles	Elementary Schools	Glastonbury High School

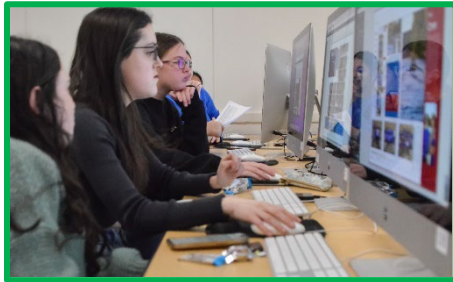
The TIS Department uses a 5-year replacement plan for school technology equipment. This includes staff, student, and office equipment as well as infrastructure, iPads, planetarium equipment, etc.

Equipment replacement at Glastonbury High School is spread over two years. Equipment at Smith Middle School and Gideon Welles School is also replaced (both schools simultaneously) over two years. Elementary school equipment is replaced in a single year. This plan helps us ensure equity for teachers and students across all grade levels. It also helps us keep replacement costs more consistent through the years. Unfortunately, the cost of laptops and desktops continue to increase, which is reflected in our estimates for future years.

Technology Replacement Plans (Hardware)

2023-2024 GHS Replacement Year 2, iPad Leases, and Infrastructure

In accordance with our 5-year replacement plan, the technology in Glastonbury High School is updated over two years. This school year we plan to replace the following:



Specialty Computer Labs—Glastonbury High School has several computer labs that support both Windows and Apple computers. The specialty computer labs meet the needs of a variety of courses across the curriculum. The specialty computer labs include: Computer Aided Drafting (CAD), Graphics, Art, Music (MIDI), Math (2), World Languages, Virtual Training Center and Business Education.

iPad cases, keyboards and headsets—During the 2023-24 school year, we will replace iPads for students in grades K, 6 & 9. Cases are purchased with each new iPad lease. In addition, each year we replace broken and worn keyboards and headsets across all grades.

Infrastructure—This includes switches, access points and projectors. We will continue to upgrade switching infrastructure in all locations. Current switches are over 10 years old. Projectors will be replaced as needed.



2024-2025 SMS/GW Replacement Year 1, iPad Leases, and Infrastructure

In accordance with our 5-year replacement plan, the technology in Smith and Gideon Welles Schools are updated over two years. Next school year, we plan to replace the following:

Faculty and Staff laptops— Smith Middle School and Gideon Welles Teachers will have the option of requesting an Apple MacBook or a Windows laptop



iPad Cases, Keyboards and Headsets—During 2024-25 school year, we will replace iPads for students in grades K, 3, 6 & 9. Cases are purchased with each new iPad lease.-In addition, each year we replace broken and worn keyboards and headsets across all grades.

Infrastructure—Security camera servers, switches, access points and projectors. We will continue to upgrade the switching infrastructure in all locations. Many of the current switches are over 10 years old. Projectors will be replaced as needed.

Technology Replacement Costs (Hardware)

2024-2025 Projected Replacement Items

iPad Leases	\$800,000
Grades K-12 students and staff	
SM & GW Faculty/Staff Laptops	\$250,000
Infrastructure	\$125,000
Security Camera Servers, Switches, Projectors and Access Points	
iPad Related	\$125,000
New iPad cases grade K, 3, 6 & 9 replacement keyboards, headsets	
Total:	\$1,300,000

2025-2026 Projected Replacement items:

iPad Leases	\$800,000
Grades K-12 students and staff	
SM & GW Specialty Labs and Desktop Computers	\$225,000
World Language Lab, Tech Ed, Art Lab, MIDI etc.	
Infrastructure	\$125,000
Switches, Projectors, Access Points and Battery Backups	
iPad Related	\$125,000
New iPad cases grade K, 4, 7 & 10 replacement keyboards, headsets	
Total:	\$1,275,000

Technology Software and Subscriptions – Budgeted for 2023-2024

The three tables below categorize software/subscriptions currently reflected in the BOE Budget. The three categories are:

- School Operations—Software/Subscriptions to run the school system
- Instructional—Software/Subscriptions to educate students
- Technology—Software/Subscriptions to support the technology use

