



## REGULAR BOARD OF EDUCATION MEETING

Monday, March 24, 2025 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. Board of Education Members
  - B. Joe Mancino - Presidential Award for Excellence in Mathematics and Science Teaching
4. Student Representatives' Report
  - A. Hayley Lemieux, Class of 2025
  - B. Amalia Baird, Class of 2027
5. Information Session for Public Comment
6. Business Requiring Action
  - A. Non-Renewal of Long Term Substitutes and Temporary Teaching Assignments
  - B. Approval of Board of Education Planning Framework 2025-2026
  - C. Approval of Revision to the 2025-2026 School Calendar
  - D. Approval of TEAM Mentors
  - E. Approval to Combine the Regular Board of Education Meetings of April 7, 2025 and April 21, 2025, to be held on April 7, 2025, at 7:00 pm, in Town Council Chambers
  - F. Approval of the March 10, 2025 Meeting Minutes
7. Reports and Discussion
  - A. School Reports
    1. Gideon Welles School
    2. Naubuc Elementary School
  - B. Glastonbury Education Foundation
8. Committee Chair Reports
9. Chairman's Reports
10. Superintendent's Report
  - A. Staff Resignations
    1. Lisa Ames
    2. Kenneth Barse

3. Denise Brennan
  4. Brittney Brown
  5. Barbara Dougan
  6. Joanne Gertler
- B. Student Suspension Report, February 2025
  - C. Dates to Remember
11. 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](#)**



## ***Glastonbury Board of Education***

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628 Hebron Avenue, P.O. Box 191, Glastonbury, CT 06033  
Tel: 860-652-7951, [www.glastonburyus.org](http://www.glastonburyus.org)

**There were no public comments submitted via the online Google Form for the March 24, 2025 Glastonbury Board of Education Meeting.**

The link to the "Public Comments for BOE Meeting" Form is posted on the [BOE Meeting page](#). Public comments submitted via the Google Form will be attached to the [Board Agenda](#) after 12:00 pm on the day of the meeting.



## ***Office of the Superintendent***

628 Hebron Avenue, P.O. Box 191, Glastonbury, CT 06033  
860-652-7951, [www.glastonburyus.org](http://www.glastonburyus.org)

March 24, 2025

### **CONFIDENTIAL MEMORANDUM**

TO: Board of Education  
FROM: Alan B. Bookman Ph.D., Superintendent of Schools  
RE: Non-Renewal of Long-Term Substitute Agreements

I recommend that the Board of Education non-renew the agreements of thirteen (13) long-term substitutes at the conclusion of the 2024-2025 school year in accordance with the provisions of Connecticut General Statutes 10-151 (copy included). This recommendation is based on the fact that long-term substitutes typically fill positions for certified staff on leave and these staff members will be returning.

Prior to this meeting, all staff members recommended for non-renewal received written notice that I intended to make this recommendation, including the reason for the action.

ABB:kd

**Sec. 10-151. Employment of teachers. Definitions. Tenure. Notice and hearing on failure to renew or termination of contract. Appeal.** (a) For the purposes of this section:

(1) “Board of education” means a local or regional board of education, a cooperative arrangement committee established pursuant to section [10-158a](#), or the board of trustees of an incorporated or endowed high school or academy approved pursuant to section [10-34](#), which is located in this state;

(2) “Teacher” includes each certified professional employee below the rank of superintendent employed by a board of education for at least ninety calendar days in a position requiring a certificate issued by the State Board of Education;

(3) “Continuous employment” means that time during which the teacher is employed without any break in employment as a teacher for the same board of education;

(4) “Full-time employment” means a teacher's employment in a position at a salary rate of fifty per cent or more of the salary rate of such teacher in such position if such position were full-time;

(5) “Part-time employment” means a teacher's employment in a position at a salary rate of less than fifty per cent of the salary rate of such teacher in such position, if such position were full-time;

(6) “Tenure” means:

(A) The completion of forty school months of full-time continuous employment for the same board of education, provided the superintendent offers the teacher a contract to return for the following school year on the basis of effective practice as informed by performance evaluations conducted pursuant to section [10-151b](#). For purposes of calculating continuous employment towards tenure, the following shall apply: (i) For a teacher who has not attained tenure, two school months of part-time continuous employment by such teacher shall equal one school month of full-time continuous employment except, for a teacher employed in a part-time position at a salary rate of less than twenty-five per cent of the salary rate of a teacher in such position, if such position were full-time, three school months of part-time continuous employment shall equal one school month of full-time continuous employment; (ii) a teacher who has not attained tenure shall not count layoff time towards tenure, except that if such teacher is reemployed by the same board of education within five calendar years of the layoff, such teacher may count the previous continuous employment immediately prior to the layoff towards tenure; (iii) a teacher who has not attained tenure shall not count authorized leave time towards tenure if such time exceeds ninety student school days in

any one school year, provided only the student school days worked that year by such teacher shall count towards tenure and shall be computed on the basis of eighteen student school days or the greater fraction thereof equaling one school month; (iv) for a teacher who has not attained tenure and who is employed by a local or regional board of education that enters into a cooperative arrangement pursuant to section [10-158a](#), such teacher may count the previous continuous employment with such board immediately prior to such cooperative arrangement towards tenure; and (v) for a teacher who has not attained tenure and who is employed by a local board of education or as part of a cooperative arrangement, pursuant to section [10-158a](#), and such board or cooperative arrangement joins a regional school district, such teacher may count the previous continuous employment with such local board or cooperative arrangement immediately prior to employment by the regional board of education towards tenure.

(B) For a teacher who has attained tenure prior to layoff, tenure shall resume if such teacher is reemployed by the same board of education within five calendar years of the layoff.

(C) Except as provided in subparagraphs (B) and (D) of this subdivision, any teacher who has attained tenure with any one board of education and whose employment with such board ends for any reason and who is reemployed by such board or is subsequently employed by any other board, shall attain tenure after completion of twenty school months of continuous employment, provided the superintendent offers the teacher a contract to return for the following school year on the basis of effective practice as informed by performance evaluations conducted pursuant to section [10-151b](#). The provisions of this subparagraph shall not apply if, (i) prior to completion of the twentieth school month following commencement of employment by such board such teacher has been notified in writing that his or her contract will not be renewed for the following school year, or (ii) for a period of five or more calendar years immediately prior to such subsequent employment, such teacher has not been employed by any board of education.

