

Southington Board of Education Meeting

Thursday, March 10, 2016 6:30 PM
Municipal Center Public Assembly Room 200 North Main Street
Southington, CT 06489
200 North Main Street
Southington, CT 06489



BOARD OF EDUCATION REGULAR MEETING

1. CALL TO ORDER
2. Executive Session to discuss Personnel ~ 6:30 p.m.
3. Celebration of Excellence ~ All State Band Students ~ 7:00 p.m.
4. Reconvene Meeting ~ Regular Session ~ 7:30 p.m.
5. Pledge of Allegiance
6. Approval of Minutes ~ February 25, 2016
7. Communications
 - a. Communications from Audience
 - b. Communications from Board Members
 - c. Communications from Administration
 - d. Communications from Student Representatives
8. Report of Superintendent
 - a. Personnel Report
9. Committee Reports
 - a. Curriculum and Instruction Committee Meeting ~ March 8, 2016
10. Old Business
 - a. Town Government Communications
 - b. Board of Education Policy Updates ~ Second Reading
11. New Business
 - a. 21st Century Skills
12. Adjournment

The minutes presented within this document provide a summary of the discussion that took place at the Board of Education meeting. For the complete discussion of the agenda items, please view the video of the Board meeting on our website at www.southingtonschools.org. These minutes are considered a draft until approved at the following regular Board of Education meeting.

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

FEBRUARY 25, 2016 (Revised 3-10-16)

The regular meeting of the Southington Board of Education was held on Thursday, February 25, 2016 at 7:30 p.m. in the Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut with Executive Session scheduled for 6:30 p.m.

1. CALL TO ORDER

Mr. Brian Goralski, Chairperson, called the meeting to order at 6:35 p.m.

Present from the Board: Mr. Robert Brown, Mrs. Terri Carmody, Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Terry Lombardi, Mr. Zaya Oshana, Mrs. Patricia Queen.
Absent: Mrs. Juanita Champagne.

Present from Administration: Mr. Timothy Connellan, Superintendent of Schools and Mr. Steven Madancy, Assistant Superintendent.

MOTION: by Mr. Derynoski, seconded by Mrs. Clark:

"Move to go into Executive Session, excluding the public and the press, for the purpose of discussing Student Expulsions and Personnel Matters, and upon conclusion reconvene to public session."

Motion carried unanimously by voice vote.

2. EXECUTIVE SESSION TO DISCUSS STUDENT EXPULSIONS AND PERSONNEL MATTERS

Mr. Goralski declared Executive Session ended at 7:09 p.m. and the Board returned to public session.

3. CELEBRATION OF EXCELLENCE

At 7:18 p.m., in Celebration of Excellence, the Board recognized the following students who were presented with a Certificate of Excellence:

Oratorical Contest Recipients

- Jennifer Magnoli (Sophomore) ~ First Place; John Zapata (Sophomore) ~ Second Place; Tom Murdy (Junior) ~ Third Place Tie; Sarah Lamb (Senior) ~ Third Place Tie

Connecticut Art Education Association Award Recipients

- Giovonna Paulus ~ Honorable Mention “Gouache Bat” (Mixed Media)
- Allie Rinaldi ~ Honorable Mention “Self Portrait” (Drawing & Illustration)

4. RECONVENE MEETING ~ REGULAR SESSION

The regular session was reconvened at 7:45 p.m. by Mr. Goralski, Chairperson. Board members present were: Mr. Robert Brown, Mrs. Terri Carmody, Mrs. Colleen Clark, Mr. David Derynoski, Mrs. Terry Lombardi, Mr. Zaya Oshana and Mrs. Patricia Queen. Absent: Mrs. Juanita Champagne.

Present from the administration: Mr. Timothy Connellan, Superintendent of Schools; Mr. Steven Madancy, Assistant Superintendent; Mr. Peter Romano, Director of Operations; and Ms. Margaret Walsh, Director of Pupil Services.

Student Representatives present were Mr. James Brino, Mr. Christopher Iverson and Miss Samantha Martins.

5. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited led by the student representatives.

A moment of silence was observed in memory of three former employees who recently passed away: 1) James Ligouri, former teacher and principal of Hatton Elementary School from 1972-1987; 2) Ethel Glass, former crossing guard for 10 years, and 3) Diane Blair, former high school mathematics teacher in the 1970s.

6. APPROVAL OF MINUTES ~ January 28, 2016

MOTION: by Mr. Oshana, seconded by Mrs. Carmody:

“Move to approve the regular Board of Education minutes of January 28, 2016, as submitted.”

Motion carried unanimously by voice vote.

7. COMMUNICATIONS

a. Communications from Audience

There was no audience communication.

b. Communication from Board Members

The Board members reported and discussed the following:

- The Technology Advisory Committee met and planned to send modifications to the Curriculum Committee in April that will integrate technology between the high school and the middle schools.
- Appreciation to Mr. Madancy for advising and helping the first year teachers assimilate.

- Mr. Brown and Mrs. Queen will be attending the “On the Hill Lobbying Day” at the State Capitol and will address the topics discussed at the Legislative Breakfast.
- A student at South End School has arranged for a “Stuff-a-Truck” water drive to help the people of Flint, Michigan. Syracuse Moving and Storage will be shipping free or charge all the water that is donated. Donations of bottled water will be accepted on March 12, 2016 at South End School between 9:00 a.m. and noon.
- Strong School will be putting on their play “Little Mermaid” at Kennedy Middle School on Friday, February 26 and Saturday, February 27 at 7:00 p.m., which is supported by some high school students and the PTO.

MOTION: by Mrs. Carmody, seconded by Mr. Oshana:

“Move agenda item 11.b, ‘Out of State Field Trip Approval’ to agenda item 7.e.”