School Operations: Software/Subscriptions to run the school system

Name	Purpose	Budgeted	Program
ARC Document Solutions	Archival system to digitize records for Guidance	\$10,734	1400
AI Software	Helmet Sensors for concussion	\$8,300	2800
Computer Logic Group	Attendance Tracker PowerSchool Add on	\$600	3600
Brightly INC – School Dude	Facilities Building Management and Workorders	\$16,543	2100
EMS LINQ - Registration Gateway	Registration & forms management	\$32,000	3600
Frontline Education - Absence Management	Manages Substitute and Employee Absences	\$17,100	3600
Frontline Education - Recruiting/Hiring	Job Postings & Employment Applications	\$5,200	3600
Frontline Education - Time	Timeclock system	\$21,000	3600
HUDL	Hudl AD Package for Athletics	\$25,000	2800
ImPACT Software	Pre/Post Concussion Testing Software	\$1,000	2800
Marcia Brenner Associates	Report Creator and Fee Plugin PowerSchool Add-ons	\$11,500	3600
Parent Square	Communications System for Emergencies and Parental Notifications	\$30,000	3600
FastSpring Software for PowerSchool	Visual object reports and ev-schedule for PSchool	\$1,000	3600
PowerSchool	Student Information System	\$57,400	3600
SNAP Healthcenter	Information System for nurses and health records	\$9,600	3600
SIS Resources/Freund Resources -	SQL reports PowerSchool reports add-on	\$450	3600
SurveyMonkey	Surveys for community input	\$600	3600
Tyler Technologies Inc.	VersaTrans Busing System	\$60,165	2400
Tyler Technologies Inc.	iVisions Financial System	\$54,000	3600
West Publishing Corp (Thomson Reuters/West) - Fingerprinting	CLEAR Govt Investigations	\$4,200	3600
Zoom	Video Conferencing/Distance learning	\$27,500	3600
	Subtotal	\$393,892	

Instruction: Software/Subscriptions to educate students

Name	Purpose	Budgeted	
Achieve 3000 (Actively Learn)	Digital Content 7-12	\$55,000	400/700/3600
Adobe Creative Cloud	Creative Cloud Apps for staff and students 7-12	\$18,500	3600
Air Parrot -	Wireless projection software	\$7,100	3600
Applied Educational Systems	Online Business Subscription	\$800	900
Cambridge University Press	Latin Online Resources	\$3,700	1300
Capstone	Pebble Go Database	\$14,300	1900
Chester Tech	Software for the World Language Labs	\$19,000	3600
Classkick	Digital Learning Platform for real time feedback	\$14,000	3600
Codio	Coding Subscription	\$3,000	500
Corel Paint Shop Pro	Art Subscription	\$600	900
Corel Painter	Digital Art Application Updates	\$1,000	3600
CT Library Consortium/Databases	Turnitin software HS and MS	\$11,000	3600
Custom Solutions/Custom Typing	Elementary Typing program	\$2,000	3600
Design Science Inc	Math Type for Office Tools	\$900	500
Edpuzzle	Interactive video lessons	\$7,600	3600
Educreations, Inc.	Whiteboarding/ScreenCasting Tool	\$1,500	500
EduPlanet21	Curriculum Management System	\$13,000	1300
Efofex	Equation Writing Software for Math	\$700	500
Ellsworth Publishing	Keyboarding	\$1260	900
Encyclopedia Britannica Inc	Online Encyclopedia	\$6,200	1900
Enovativepiano LLC	Online Piano Instruction	\$1230	2000
Explore Learning	Online Simulations using Gizmos	\$4,800	600
Follett School Solutions Inc	Destiny Library System and Fountas/Pinnell	\$10,180	1900
Formative	New Online assessment software	\$24,000	3600
Gimkit	Online Collaboration Resource	\$700	900
Glowforge Premium Plan	Subscription for Laser Engravers	\$1,300	900
ICEV	Business, Marketing, Finance online subscription	\$1925	900
iPad Apps	Misc apps from the Apple App Store	\$10,000	3600
Knowledge Matters	Online Business Simulations	\$3,000	900
Learning A-Z	Raz-Plus	\$28,500	3600