(D) For a teacher who has attained tenure and is employed by a local or regional board of education that enters into a cooperative arrangement pursuant to section [10-158a](#), such teacher shall not experience a break in continuous employment for purposes of tenure as a result of such cooperative arrangement.

(E) For a teacher who has attained tenure and is employed by a local board of education or as part of a cooperative arrangement, pursuant to section [10-158a](#), and such board or cooperative arrangement joins a regional school district, such teacher shall not experience a break in continuous employment for purposes of tenure as a result of joining such regional school district.

(7) "School month" means any calendar month other than July or August in which a teacher is employed as a teacher at least one-half of the student school days.

(b) Any board of education may authorize the superintendent to employ teachers. Any superintendent not authorized to employ teachers shall submit to the board of education nominations for teachers for each of the schools in the town or towns in such superintendent's jurisdiction and, from the persons so nominated, teachers may be employed. Such board shall accept or reject such nominations not later than thirty-five calendar days from their submission. Any such board of education may request the superintendent to submit multiple nominations of qualified candidates, if more than one candidate is available for nomination, for any supervisory or administrative position, in which case the superintendent shall submit such a list and may place the candidates on such list in the order in which such superintendent recommends such candidates. If such board rejects such nominations, the superintendent shall submit to such board other nominations and such board may employ teachers from the persons so nominated and shall accept or reject such nominations not later than one month from their submission. Whenever a superintendent offers a teacher who has not attained tenure a contract to return for another year of employment, such offer shall be based on records of evaluations pursuant to subsection (a) of section [10-151b](#). The contract of employment of a teacher shall be in writing.

(c) The contract of employment of a teacher who has not attained tenure may be terminated at any time for any of the reasons enumerated in subdivisions (1) to (6), inclusive, of subsection (d) of this section; otherwise the contract of such teacher shall be continued into the next school year unless such teacher receives written notice by May first in one school year that such contract will not be renewed for the following year. Upon the teacher's written request, not later than three calendar days after such teacher receives such notice of nonrenewal or termination, a notice of nonrenewal or termination shall be supplemented not later than four calendar days after receipt of the request by a statement of the reason or reasons for such nonrenewal or termination. Such teacher, upon written request filed with the board of education not later than ten calendar days after the receipt of notice of termination, or nonrenewal shall be entitled to a hearing, except as provided in this subsection, (1) before the board, or (2) if indicated in such request and if designated by the board, before an impartial hearing officer chosen by the teacher and the superintendent in accordance with the provisions of subsection (d) of this section. Such hearing shall commence not later than fifteen calendar days after receipt of such request unless the parties mutually agree to an extension not to exceed fifteen calendar days. The impartial hearing officer or a subcommittee of the board of education, if the board of education designates a subcommittee of three or more board members to conduct hearings, shall submit written findings and recommendations to the board for final disposition. The teacher shall have the right to appear with counsel of the teacher's choice at the hearing. A teacher who

has not attained tenure shall not be entitled to a hearing concerning nonrenewal if the reason for such nonrenewal is either elimination of position or loss of position to another teacher. The board of education shall rescind a nonrenewal decision only if the board finds such decision to be arbitrary and capricious. Any such teacher whose contract is terminated for the reasons enumerated in subdivisions (3) and (4) of subsection (d) of this section shall have the right to appeal in accordance with the provisions of subsection (e) of this section.

## **BOE PLANNING FRAMEWORK 2025-2026**

The following planning topics are proposed for the school year with the understanding that this schedule remains flexible. This list does not preclude adding items to the agenda, but instead serves as a basis for year-long planning.

### **AUGUST 2025**

End of Year Financial Reports and Final Budget Transfers for 2024-2025  
Transfer of Funds and Expenditures of the Non-lapsing Educational Fund  
School Food Service Report  
LINKS Update  
Update on Early Learning Center  
Student Activities Report  
School Report Newsletter  
Opening Day Celebration/Convocation  
New Teacher Orientation  
State Summative Assessment Results (SBAC, NGSS)

### **SEPTEMBER 2025**

Update on CIP and other Maintenance Projects  
Establish Date for Graduation 2026  
Approval of Finalized Graduation Date for 2025-2026 School Calendar  
Status Report of Enrollment  
Opening of School Report  
Opening Day Professional Development/Administrators Professional Development/Retreat  
Board of Education Policy Updates  
Budget Planning Begins  
Annual Reports Begin  
Approval of Submission of CABA BOE Recognition Award  
Fall Professional Development (2<sup>nd</sup> meeting in September)  
Approval of Submission of Consolidated Grant Application 2025-2026 (Title I, Title II, Title III, and Title IV Grants)  
Scholastic Aptitude Test (SAT) and Advanced Placement Results (AP)  
Post-Secondary Planning Graduating Class 2025

### **OCTOBER 2025**

Budget Planning Continues  
Annual Reports Continue  
Curriculum Review Reports  
Employee Recognition Event  
Approval to Go Out for School Bus Bids  
Board of Education Policy Updates  
Fall Budget Revisions  
Capital Improvement Projects (CIP) Review and Recommendations (2027-2031)  
Approval District TEAM Mentors

## **NOVEMBER 2025**

Acceptance Program of Studies - Glastonbury High School and Smith Middle School  
School Report Newsletter  
Set CIP Priorities  
Election Day Professional Development  
Veterans Day Celebrations  
Review Programs of Study - Glastonbury High School and Smith Middle School  
Budget Planning Continues  
Annual Reports Continue  
Board of Education Budget Workshop Dates  
Board of Education Meeting Dates 2027-2028  
Approval of Perkins Vocational and Technical Education Grant  
2027-2028 Glastonbury Public Schools Calendar  
2028-2029 Glastonbury Public Schools Calendar  
Next Generation Accountability Report

## **DECEMBER 2025**

Annual Reports Completed  
Receive Superintendent's Proposed 2025-2026 Budget  
Magnet School Participation  
Approve Programs of Study - Glastonbury High School and Smith Middle School  
Board of Education Policy Updates

## **JANUARY 2026**

Budget Workshops  
Review and Approval of Board of Education Budget for 2026-2027  
Capital Improvements Projects (CIP) Workshop with the Town Council  
Town Meeting on Town/Education 2026-2027 Budget Proposal  
School Food Service Mid-Year Report  
School Reports Begin  
Open Choice Participation 2026-2027  
Adult and Continuing Education Courses for Winter/Spring  
Board of Education Ethics Training