McGraw Hill	Online Accounting Activities	\$495	900
mClass Diebels	ELA online test software	\$25,000	3600
Naviance	College and Career Readiness Tool	\$19,800	1400
Nearpod	Interactive tools, resources and content	\$8500	3600
Noodletools Inc	Online Research Tools	\$720	1900
NoRedInk	Web Based Language Learning Platform	\$14,000	400
Poll Everywhere	Classroom/Audience Response system	\$1,000	700
ProQuest	Online Research Database	\$2,700	1900
Project Lead The Way	Cybersecurity Course	\$4,000	500
Reflex Math	Online Math Assessment Software	\$14500	3600
Robot Lab	STEAM coding resources	\$1,300	900
Rosen Publishing Group	Health and Wellness Subscription	\$1,297	1500
Scholastic Inc.	Online Content for World Languages	\$4,300	1300
Scholastic Inc.	New York Times Upfront Digital Subscription	\$4,000	700
Seesaw	Learning Platform for K-5	\$13,000	3600
Smart Tech Software	Smart Learning Suite for Interactive Projectors	\$1,300	3600
Stats Medic	AP Stats software	\$1,900	500
Stoneware: Lan School	Classroom Management Software for Windows computers	\$1,100	3600
Studica Inc.	Gamemaker Software for Middle School	\$800	900
Stukent	Mimic Social Behavior Bundle	\$1500	900
Sweetwater	Sibelius Software for MIDI labs	\$4,040	2000
Technical Education Solutions LLC	SolidWorks Subscription	\$3,200	900
UTeach	AP Computer Science	\$700	500
Vernier Software & Technology	Science Probes Subscription	\$3,400	500/600
Visible Body	Anatomy and Physiology Simulations	\$2100	600
Vitas Learning	Online Spanish Resources	\$4000	1300
World Book Inc	World Book Online	\$5,400	1900
zSpace	Virtual Reality Software	\$4500	3000
	Subtotal	\$415,347	

Technology: Software/Subscriptions to support the technology use

Name	Purpose	Budgeted	
Altirnao Inc	AODocs Document Management System	\$26,500	3600
Digicert	SSL certificate renewals Website Security	\$2,600	3600
Freshworks	IT Helpdesk and inventory system	\$10,000	3600
Gaggle	Email Archive	\$26,500	3600
Ghost	Imaging Software for Windows Laptops	\$1,000	3600
JAMF Pro	iPad and Mac Management Software	\$66,000	3600
Level Data	AD SYNC, Real Time Reports, State Validation Suite	\$24,000	3600
Sophos Intercept X	Endpoint and Server protection	\$24,000	3600
Microsoft School Agreement	Licensing for Windows, Office and Servers	\$56,000	3600
SmartFTP Ultimate	FTP software	\$1,200	3600
Solar Winds - Dameware Utilities	Network Mgmt Software	\$1,000	3600
System Tools SW Inc - Hyena 5 licenses	Network Mgmt Software	\$450	3600
Trebron: Securly	iPad Filtering and Self Harm Detection	\$21,000	3600
	Subtotal	\$260,250	
	Grand Total	\$1,069,489	

iPad Apps

Since our district made its first iPad purchase, we acquired and distributed needed apps for the one-to-one program. Our methods for app purchase and distribution have changed over the years, but the philosophy has not. Any faculty member can request an app, but all requests go through an approval process. The steps for app approval include:

1. The request is entered into a form.
2. The request is forwarded to the appropriate administrator based on the grade and/or subject.
3. The administrator determines if the app is appropriate.
4. Approved requests are then forwarded to the Technology Department for a security and data privacy review.
5. If the app is then approved by TIS, the department will notify the requesting teacher and administrator and the app will be added to the iPad under Self Service.

Students and staff can access apps that are approved for them from the Self Service icon on their iPads. People will see the apps appropriate for their grade/subjects/courses.

Please see the comprehensive list of our district's current Self Service iPad apps below. Many of these apps are free. Many require a paid subscription (and our listed earlier in this report). And others were a one-time purchase (that can transfer from student to student as needed) made in previous years.

App Name	Category
2170 FRC Scouting	Science Apps
Active Directory Assist Pro	Staff-Only apps
Adobe Acrobat Reader	Productivity Apps
Adobe Capture CC	CTE Apps
Adobe Comp	CTE Apps
Adobe Creative Cloud	Art Apps
Adobe Creative Cloud Express (formerly Spark Post)	Content Creation Apps
Adobe Fresco	Art Apps

Adobe Illustrator Draw	Art Apps
Adobe Lightroom	Art Apps
Adobe Photoshop	Art Apps
Adobe Photoshop Camera	CTE Apps; Art Apps
Adobe Photoshop Express	CTE Apps; Art Apps
Adobe Photoshop Fix	Art Apps
Adobe Photoshop Mix	Art Apps
Adobe Photoshop Sketch	Art Apps
Adobe Premiere Rush	Art Apps
Adobe Spark Page	Content Creation Apps
Adobe Spark Video	Content Creation Apps
Adobe XD	CTE Apps
AnatomyAR+ for Merge Cube	Science Apps
Angle Pro	Math Apps
Animatic	unused - possible use
Animoto Video Maker	Content Creation Apps
AODocs	Staff-Only apps
Apple Classroom	Staff-Only apps
Apple Clips	Content Creation Apps
Apple Schoolwork	Productivity Apps
Arduino IoT Cloud Remote	Science Apps
Arduino Science Journal	Science Apps
Argument Wars	History/Social Sciences Apps
Autodesk FormIt 360	Content Creation Apps
Bandmate Chromatic Tuner	Music Apps
Bite of Reality	Math Apps