## **FEBRUARY 2026**

Workshops BOE, Town Council, and Board of Finance to Review Education Budget  
School Report Newsletter  
School Reports Continue  
Summer Enrichment Camps  
Teacher Education and Mentoring Report (TEAM)  
GPS Recruitment Fair  
Recruitment/Hiring Begins

## **MARCH 2026**

School Reports Continue  
Board of Education Policy Updates  
Recruitment/Hiring Continues  
Approval Board of Education Planning Framework  
Approval of Town Council Budget for Education and CIP  
State Mandated Testing Schedule 2026  
Approval of Budget Reductions to the Approved 2026-2027 BOE Budget  
Spring Professional Development

## **APRIL 2026**

School Reports Completed  
April Budget Revisions  
Non-Renewal Long Term Substitutes Agreement  
Non-Renewal of Teachers' Contracts in Accordance with CT Statutes 10-151  
Student Participation through Lottery for Magnet Schools  
Board of Education Policy Updates  
Recruitment/Hiring Continues  
Educator Evaluation  
Approval of IDEA B Grant for 2026-2028  
TEAM Process and Training Report

## **MAY 2026**

School Reports Newsletter  
Superintendent's Evaluation  
Recruitment/Hiring Continues  
Healthy Foods Certification  
Board of Education Policy Updates  
Board Self-Evaluation  
Recognition of Certified Retirees  
Capital Improvement Projects Update (CIP)  
Approval of Open Choice Expenditures  
50<sup>th</sup> Class Reunion Breakfast

## **JUNE 2026**

Graduation Celebration, 2026  
Summer Professional Development Report  
Glastonbury/East Hartford Elementary Magnet School Financial Report/Budget Approval  
Recruitment/Hiring Continues  
Children of Out-of-Town Staff Members Tuition  
Board of Education Policy Updates  
Approval of Non-Affiliated Wage Increases  
Elementary School Staffing Adjustments  
Superintendent's Contract  
Teacher Evaluation Update

**JULY 2026**

Recruitment/Hiring Continues  
School Report Newsletter  
Technology Annual Report  
Board of Education Policy Updates  
Summer Professional Development Report  
Elementary School Staffing Adjustments  
Board of Education Policy Updates  
Adult and Continuing Education Courses for Fall  
CIP Projects Update

**Approved:**

DRAFT

# **BOE PLANNING FRAMEWORK 2025-2026**

## **Working Copy**

The following planning topics are proposed for the school year with the understanding that this schedule remains flexible. This list does not preclude adding items to the agenda, but instead serves as a basis for year-long planning.

### **AUGUST 2025**

End of Year Financial Reports and Final Budget Transfers for **2024-2025** ~~2023-2024~~  
Transfer of Funds and Expenditures of **the Non-lapsing Educational Fund** ~~Funds-1% non-lapsing account~~  
School Food Service Report  
LINKS Update  
Update on Early Learning Center  
Student Activities Report  
School Report Newsletter  
Opening Day Celebration/Convocation  
New Teacher Orientation  
**State Summative Assessment Results (SBAC, NGSS) (Moved from September)**

### **SEPTEMBER 2025**

Update on CIP and other Maintenance Projects  
Establish Date for Graduation **2026** ~~2025~~  
**Approval of Finalized Graduation Date for 2025-2026 School Calendar**  
~~Revision to the 2024-2025 School Calendar (with set graduation date)~~  
Status Report of Enrollment  
Opening of School Report  
Opening Day Professional Development/Administrators Professional Development/Retreat  
Board of Education Policy Updates  
Budget Planning Begins  
**Curriculum Area Reports Begin**  
~~Program Reports Begin~~  
Approval of Submission of CAFE BOE Recognition Award  
Fall Professional Development (2<sup>nd</sup> meeting in September)  
Approval of Submission of Consolidated Grant Application **2025-2026 (Title I, Title II, Title III, and Title IV Grants)** ~~2024-2025~~  
Scholastic Aptitude Test (SAT) and Advanced Placement Results (AP)  
Post-Secondary Planning Graduating Class **2025** ~~2024~~  
~~State Summative Assessment Results (SBAC, NGSS) (Moved to September)~~

### **OCTOBER 2025**

Budget Planning Continues  
**Curriculum Area Reports Continue**  
~~Program Reports Continue~~  
Curriculum Review Reports

Employee Recognition Event  
Approval to Go Out for School Bus Bids  
Board of Education Policy Updates  
Fall Budget Revisions  
Capital Improvement Projects (CIP) Review and Recommendations (~~2026-2030~~) (2027-2031)  
Approval District TEAM Mentors  
~~Approval of Submission of Title ELL Title III Grant (moved to September/Consolidated Grant)~~  
~~Approval of Submission of Title IV Grant (moved to September/Consolidated Grant)~~

## **NOVEMBER 2025**

Acceptance Program of Studies - Glastonbury High School and Smith Middle School  
School Report Newsletter  
Set CIP Priorities  
Election Day Professional Development  
Veterans Day Celebrations  
Review Programs of Study - Glastonbury High School and Smith Middle School  
Budget Planning Continues  
**Curriculum Area Reports Continue**  
~~Program Reports Continue~~  
Board of Education Budget Workshop Dates  
Board of Education Meeting Dates **2027-2028** ~~2026-2027~~  
Approval of Perkins Vocational and Technical Education Grant  
**2027-2028 Glastonbury Public Schools Calendar**  
**2028-2029 Glastonbury Public Schools Calendar**  
**Next Generation Accountability Report**

## **DECEMBER 2025**

**Curriculum Area Reports Completed**  
~~Program Reports Completed~~  
Receive Superintendent's Proposed 2025-2026 Budget  
Magnet School Participation  
Approve Programs of Study - Glastonbury High School and Smith Middle School  
~~ED 165 (Profile and Performance Report)~~  
Board of Education Policy Updates

## **JANUARY 2026**

Budget Workshops  
Review and Approval of Board of Education Budget for **2026-2027** ~~2025-2026~~  
Capital Improvements Projects (CIP) Workshop with the Town Council  
Town Meeting on Town/Education **2026-2027** ~~2025-2026~~ Budget Proposal  
School Food Service Mid-Year Report  
School Reports Begin

Open Choice Participation ~~2026-2027~~ ~~2025-2026~~  
Adult and Continuing Education Courses for Winter/Spring  
Board of Education Ethics Training

## **FEBRUARY 2026**

Workshops BOE, Town Council, and Board of Finance to Review Education Budget  
School Report Newsletter  
School Reports Continue  
Summer Enrichment Camps  
Teacher Education and Mentoring Report (TEAM)  
**GPS Recruitment Fair**  
**Recruitment/Hiring Begins**  
~~Approval of Submission of STARTALK Grant~~