Blockly for Dash & Dot	Library Media / Coding Apps
Blockly Jr. for Dash & Dot	Library Media / Coding Apps
Bluebook Exams	Assessment Apps
Book Creator One	Content Creation Apps
Boookshelf	Academic Apps
Branches of Power	History / Social Sciences Apps
Cambridge Reader	Foreign Language Apps
Cast Your Vote	History / Social Sciences Apps
CDC	Health / PE Apps
Charades! Kids	Staff-Only apps
Charms Blue	Music Apps
ChatterPix Kids	Content Creation Apps
ChemAssist	Science Apps
Chinese Writer	Foreign Language Apps
Chromatic Vision Simulator	Science Apps
Cisco Webex Meetings	Staff-Only apps
ClassDojo	English / Language Arts Apps
Classkick	Academic Apps
Cleanopolis VR	Science Apps
codeSpark Academy	Library Media / Coding Apps
Comic Strip Creator	Content Creation Apps
Compass	Productivity Apps
Compass Point	Academic Apps
Convene the Council	History / Social Sciences Apps
CoSpaces EDU	Content Creation Apps
Counties Work	History / Social Sciences Apps

Court Quest	History / Social Sciences Apps
Decibel 10	CTE Apps
Decide Now!	Staff-Only Apps
Desmos Graphing Calculator	Math Apps
Destiny Read	Library Media / Coding Apps
Dinaledi Chamber Perot Museum	Science Apps
DIY Sun Science	Science Apps
Do I Have a Right?	History / Social Sciences Apps
Documents 5	unused - possible use
DRC INSIGHT for ELL	Assessment Apps
Drops: Language Learning	Foreign Language Apps
DRP - Questar Assessments for Students	Assessment Apps
Duolingo	Foreign Language Apps
EDpuzzle	Academic Apps
Educreations Interactive Whiteboard	Content Creation Apps
Endless Alphabet	Foreign Language Apps
Epic!	English / Language Arts Apps
Equity Maps - Premium	English / Language Arts Apps
Essential Elements Interactive	Music Apps
Evernote	Productivity Apps
Excavate! Egypt	History / Social Sciences Apps
Executive Command	History / Social Sciences Apps
ExerciseBuddy Professional	Health / PE Apps
Explain Everything Whiteboard (Classic)	Content Creation Apps
Extempore	Foreign Language Apps
EZ Calculators	CTE Apps

EZ Financial Calculators	CTE Apps
FEMA	Health / PE Apps
FlashToPass Free Math Flash Cards	Math Apps
Flipgrid	Content Creation Apps Foreign Language Apps
Flipster	English / Language Arts Apps
Fraction Drills Free	Math Apps
Fractions	Math Apps
Friends of Ten	Math Apps
Froggipedia	unused - possible use
Funny Movie Maker - FMM	Foreign Language Apps
GarageBand	Content Creation Apps
Gas Metal Arc Welding (GMAW)	CTE Apps
Geoboard	Math Apps
Geoboard	Math Apps
GeoGebra Classic	Math Apps
Glastonbury High School	Productivity Apps
Gmail	Staff-Only apps
Go for Dash & Dot	Library Media / Coding Apps
GoNoodle - Kids Videos	Staff-Only apps
GoNoodle Games	Staff-Only apps
GoodNotes 5	Math Apps
Goodreads	English / Language Arts Apps
Google Arts & Culture	History / Social Sciences Apps
Google Calendar	Productivity Apps
Google Chrome	Internet Browser Apps

Google Classroom	Productivity Apps
Google Docs	Productivity Apps
Google Drive	Productivity Apps
Google Earth	Academic Apps
Google Expeditions	Foreign Language Apps
Google Hangouts	Productivity Apps
Google Jamboard	Productivity Apps
Google Keep	Foreign Language Apps Productivity Apps
Google Meet	Productivity Apps
Google Photos	Productivity Apps
Google Sheets	Productivity Apps
Google Slides	Productivity Apps
Google Translate	Foreign Language Apps
GooseChase	History / Social Sciences Apps
Green Screen by Do Ink	Library Media / Coding Apps
Growing a World Wonder	History / Social Sciences Apps
Hands-On Equations 1	Math Apps
Hands-On Equations 2	Math Apps
Hands-On Equations 3	Math Apps
Happy Atoms	Science Apps
Hoplite Greek Keyboard	Foreign Language Apps
Hopscotch	Library Media / Coding Apps
HP 12C Financial Calculator	Math Apps
HudsonAlpha iCell	Science Apps
iAnnotate 4	unused - possible use

ibis Paint X	unused - possible use
iDig	History / Social Sciences Apps
iHeartRadio Family	Staff-Only apps
Immigration Nation!	History / Social Sciences Apps
iMotion	Art Apps
iMovie	Content Creation Apps
Incredibox	Music Apps
INSIGHT HEART	unused - possible use
iTunes U	Music Apps
Jamf Self Service	Productivity Apps
Journey 2050 School Edition	CTE Apps
K12 Periodic Table of the Elements	Science Apps
Kahoot!	Assessment Apps
Keynote	Productivity Apps
Khan Academy	Academic Apps
Kjos IPS	Music Apps
KORG GEC5 Controller	Staff-Only Apps
Landscaping Calculator Plus	CTE Apps
Law Craft	History / Social Sciences Apps
Learn Russian Alphabet Writing	Foreign Language Apps
Lectia	World Language Apps
LEGO Education WeDo 2.0	Library Coding
LEGO Education Spike	Library Coding
LEGO MINDSTORMS EV3 Programmer	Library Coding
Lexia Core5 Reading	English / Language Arts Apps
Lexia PowerUp	English / Language Arts Apps

Lexia RAPID	English / Language Arts Apps
LFO To Go	Star Talk Apps
LinkedIn Learning	Staff-Only apps
Little Story Creator	Content Creation Apps
Lizard Evolution Virtual Lab	Science Apps
LockDown Browser	Science Apps
magicplan – 2D/3D floor plans	CTE Apps
Makeblock	Science Apps
ManageEngine ADSelfServicePlus	Productivity Apps
Mathigon	Math Apps
mBlock Blockly - STEM Education	Science Apps
mBlockly for mBot	Science Apps
mBlock Learn Code	Science Apps
Memrise: learn languages	Foreign Language Apps
Merge Cube - Object Viewer	History / Social Sciences Apps Science Apps
Merge Cube - Explorer	Science Apps
Merriam-Webster Dictionary	English / Language Arts Apps
Microsoft Office Lens - PDF Scan	Productivity Apps
MissionUS: For Crown or Colony	History / Social Sciences Apps
MIT App Inventor	CTE Apps
Moose Math - Duck Duck Moose	Math Apps
Morningstar	CTE Apps
My Story Book Creator School Edition	Staff-Only Apps
My Bowling Scorecard	Health/PE Apps
NASA	Science Apps

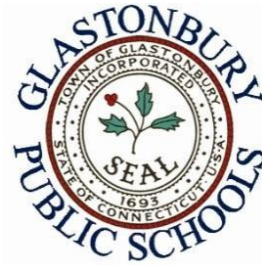
NASA Visualization Explorer	Science Apps
National Archives DocsTeach	History / Social Sciences Apps
Nearpod	Academic Apps
Newsela	English / Language Arts Apps
NGAkids Art Zone	Art Apps
Notepad by mathies	Math Apps
NPR News	English / Language Arts Apps
Number Frames	Math Apps
Number Line	Math Apps
Number Pieces	Math Apps
Numbers	Productivity Apps
One More Story	English / Language Arts Apps
Online Practice - NGL	Foreign Language Apps
Onshape 3D CAD	CTE Apps
Operation Outbreak	Staff-Only apps
Pages	Productivity Apps
Paintnt - Pro Art Filters	Art Apps
Path for Dash & Dot	Library Media / Coding Apps
Pattern Shapes	Math Apps
PCalc Lite	Math Apps
PDF Cabinet	Productivity Apps
PDF Expert	Productivity Apps
Pearson eText	Science Apps
Pearson TELL	Staff-Only Apps
People's Pie	History / Social Sciences Apps
Penultimate	Productivity Apps

phyphox	Science Apps
PicCollage EDU	Art Apps
Pinyin Trainer	Foreign Language Apps
Pleco Chinese Dictionary	Foreign Language Apps
Plickers	Assessment Apps
Pocket Expense	CTE Apps
Poll Everywhere - GHS	Assessment Apps
PowerSchool Mobile	Productivity Apps
Prezi Viewer	Content Creation Apps
Primary Storyboard	English / Language Arts Apps
PRO Landscape Companion	CTE Apps
Pro Metronome	Music Apps
Promega Colony Counter	Science Apps
Procreate	Art Apps
Puppet Pals 2	Content Creation Apps
Pyonkee	Library Media / Coding Apps
Q-Interactive Assess	Assessment Apps
QR Reader	Productivity Apps
Qrafter	Productivity Apps
QuickVoice Recorder	Productivity Apps
Quizizz Student	CTE Apps, Math apps
Quizlet	Academic Apps
Race to Ratify	History / Social Sciences Apps
Raz Kids A-Z	Academic Apps
Reading Counts!	English / Language Arts Apps
Reflex	Math Apps