## **MARCH 2026**

School Reports Continue  
Board of Education Policy Updates  
Recruitment/Hiring **Continues**  
~~Non-Renewal of Teachers' Contracts in Accordance with CT Statutes 10-151 (Moved to April)~~  
Approval Board of Education Planning Framework  
Approval of Town Council Budget for Education and CIP  
State Mandated Testing Schedule ~~2026~~ ~~2025~~  
Approval of Budget Reductions to the Approved ~~2026-2027~~ ~~2025-2026~~ BOE Budget  
Spring Professional Development

## **APRIL 2026**

School Reports Completed  
April Budget Revisions  
Non-Renewal Long Term Substitutes Agreement  
Non-Renewal of Teachers' Contracts in Accordance with CT Statutes 10-151  
Student Participation through Lottery for Magnet Schools  
Board of Education Policy Updates  
Recruitment/Hiring Continues  
Educator Evaluation  
Approval of IDEA B Grant for ~~2026-2028~~ ~~2025-2027~~  
TEAM Process and Training Report

## **MAY 2026**

School Reports Newsletter  
Superintendent's Evaluation  
Recruitment/Hiring Continues  
Healthy Foods Certification  
Board of Education Policy Updates  
Board Self-Evaluation

Recognition of Certified Retirees  
Capital Improvement Projects Update (CIP)  
Approval of Open Choice Expenditures  
50<sup>th</sup> Class Reunion Breakfast

## **JUNE 2026**

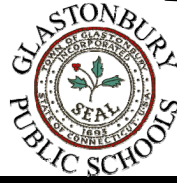
Graduation Celebration, ~~2026~~ 2025  
Summer Professional Development Report  
Glastonbury/East Hartford Elementary Magnet School Financial Report/Budget Approval  
Recruitment/Hiring Continues  
Children of Out-of-Town Staff Members Tuition  
Board of Education Policy Updates  
Approval of Non-Affiliated Wage Increases  
Elementary School Staffing Adjustments  
Superintendent's Contract  
Teacher Evaluation Update

## **JULY 2026**

Recruitment/Hiring Continues  
School Report Newsletter  
Technology Annual Report  
Board of Education Policy Updates  
Summer Professional Development Report  
Elementary School Staffing Adjustments  
Board of Education Policy Updates  
Adult and Continuing Education Courses for Fall  
CIP Projects Update

**Approved:**

# SCHOOL YEAR AT A GLANCE



2025 2026

SCHOOL BEGINS: AUG 27 Gr. 7-12  
SCHOOL BEGINS: AUG 28 Gr. K-6

M	T	W	TH	F
<b>AUGUST 2025</b>				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Gr. 7-12 3 Days  
Gr. K-6 2 Days

M	T	W	TH	F
<b>SEPTEMBER 2025</b> 20 DAYS				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

M	T	W	TH	F
<b>OCTOBER 2025</b> 20 DAYS				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

M	T	W	TH	F
<b>NOVEMBER 2025</b> 17 DAYS				
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

M	T	W	TH	F
<b>DECEMBER 2025</b> 17 DAYS				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

M	T	W	TH	F
<b>JANUARY 2026</b>				
		1	2	
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

Gr. 7-12 18 Days  
Gr. K-6 19 Days

- AUG 25 Teacher Work Day-Convocation
  - AUG 26 Teacher Professional Development
  - AUG 27 **FIRST DAY OF SCHOOL, GRADES 7-12**  
Teacher Work Day, Grades K-6
  - AUG 28 **FIRST DAY OF SCHOOL, GRADES K-6 FULL DAY**
  - SEPT 1 Labor Day
  - SEPT 23 Rosh Hashanah
  - OCT 2 Yom Kippur
  - OCT 13 Columbus Day
  - Oct 20 Diwali
  - NOV 4 Election Day - No School for Students
  - NOV 26 Early Dismissal
  - NOV 27-28 Thanksgiving Recess
  - DEC 24- JAN 2 Holiday Recess (Includes New Year's Day)
  - JAN 19 Martin Luther King Day
  - JAN 15-21 Grades 7-12: Mid-Term Exams (Early Dismissal Grades 9-12 only)
  - JAN 22 Gr. 7-12 No School for Students  
Teacher Work Day, Grades 7-12
  - FEB 16-17 Winter Recess (includes Presidents' Day)
  - APRIL 3 Good Friday
  - APR 13-17 Spring Recess
  - MAY 25 Memorial Day
  - JUNE 4-9 Grade 12 ONLY - Final Exams (Early Dismissal) (Projected)
  - JUNE 11 GHS Graduation (Projected)
  - Last 4 Days Final Exams, Grades 7-11 (Early Dismissal Grades 7-11)
- Projected Last Day – June 11**  
(Early Dismissal Grades K-11)
- Projected Teacher Work Day – June 12**  
Teacher Work Day will be the first work day following the last day for students in grades K-11.
- **SCHOOL CLOSED**

Projected Last Day - June 11, 2026  
Projected GHS Graduation - June 11, 2026

M	T	W	TH	F
<b>18 DAYS FEBRUARY 2026</b>				
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27

M	T	W	TH	F
<b>22 DAYS MARCH 2026</b>				
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

M	T	W	TH	F
<b>16 DAYS APRIL 2026</b>				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

M	T	W	TH	F
<b>20 DAYS MAY 2026</b>				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

M	T	W	TH	F
<b>9 DAYS JUNE 2026</b>				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

**\*SCHOOL ENDS JUNE 11**

\*If weather or other emergencies require the closing of school, the lost days will be made up by extending the school year in June up to 4 days.  
If additional days are needed, they will be taken from the Spring Recess, beginning April 13.

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

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**Title of Report:** Teacher Education and Mentor (TEAM) Cooperating Teacher and Mentor Teacher Approval

**Board Meeting Date:** March 24, 2025

**Action:** X                      **Report:**                      **Information:**                      **Discussion:**

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TEAM cooperating teachers and mentors are teacher leaders selected by the school district to support student teachers, interns, and beginning teachers at Glastonbury Public Schools.

Once approved, these teachers must attend training as mandated through State legislation. In recent years, districts have been provided a virtual training option, allowing their designated District Administrator (DA) to facilitate a comprehensive training for new mentors. This allows for more flexibility and personalization to the needs of Glastonbury Public Schools. As the district facilitator, I attend training with our Regional Education Partners in order to provide this required training to our new mentors.