Rhythmic Dictation	Staff-Only apps
RIF Reading Log	English / Language Arts Apps
Rough Animator	Art Apps
SAS Writing Navigator	English / Language Arts Apps
Scanner Pro	Staff-Only apps
Sculptura Pocket	Art Apps
SecureTestBrowser	Assessment Apps
Seek by iNaturalist	Science Apps
SeeSaw	Assessment Apps
Shadow Puppet EDU	Content Creation Apps
Shakespeare	English / Language Arts Apps
Share the Science: Climate Change VR	Science Apps
Shielded Metal Arc Welding (SMAW)	CTE Apps
ShowMe Interactive Whiteboard	Foreign Language Apps
Sibelius	Music Apps
Sight Reading Factory	Music Apps
Sites in VR	History / Social Sciences Apps
SkyView Lite	Science Apps
Snurfle Meiosis	Science Apps
Snurfle Meiosis and Genetics 2	Science Apps
Socrative Student	Assessment Apps
Sora	English / Language Arts Apps
SpanishDict	Foreign Language Apps
Sphero Edu	Library Media / Coding Apps
Stack the States 2	Foreign Language Apps
StaffWars Live	Staff-Only Apps

Star Chart VR	Science Apps
STARTALK Pulsar	Foreign Language Apps
Stick Around	Academic Apps
Stickleback Evolution Virtual Lab	Science Apps
StikBot Studio 2.0	CTE Apps
Stock Market Game	CTE Apps
Stockfuse – Virtual Stock Market Game	CTE Apps
Stop Motion Studio	Content Creation Apps
Stop Motion Studio Pro	Content Creation Apps
Storyboard Animator	Content Creation Apps
Storyvoice: Live Storytelling	English / Language Arts Apps
StudyStack Flashcards	World Language Apps
Swift Playgrounds	Library Media / Coding Apps
Swiml	Content Creation Apps
Tayasui Sketches School	Art Apps
TeachMe: Kindergarten	Academic Apps
TeamViewer Meeting	Specialized Apps
TED Talks	English / Language Arts Apps Health / PE Apps
The Fed	CTE Apps
The Great Kindness Challenge	Productivity Apps
The PocketLab	Science Apps
The Romans ActiveLens	History / Social Sciences Apps
The Timeline Builder	Science Apps
ThingLink	Content Creation Apps
Time Timer	Academic Apps

Timeline Creator	Science Apps
TinyTap	Content Creation Apps
Toca Tailor Fairy Tales	Academic Apps
Toontastic 3D	Content Creation Apps
Tuner Lite by Plusadd	Music Apps
Tynker	Library Media / Coding Apps
USA TODAY - News with VR Stories	History / Social Sciences Apps
Vernier Graphical Analysis	Science Apps, Math Apps
Vernier Spectral Analysis	Science Apps
VEXcode IQ	CTE Apps
VoiceThread	English / Language Arts Apps
VR mojo Orbulus Special Edition	Science Apps
WeDo 2.0 LEGO Education	Library Media / Coding Apps
Win the White House	History / Social Sciences Apps
Wonder for Dash & Dot	Library Media / Coding Apps
WonderPi	CTE Apps
WordReference Dictionary	English / Language Arts Apps
Write About This	Foreign Language Apps
XGO	CTE Apps
XI Scripta	World Language Apps
Xylo for Dash & Dot	Library Media / Coding Apps
Yahoo Finance	CTE Apps
YouVisit VR Showcase	History / Social Sciences Apps
ZOOM Cloud Meetings	Productivity Apps
ZOOM - Student Version	Productivity Apps
Магнитная Азбука	Foreign Language Apps



GLASTONBURY BOARD OF EDUCATION

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Kate Lund, Assistant Superintendent