The following individuals are requesting Board of Education approval to participate in the TEAM Cooperating Teacher and Mentor process:

Jenna Bach	History/SS	Glastonbury High School
Hailey Buchetto	Health/PE	Glastonbury High School
Jena DeMaio	English	Glastonbury High School
Monica Edwards	History/SS	Gideon Welles School
Kate Finch	History/SS	Smith Middle School
Kristy Fischer	English	Smith Middle School
Rachel Gaivoto	Art	Glastonbury High School
Deb Ginman	English	Gideon Welles School
Leianne Hesseltine	Health/PE	Smith Middle School
Erik Kolodziej	Physics	Glastonbury High School
Sarah Leischke-Bodge	Gr. 3	Hopewell Elementary School
Paola Maina	English	Gideon Welles School
Bethany Martocci	Gr. 4	Hopewell Elementary School
Jon McGlynn	History/SS	Smith Middle School
Kara Nolan	Art	Nayaug Elementary School
Sara Poleman	Art	Glastonbury High School
Mia Records	Chemistry	Glastonbury High School
Emily Reed	Gr. 5	Gideon Welles School
Phoebe Rockholz	Chemistry	Glastonbury High School
Taylor Savage	Health/PE	Glastonbury High School
Stacey Stone	Gr. 4	Hopewell Elementary School
Giulia Wakim-Thompson	Spec. Ed.	Smith Middle School
Rebecca Wilson	Spec. Ed.	LINKS Academy

**Submitted By:** Kate Lund

**Reviewed By:** Alan B. Bookman

## **Regular Board of Education Meeting**

Monday, March 10, 2025 7:00 PM  
Town Council Chambers  
Glastonbury Town Hall  
2155 Main Street  
Glastonbury, CT 06033

Mrs. Kali Cavanaugh:	Present
Mrs. Alison Couture:	Present
Mrs. Jennifer Faust:	Present
Dr. Douglas Foyle:	Present
Ms. Jenn Jennings:	Present
Mr. David Peniston, Jr.:	Present
Mr. Matthew Saunig:	Present
Ms. Julie Thompson:	Present

Also Present: Alan B. Bookman, Superintendent  
Dr. Scott Hurwitz, Assistant Superintendent  
Kate Lund, Assistant Superintendent  
Citizens and Staff Members, representatives of the press

### **1. Call to Order**

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

### **2. Pledge of Allegiance**

### **3. Awards and Recognition**

3.A. CABE 2024 Bonnie B. Carney Awards of Excellence for Educational Communication

3.B. Glastonbury High School Girls' Indoor Track and Field 2025 CIAC Class LL State Champions

### **4. Student Representatives' Report**

4.A. Hayley Lemieux, Class of 2025

Student Representative, Hayley Lemieux, Class of 2025, updated the Board events taking place at Glastonbury High School.

4.B. Amalia Baird, Class of 2027

Student Representative, Amalia Baird, Class of 2027, shared with the Board occurrences at Glastonbury High School.

### **5. Information Session for Public Comment**

Amy Beach, 93 Francis Drive, Glastonbury, shared her thoughts on a recent incident with her daughter at Glastonbury High School.

Valerie Calciano, 474 Three Mile Road, Glastonbury, shared her thoughts on the communication of her son's 504 Plan and its implementation.

Jenn Jennings, 34 Cranesbill Drive, Glastonbury, shared her appreciation of the parents coming out to speak at the Board meeting. She also referenced the GHS Program of Studies credit requirements and communication of these credits between the guidance department and the

athletic department.

Claudine Sullivan, 25 Cider Mill Road, Glastonbury, shared her thoughts on the recent athletics' incident with her son at Glastonbury High School.

## **6. Business Requiring Action**

### **6.A. Approval of Increase Funding for MP Planning Group**

Board moves to approve additional funding, not to exceed \$14,000, for MP Planning Group. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

**6.B. Approval of Glastonbury High School Vo-Ag Student Trip to Indianapolis, Indiana**  
Board approves the Glastonbury High School Vo-Ag student trip to the National FFA Convention in Indianapolis, Indiana, reserving the right to cancel the trip if there are any government advisories against travel to this destination or any other serious threats or crises or any other reason deemed appropriate by the Board. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

**6.C. Approval of Glastonbury High School DECA Club Student Trip to Orlando, Florida**  
Board approves the Glastonbury High School DECA Club Student Trip to Orlando, Florida, reserving the right to cancel the trip if there are government advisories against travel to this destination or any other serious threats or crises or any other reason deemed appropriate by the Board. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Mrs. Jennifer Faust: Yea

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

6.D. Acceptance for First Reading Board of Education Planning Framework 2025-2026  
Board accepts, for first reading, the Board of Education Planning Framework for 2025-2026.  
This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

6.E. Approval of the February 10, 2025 Meeting Minutes  
Board approves the meeting minutes of Monday, February 10, 2025. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

## **7. Reports and Discussion**

### 7.A. School Reports

#### 7.A.1. Buttonball Lane Elementary School

Janet Balthazar, Principal of Buttonball Lane Elementary School, provided the Board with an overview of her report.

#### 7.A.2. Hebron Avenue Elementary School

Dr. Linda Provost, Principal of Hebron Avenue Elementary School, highlighted areas of her report with the Board.

### 7.B. Glastonbury Education Foundation

Julie Thompson, shared that the GEF 5K is scheduled for June 1, 2025 and registration is currently open on their website.

## 8. Committee Chair Reports

The following were shared:

- The Policy Committee is scheduled to meet. The date and time of the meeting will be finalized once confirmation on availability of all committee members is received.
- Two referrals were made to the Communications Committee. The first is to check the alignment of wording in the GHS Handbook, GHS Program of Studies, and GHS Athletics Handbook. The second referral was from the Facilities Committee meeting, per a request of a Board member. This referral was addressing how we can improve communication, especially for soliciting community feedback to support our long-term facilities planning. A Communications Committee meeting will be forthcoming.
- The Budget Committee will meet on Monday, March 31, 2025 to discuss the reductions to the Approved 2025-2026 Board of Education budget.
- The Facilities Committee convened a meeting on Friday, February 28, 2025. A follow up meeting has been scheduled for Thursday, April 3, 2025, at 8:15 am

## 9. Chairman's Reports

Dr. Foyle shared the following:

- Dr. Foyle and Dr. Bookman attended the Town Council Meeting on February 26, 2025 to answer a series of budget questions. Dr. Foyle explained for all of the attached documents within his report.
- Dr. Foyle and Dr. Bookman were invited to the Town Council Meeting on March 11, 2025 to answer additional questions on how the Board might implement reductions to the proposed 2025-2026 budget. Dr. Foyle reminded the Board that neither he nor Dr. Bookman will report anything to the Council that they have not already reported to the Board as a whole. Dr. Foyle will share that past Board actions on budget reductions have focused on two priorities, limiting the negative educational impact on students and not laying off any of our employees due to budgetary reasons.
- Reductions have come in four broad buckets:
  - Changes in Budgetary Requirements
  - Elimination of Open Existing Positions
  - Elimination of Proposed New Positions
  - Cutting items that we can fund later in the school year, if funds are available
- Academic Credits - Programs of Studies  
Dr. Foyle gave an overview of the attached GHS Course Credit attachment and the language included in the GHS Program of Studies.
- Athletic Academic Eligibility  
Dr. Foyle shared that the agenda setting committee discussed this issue. He shared the number of students ineligible over the past three year. This issue we revised after the completion of the 2024-2025 school year.

9.A. Additional Town Council Budget Question

9.B. Town Policy and Practice on CIP

9.C. GHS Course Credits

Jenn Jennings appreciated the philosophy of the four buckets addressing the reductions to be made in the proposed budget. She asked who to send any budget reduction recommendations

and questions to for the upcoming Budget Committee meeting. Ms. Jennings also had questions on the GHS Course Credit attachment and the language in the GHS Program of Studies. She is requesting that the language in the GHS Handbook, GHS Program of Studies and the GHS Athletics Handbook be consistent in regards to course credit. Dr. Bookman will have Administration look at the language. The Board referred this review of language and the dissemination of this information to students/parents to the Communications Committee. Dr. Bookman will also check that the eighteen (18) students who are not taking six (6) credit are either approved by PPT, 504 Plan, or Principal approval.

### **10. Superintendent's Report**

Dr. Bookman shared the following:

- GHS Calendar Artists work is now on display at the Welles Turner Library. An invitation was shared with the Board.
- Receipt of positive responses from parents both via phone and note to ParentSquare message sent about the Choose Love Not Hate Campaign
- An explanation of the attached Self-Insurance memo
- Areas of consideration for budget reductions to the 2025-2026 proposed budget. He reminded the Board he does not make the reductions; the Board makes the reductions. He only makes recommendations to area where the Board might find some savings.

10.A. Responses to Town Council Budget Questions

10.B. Self-Insurance Reserve Update, February 2025

10.C. School Enrollment Report, March 2025

10.D. Dates to Remember

Jenn Jennings asked a question about the enrollment report and the wording “without M” and its meaning. ‘Without M’ stands for without magnet. She also asked a question about a grade cohort and its growth from last year. Dr. Foyle reminded her that you have to look at the vertical alignment rather than horizontal alignment.

### **11. Adjournment**

Board moves to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried. The meeting adjourned at 9:31 pm.

Mrs. Kali Cavanaugh:	Yea
Mrs. Alison Couture:	Yea
Mrs. Jennifer Faust:	Yea
Dr. Douglas Foyle:	Yea
Ms. Jenn Jennings:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

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

Respectfully Submitted,

Kali Cavanaugh, Secretary  
Approved:



## *Report to Glastonbury Board of Education*

**School:** Gideon Welles School

**Prepared by:** Kent M. Hurlburt

**Date:** March 24, 2025

This year's report was created in collaboration with members of the certified staff at Gideon Welles School.

### **1. What are notable school successes that have occurred within this past year?**

#### **School Community:**

- Gideon Welles School offers 32 diverse after-school clubs that foster student engagement, creativity, and community building beyond the classroom. One example is our Greenhouse Growers Club, where students are able to utilize our school's extensive greenhouse and watch their efforts grow.
- Exploring the Arts is a dynamic weekly program where 6th grade students engage with artists from diverse disciplines, fostering creativity and cultural understanding. This year, through the support of the Hartford Foundation for Public Giving Norma and Natale Sestero Fund, we introduced five new artists, enhancing the program's impact, with students sharing overwhelmingly positive feedback, including one who said, "*EA is my favorite part of school!*"
- Five classes transitioned from Hopewell to successfully become 5th Grade Navigators, where they are welcomed as valued members of our school community and embraced with a strong sense of belonging.
- GHS world language students and staff presented during China and Russia Day.
- The Drama Club worked with 5th and 6th grade students to produce and perform *Beauty and the Beast*, showcasing approximately 150 actors and stage crew members. In the spring, the club continued with a smaller group of 6th grade students, focusing on developing improvisation and stage skills.
- Students in both 5th and 6th grade serve as representatives on the Student Council. These members play an active role in supporting school-wide initiatives, such as the bulletin board decorating contest, Kindness Week bingo, and a fundraiser for ocean cleanup.
- The Students Helping Our Community (SHOC) Club participates in a variety of community outreach projects. These include reading to kindergarten students at Naubuc, repurposing jeans into fabric shoe parts for children in Uganda, and selling pink ribbon keychains to raise awareness for breast cancer.
- Two book swap events were held this year, with about one third of our students exchanging gently used books with their peers.
- Students in 5<sup>th</sup> and 6<sup>th</sup> grade participated in World Read Aloud Day (WRAD) on February 5, 2025. They had the opportunity to Zoom with 15 authors from across the country and ask questions about reading and the writing process.

- Each year, Town Hall meetings are held for 5th and 6th graders to discuss general topics, including successes and areas for improvement. Whenever possible, we aim to hold these meetings during indoor recess.
- We continue to host three orientation nights in April for incoming families, along with an August schedule walk-through for new students.
- In February, four students from Venezuela and their teachers visited GWS, observing and participating in classes alongside host students. It was a valuable experience for everyone, as students enjoyed learning from one another.
- The “Be Well” Committee actively focuses on the mental, physical, and emotional well-being of the staff at Gideon Welles by offering opportunities to unwind, connect, and have fun.
- The PTO organized a Spring Fling for all 5th and 6th grade students and their families to foster a stronger school community.