Kimberly Brown, Administrator of Pupil Services

Karen Bonfiglio, Business Manager

LINKS Data - June 9, 2023

LINKS Students 2022-2023

	<u># Glastonbury Students</u>	<u># Tuition Students from other Towns</u>
Grades K-2	7	2
Grades 3-5	12	5
Grades 6-8	10	2
Grades 9-12	28	7
Intensive Program	3	1
Transition Academy	<u>22</u>	<u>2</u>
Total	82	19

Annual Tuition Charged for each Out-of-Town Student - Base Tuition (Related services and para support billed per IEP Hours)

2022-23	\$59,130
Total Tuition Received 2022-2023 - \$1,477,940	

Estimated Annual Out-of-District Costs for Glastonbury Students Without LINKS

<u>Grade Level</u>	<u>Annual Costs</u>
Elementary	\$1,615,000
Secondary	\$3,230,000
Intensive	\$300,000
Post Grad	<u>\$1,870,000</u>
Total Estimated Gross Costs	\$7,015,000

Estimated Savings for GPS from LINKS

<u>Estimated Gross Costs without LINKS</u>	<u>Estimated LINKS Costs</u>	<u>Net Savings</u>
\$7,015,000	\$1,989,000	\$5,026,000

Tuition Districts: Berlin, Bolton, Columbia, Granby, Hartford, Hebron, Manchester, RSD #8, Simsbury, South Windsor

**GLASTONBURY BOARD OF EDUCATION
EXECUTIVE SUMMARY REPORT FORM**

Title of Report: Proposed Adult and Continuing Education Classes – Fall 2023

Board Meeting Date: July 10, 2023

Action:

Report: X

Information:

Discussion:

We are once again excited to offer our list of Adult & Continuing Education Fall 2023 classes and trips for your review. This fall most of our classes will be live, but we will continue to hold some classes virtually or live online according to teacher preference.

Our class attendance has finally reached pre-Covid numbers. In the Winter/Spring 2020 term, which was interrupted by the onset of the Covid pandemic, we did not cancel all classes, as did many Adult & Continuing Education programs. Initially we communicated with enrollees and delayed classes. When it became obvious there would be no return to live classes we worked to transition classes to virtual classes, where possible and with willing teachers, which allowed us to hold some classes. We have steadily increased our enrollments each term, and finally our 2023 numbers are closer to those of 2019.

We are pleased to offer over 140 classes and trips for the Fall 2023 program. Of these, over 40 are new classes, trips, and teachers, or classes that have not been offered recently. Our goal is for this impressive list of classes to pique interest, inspire, engage, and offer something of interest for everyone, and to invite our community into the schools.

Our day trips remain extremely popular, and offer educational and recreational activities for our community. We are again sending people east, west, north, and south by land and by sea! We will continue to list some a term in advance, too, so travelers can make future plans.

At this time, I would like to once again recognize and thank our knowledgeable, creative and flexible teachers, who continue to provide highly engaging and meaningful opportunities for lifelong learning in our community. Attached is the proposed class list.

Submitted By: Nancy La Perla

Reviewed By: Alan Bookman

GLASTONBURY ADULT & CONTINUING EDUCATION

PROPOSED CLASSES

FALL 2023

College Bound

Digital SAT Test: What You Need to Know
SAT Test, ACT Test or Both?
SAT/PSAT Prep-Lentz & Lentz: live
SAT/PSAT Prep-Lentz & Lentz: virtual
SAT Prep-Princeton Review Essentials: for Dec. test
SAT Prep-Princeton Review Essentials: for Mar. test

Career, Computer & Business

Cloud Storage
Computer Basics
Conducting a New Job Search at any Age*
Don't Get Scammed
Excel, Introduction
Excel, Intermediate*
Gmail Primer*
How to Create a 30 Second Elevator Pitch*
*Organize Your Computer Desktop!**
Resume and Cover Letter Bootcamp*
Small Business IT: Computer & Network Infrastructure*
Video Communication*
Word, Intro and Helpful Hints*

Creative Arts

*Acrylic Painting Class**
Beginning Wood Carving
Digital Photography I
Digital Photography, Intermediate*
*Floral Arranging for Fall Holidays**
*Learn to Quilt**
*Machine Applique**
Outdoor Watercolor Painting
Procreate®: Paint, Sketch Create on an iPad*
*Rock Painting**
Sewing 101
Sewing 201
Sewing, Home: Dining Chair Reupholstery*
Sewing, Home Décor: Lined Curtain or Valance*
Sewing 201: Fleece P.J.'s
Sewing 201: Cross-body Apron*
Steam Class*
Take Great Pictures with Your Smart Phone
Wire Wrap Jewelry
Wood Carving

Kids and Teens Corner

Coding School—Minecraft
Coding School-Python
Coding School-Scratch
Kids' Sewing: P.J. Pants
Kids' Sewing: P.J. Top*
Kids' Sewing 101: Private class*
Kitchen Kids: Parent & Child Cook!
Taekwondo Martial Arts for Kids

Gourmet & Nutrition

Biscuits and Scones
Chicken Tikka Masala (dairy free with Naan)*
Culinary Cruisin' with Susan (4 new classes tbd)*
Focaccia
How to Eat to Relieve Pain and Inflammation
Soft Dinner Rolls*
The Magic of Moroccan Cuisine
Two Pals Bake Apple Pie
Two Pals Cook Chicken Cutlets 3 Ways:
French, German & Italian

Health, Well Being & Fitness

Child & Infant CPR for Families & Friends
CPR Recertification
First Aid & CPR
Essential Yoga
Gentle Yoga
Golf Fore Women
Golf - Men's Playing Through
Make Your Own Herbal Medicine
Martial Arts and Stress Relief
Monday Mat Pilates
Qigong for Balance and Energy
Vinyasa Yoga

Home, Garden, Pets & Outdoors

Boating Safety (with certificate)*
Dog Training Without the Dog
*How to Read a Dog's Body Language to Prevent Bites**
Invasive Plant Walk
Replacement Window Workshop
Safe & Sane at the Dog Park
Start Your Own Herbal Medicine Garden

Language, Travel and Culture

American Sign Language, Beginning
German, Beginning
German, Intermediate
Italian, Beginning Conversational
Spanish, Beginning
Spanish, Intermediate
Travel and Culture of France
Travel and Culture of Italy
Travel and Culture of the Netherlands

Music, Arts & Dance

Acoustic Folk Rock for Guitar
Ballroom Dance
Country Western Couples Dance
Couples Latin Dance
Instant Guitar for Hopelessly Busy People
Instant Piano For Hopelessly Busy People
Line Dancing - Startin' From Scratch

Personal Enrichment

Astronomy - The Changing Sky
Astronomy - Planetary Science
Astronomy - How to Make an Apple Pie
Astronomy - Universe: The Grand Tour
Astronomy - The Moon*
Astronomy - How Do You Get to Albireo?*

From Memory to Memoir: Writing Your Life Story
Italian Film Cine Club, Series #1
Italian Film Cine Club, Series #2
Italian Film Cine Club, Series #3
*University of Hartford, Presidents' College Classes: TBD**
Voiceovers - Now Is Your Time!
Writing Narratives

Real Estate

Be the Savvy Home Buyer
Get Ready, Get Set, Sell! Tips on Decluttering & Staging
Get Ready, Get Set, Sell! Tips on Repairing and Replacing
Real Estate Investment: Where Do I Start?

Retirement, Financial & Life Planning

ABC's of Planning for the Future of Your Loved Ones
with Special Needs
Aging Well: Necessary Discussions*
Aging Well: Housing Options for Seniors*
Aging Well: Caregiving Guilt and Duty*
Don't Lose Your House! Protect Your Assets from
the Costs of Long Term Care*
Empowering You through the Probate Process
Estate Planning 101
Fixed Income Investing
Four Pillars of the New Retirement*
Insurance! Home, Auto, Life...Stop Worrying About It
Intro to Trading Stock Options*
Life Insurance: Understand Your Options
Medicare: The Good, The Bad and The Ugly
Pathways to College*
Plan Your Social Security with Confidence
Retirement Planning Today
Social Security Timing Strategies & Implementing Them*
Taxes in Retirement
Taxes, Upcoming Changes & the Potential Impact
on Your Retirement*
The Simplest Way to Earn Better Returns than
the Average Investor
What is a Trust? Do I Need One?
You Really Need to Have an Estate Plan

Day & Overnight Trips

*Bronx Zoo**
Christmas in Newport
*FDR Home & Library, Hyde Park, NY**
Longwood Gardens Christmas, PA & DE (overnight)*
*Metropolitan Opera - Romeo & Juliet, NYC (March)**
*Newport Playhouse, RI**
New York on Your Own*
Radio City Christmas Show, NYC*
Turkey Train, Lake Winnepesaukee, NH

* additional trips may be added

Note: There are over 140 classes and trips scheduled or in the process of being scheduled with over 40 new classes/trips. Some classes are pending, and others may be added or deleted. The categories may also be altered prior to publication. There will be both in person classes and live online or virtual classes this term.

*new class, new instructor or class not offered recently
Italics denotes class/trip is pending

Respectfully submitted,

Nancy La Perla