### **Awards and Celebrations:**

- Gideon Welles has been recognized by ADL Connecticut as a *No Place for Hate* school for the fourth consecutive year. We were also highlighted as the program's 'Spotlight School' for our work last year.
- We continue to recognize students with Principal Brag Tag Awards, which highlight our standards of care, respect, and responsibility. To date, 55 students have earned the award. In addition, every Gideon Welles student also receives a birthday pencil and birthday brag tag.
- Each year, students are celebrated at the UConn CT Writing Project. We are currently awaiting the results of this year's writing contest. In May, these students will be acknowledged at the University of Connecticut.
- GWS teams compete in the Stock Market Game each year. Zeal Darbar placed first in the state of Connecticut among the Middle School Division during the Spring 2024 InvestWrite competition.
- We are proud to partner with JCJ Architecture to design and build a structure using cans of food. We have placed first in this event for many years, and after the competition, all canned goods are donated to the Glastonbury Food Pantry. This year's theme is “Snoopy.”
- In the fall, we had an author visit by Jack Gantos who offered an informative and engaging presentation to all 6th graders.
- 25 students participated in “Le Grand Concours,” a national French contest where students compete against other students.
- All sixth graders participated in the Geography Bee, answering challenging geographic questions. After several rounds we crowned our school winner for 2025, Jacob Diascro.
- In January and May, we host three nights of in-person concerts showcasing our 6th Grade Orchestra, Band, and Chorus, along with performances by the Jazz Band, Chamber Orchestra, and Enharmonics. Additionally, we held the 5th Grade Winter Concert in December and upcoming in May the 5th Grade Spring Concert, featuring Band, Orchestra, and Chorus.
- The Gideon Welles Jazz Band will be attending the first ever Smith Middle School Jazz Festival in April along with 5 other middle schools.
- The Gideon Welles Enharmonics (select chorus) performed the National Anthem at a Hartford Wolf Pack game in November, 2024. They also performed at the District Choral Festival in February, 2025.
- Gideon formed its first ever Math Olympiad Team this year! A group of 20 students have the opportunity to participate in an after-school club practicing their critical thinking skills and participating in 5 competitions.

- We host a Technology Parent Night in which parents are invited to learn more about the use of ParentSquare, PowerSchool, Google Classroom, and more.
- For the second year in a row, during a historical fiction reading unit, students prepared questions to pose to Mr. Andy Sarkany, local Holocaust survivor from Hungary who presented WWII information and his life story.

## 2. Please share any new school initiatives that were introduced recently.

- "Diligence Training" has been introduced at our school, offering a mentorship program for 25 students. Through weekly meetings, participants develop a personalized roadmap to success in both their academic and personal lives.
- "Project Positive" is a student-led initiative that promotes positivity throughout the school, featuring events such as positive postcard campaigns. A survey was distributed before the initiative began to gather input and feedback.
- Open House panel presentations were held two different times, combining support services with electives. This event was a resounding success.
- All certified staff received introductory information on MTSS and how Tier 1 strategies and interventions help proactively address students' academic and behavioral needs.
- GWS administration and staff continue to train in and utilize Restorative Practices to foster community among staff and students while constructively addressing conflict and harmful behavior.
- iPad use is no longer permitted by students in the morning, and each device will now display a locked screen with the GWS logo. We are emphasizing the educational benefits of the iPad as a learning tool.
- The scheduling committee has begun meeting to advise on a new building schedule that better addresses student needs. Key issues have been identified, and visits to other districts have been made to explore best practices.
- The *Global Day of Unplugging* was held on March 7th and received positive reviews. Teachers and staff were surveyed, and the event was deemed an overwhelming success. There has been a call to make this an annual tradition.
- Staff participated in "GW Navigators Read", sharing their reading lives to promote literacy discussions around the school community.
- Students participated in creating puzzle pieces, with each piece fitting into a larger design. The theme emphasized that every person fits into the puzzle—discussions focused on the importance of every piece (person) matters and each piece (person) belongs.
- Teachers have transitioned from duty at "break" to lunch duty, providing an opportunity to build relationships with students outside of the classroom.
- We participated in the Author in Residence Program with author Nancy Tandon. Over 20 students worked with her in a small group setting for 4 one-hour sessions to produce a finished writing piece.
- Through a PTO fundraising initiative, we provided each team and the 5th grade with color-coded recess/break equipment, which is overseen by our student council members. The color coding supports our school standards of care, respect, and responsibility.
- A "Specials Campaign" assembly for rising 7th graders was held to inform all 6th graders about the various electives offered at SMS. The goal was to encourage students to begin the process of career exploration.
- We collaborate with UConn through an internship program which provides accelerated learning (pre-teaching) to groups of students.

### 3. Challenges and Opportunities at Gideon Welles School:

- The Student Support Center serves as a critical and integral part of the school community to support the constantly changing mental health needs of students. The setting and support staff service students in collaboration with the school psychologist, school counselors, administration, and outside agencies. The student support center clinician provides crisis management services, daily lunch and recess interventions to aid students with social stressors, helps to build communication, conflict resolution and other needed coping skills, and addresses behavioral needs when needed. Some insights about the Student Support Center are:
  - Activities include Check-in/out, Peer Mediation/Social Problem Solving/Restorative meetings, Crisis Management, School Avoidance, Post-Hospital/Post Clinical School Support, Executive Functioning, Goal Setting, Safe Space.
  - This year 52 5th grade students and 73 6th grade students utilized the center.
  - There are many successful stories where the SSC has been very helpful with Gideon Welles students' transition from 5th to 6th grade.
  - In the 2023-2024 year, there were 275 visits from August to March with 54 visits being at Level 3 or 4 (feeling stressed/anxious and increasing/escalating emotions) and an additional 12 visits at Level 5 (out of control feelings).
  - In the 2024-2025 year, we have had 169 visits from August to March. Of that, 26 have been at level 3 or 4, with no level 5 visits. Improvements have been seen in classroom engagement, school work completion and social connectedness.
  - In our 2023-2024 end of the year student survey, all of the students responded that the most helpful intervention in the SSC was being able to talk through problems *One student said "thank you for making a place where we can all feel safe". Another said "I wouldn't change a thing about the support center".*
- The Internet Safety presentation by Scott Driscoll focused on relevant, current uses of technology, safety and digital citizenship.
- At present, we have five 5th grade classes and four 6th grade teams. Looking ahead to next year, we'll be welcoming nine 5th grade classes. We're thrilled about the growth and remain committed to creating an inclusive environment where all fifth and sixth grade students feel welcome, regardless of scheduling differences. We look forward to transitioning Buttonball 5th graders to GWS.

### 4. Please highlight the long-term plans that support your school's interests and needs.

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

- Continue the work with our Scheduling Review Committee to review the building schedule in order to support teaching and learning.
- Continue to incorporate 5th grade materials/resources/lessons into our Library Media Program.
- We convene regular MTSS meetings to consistently monitor and address both student academic and behavioral needs.

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

- Promote team-based community service projects (e.g. Tigris - Food Bank; Rio Grande - book donation; Yukon - personal care item drive; Congo - Read-a thon, benefiting a local animal shelter)

- Support continued implementation of restorative practices and collaborative problem-solving for all Gideon Welles Staff.

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

- Maintain the Gideon *Be Well Committee*, providing staff many opportunities to be involved and supported at school.
- Implement purposeful iPad use during unstructured times.
- Continue to include all students (5th & 6th graders) in before and after school clubs & activities.
- Utilize STAR period as an important time where all students can visit their teacher
- Foster morale boosting activities for the staff to get to know each other and collaborate.
- Leverage school counseling services at the 6th grade level to continue ongoing, proactive and planned programs which recognize the developmental needs of the students through a comprehensive developmental school counseling curriculum. These programs are delivered through Tier 1 curriculum lessons, individual meetings and small group settings. School counselors consistently collaborate with the other support staff (school psychologist and student support center clinician) to best support the unique needs of our 6th graders throughout the school year.



## *Report to Glastonbury Board of Education*

**School:** Naubuc School

**Prepared by:** Mike Litke

**Date:** March 24, 2025

### **1. What are some notable school successes that have occurred within this past year?**

- Carol Lemieux was recognized as Teacher of the Year for the district.
- The 2<sup>nd</sup> floor renovations were completed as scheduled and a new gymnasium floor was also installed. Both look amazing.
- Naubuc had a successful school opening and ribbon cutting ceremony. It was a smooth transition to the new instructional spaces and the teachers quickly took advantage of the updated technologies and storage.
- During our opening ceremony, students shared their hopes and dreams for the year and listened to a read aloud entitled, "Waiting is Not Easy". It is an Elephant and Piggy book about friendship and patience, highlighting that with a little hard work and patience, good things come to those who wait.

### **2. Please share any new school initiatives that were introduced recently.**

- The kindergarten team implemented elements of Purposeful Play as part of a district pilot. Purposeful Play consists of strategies that allow explicit standards and targeted outcomes such as social skills and problem solving to be incorporated into structured play activities.
- We transitioned to the MTSS model across the school with an increased focus on small group instruction in Tier 1 and intentional decision making based on student work through student-centered collaborative coaching and professional learning communities.
- With the return of our stage and cafeteria, we reintroduced the Drama and Set Design club with a record turnout of over 100 4<sup>th</sup> and 5<sup>th</sup> grade students. Our newly installed microphone and sound system helped the students shine.
- The Reset Room was opened to provide sensory breaks, mentoring, goal setting, collaborative problem solving and an array of student jobs including recess coaches, aquaponic and hydroponic growing and even feeding the school axolotl.
- The STEAM (Science, Technology, Engineering, Arts and Mathematics) initiative continued its expansion across Naubuc School:
  - STEAM activities are offered to all students through the library media center.
  - The library also received an additional grant from the Glastonbury Education Foundation (GEF) to purchase Lego robotic kits in partnership with the Eureka Lab.

### **3. Challenges and Opportunities at Naubuc:**

- Continue to update classrooms and playgrounds of a nearly 100-year-old school.
- Continue to build out professional development, coaching and collaborative opportunities to tap into shared knowledge within the building and to make timely instructional decisions to meet individual student needs across all tiers.

**4. Please highlight the long-term plans that support your school's interests and needs.**

- Continue to refine our implementation of the Multi-Tiered System of Supports (MTSS) through careful scheduling, programming, and a focus on all children.
- Expand our use of the Collaborative Problem-Solving process and Restorative Practices to maximize opportunities for student growth and learning through layered support strategies and intentional data-systems
- Refine and expand our implementation of play-based learning to support our youngest learners in their first years of a structured school setting.
- Continue to offer before and after school clubs to provide opportunities for students to develop hidden talents, connect with friends, pursue healthy habits, and contribute to the school and greater community.
- Continue to provide health and wellness activities for teachers and staff through the CHEER and Wellness committees.



1. Total Number of Suspensions by Month	3	20	19	13	16	13	19				
In-School	2	19	15	13	13	11	19				
Out-of-School	1	4	4	1	4	3	6				
2. No. of 1 Day Suspensions											
3. No. of 2-4 Day Suspensions	0	12	15	7	11	9	8				
4. No. of 5-10 Day Suspensions	3	8	4	8	5	4	14				
5. * No. of Different Students Suspended for the Month	3	19	19	11	15	10	9				
6. * No. of Different Students Suspended this Year (Cumulative)	3	22	38	47	59	67	76				
7. * No. of Different Students Suspended More than Once this Month	0	1	0	2	1	1	2				
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	1	4	7	8	10	18				

Revised 11.15.05

\*See Reverse Side

The building administrator reviews suspension notices. Copies of all suspension notices detailing the problem and the consequences are sent to the Superintendent. This information is reviewed in compliance with special education legislation and may result in a student's program being modified by a school team when appropriate.

5. No student is counted more than once per month.
6. No student is counted more than once during the school year. This number is cumulative.
7. Only students who have been suspended on more than one occasion this month are included.
8. This is a cumulative number and represents the number of students suspended more than once during this school year.



<b>1.</b>	Total Number of Suspensions by Month	0	3	1	5	8	9	9				
	In-School	0	3	1	5	7	9	9				
	Out-of-School	0	0	0	0	1	0	0				
<b>2.</b>	No. of 1 Day Suspensions	0	0	0	0	0	3	2				
<b>3.</b>	No. of 2-4 Day Suspensions	0	3	1	5	7	6	7				
<b>4.</b>	No. of 5-10 Day Suspensions	0	0	0	0	1	0	0				
<b>5.</b>	* No. of Different Students Suspended for the Month	0	3	4	5	8	8	8				
<b>6.</b>	* No. of Different Students Suspended this Year (Cumulative)	0	3	4	9	15	21	28				
<b>7.</b>	* No. of Different Students Suspended More than Once this Month	0	0	0	0	0	1	1				
<b>8.</b>	* No. of Students Suspended More than Once this Year (Cumulative)	0	0	0	0	2	4	4				

The building administrator reviews suspension notices. Copies of all suspension notices detailing the problem and the consequences are sent to the Superintendent. This information is reviewed in compliance with special education legislation and may result in a student's program being modified by a school team when appropriate.

5. No student is counted more than once per month.

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