Motion carried unanimously by voice vote.

MOTION: by Mrs. Carmody, seconded by Mr. Oshana:

“Move to add Agenda Item 11.f, ‘Student Expulsion #2015-2016-04’ and Agenda Item 11.g ‘Student Expulsion #2015-2016-06’ to the agenda.”

Motion carried unanimously by voice vote.

c. Communication from Administration

Administration reported on the following:

1. Hartford Area Superintendent Association Legislative Breakfast: Mr. Connellan attended the breakfast which was well attended by superintendents and board members but not legislators. The legislators in attendance talked about fixing some of the issues.
2. University of Connecticut Job Fair: Takes place the first week in April and Southington will be sending representatives.
3. Smarter-Balanced: Mr. Madancy reported that Governor Malloy announced that day that the state has eliminated the Performance Task of the Smarter-Balanced assessments leaving only the multiple choice adaptive portion of the test remaining resulting in much more time spent on classroom instruction and less time on assessment, which administration was very happy about. This was a collaborative effort between Board of Education Commissioner Wentzel and the Governor. Superintendents’ were not informed in advance of this announcement.
4. World Language Presentation: Mrs. Tina Riccio, World Language Chair, gave a presentation and showed a video on the district’s World Language Program and proposed expansion (*Attachment #1*), which started at South End Elementary School two years ago. A task force was formed to examine world language in the Southington Public Schools through surveys, attending PTO meetings and talking to parents. Mr. Goralski requested that after the task force finishes their research, the next step would be to go to the Curriculum Committee and then come before the Board as an agenda item at a future meeting.

5. Cristin Buckley, 109 Churchill Street: She spoke on the nonprofit charity “Ben was Here, Inc.” that was named after her son Benjamin who was seven years old and a student at Thalberg School when he passed away in 2014 of an asthma attack. She noted that Benjamin loved art. Part of the mission of the charity was supporting the Southington Public Schools. She pledged to donate ten \$1,000 grants to teachers in different programs who apply. They have received two applications to date.

d. Communications from Student Representatives

Mr. Iverson reported on the following:

- Junior Achievement Entrepreneurial Academy: A group of students meet weekly to form a business from the beginning to the end. John Zapata was elected Chief Executive Officer of that company. They met with the Chief Operations Officer of Stanley Black & Decker, the host company of the program.
- Advance Placement (AP) Night was held at the high school.
- Google Drive: Students and teachers use it daily and it reduces the number of paper assignments and streamlines presentations. The Google Drive technology is a major asset to students and teachers.

Miss Martins reported on the following:

- She uses Google Drive for everything including taking notes for herself.
- She attended “Navigating the College Process” an event that the high school hosted and found it very helpful.
- The juniors will be taking the in-school SAT next Wednesday.
- The “Remind Program” is a text service offered at the high school. A teacher can remind the students, who have signed up, if there is an assignment due or if the student needed to bring in their textbook. She noted that Mr. Stranieri set up a Remind account so he can send a text blast to students who sign up, which totaled 400 students on the first day.
- The Unified Theater Show is Friday, March 18 at 7:00 p.m. and the theme this year is movies.

Mr. Brino reported on the following:

- The high school is hosting a Spectrum Band Concert on March 2, 2016 at 6:00 p.m.
- He is co-hosting the Pep Rally for juniors and seniors on March 4, 2016 during eighth period. The focus this year is Unified Sports. One of the major events that they will be hosting is one in which teachers, who volunteered, will get a shaving cream pie in the face. There are 15 teachers signed up along with the principal, Brian Stranieri. The raffle tickets are \$1.00 and a portion of it will be donated to a Southington charity.
- The Drama Club production of Footloose is March 11-12, 2016 at 7:00 p.m.
- The Robotics Team has finished their “build” season. The name of this year’s robot is “Knight Fury.”

The student representatives will work with Mr. Madancy to give a demonstration at a future Board meeting on how they use Google Drive on a daily basis.

- e. **Out of State Field Trip Approval** (*formerly Agenda Item #11.b*)

MOTION: by Mr. Derynoski, seconded by Mrs. Queen:

“Move to approve the Out of State/Overnight Field Trip for the Southington High School Key Club to attend the district conference in Massachusetts as presented by the administration.”

Motion carried unanimously by voice vote.

8. REPORT OF SUPERINTENDENT

- a. **Personnel Report**

MOTION: by Mrs. Carmody, seconded by Mr. Derynoski:

“Move to approve the Personnel Report, as submitted.”

Motion carried unanimously by voice vote.

9. COMMITTEE REPORTS

- a. **Policy & Personnel Committee Meeting ~ February 16, 2016**

The committee discussed the **CABE sample Transgender Policy, nondiscrimination policies and Secretary to Special Education (Class I) job description**. As a result of a policy audit, the administration **and committee** will update and review the policies through the CABE Policy Services Department with the fee being covered in the existing Dues & Fees line item in the operating budget.

Mrs. Lombardi left the meeting at 8:30 p.m.

10. OLD BUSINESS

- a. **Town Government Communications**

The Facilities Advisory Committee met on February 3, 2016. They discussed:

- 1) There are opportunities to rent the field but the school district is using it, which takes priority.
- 2) Approving a proposal that came from Mr. Goralski and others to put tents on the field during the annual Relay for Life event.
- 3) The Advertising Program and an Advertising Proposal form provided by Mr. Madancy, which includes language that delineates parameters that complies with Board of Education policy. Advertising Proposal forms will be sent to the Superintendent of Schools for his approval, once completed.
- 4) A request by the Board of Education for a fund balance which is maintained by the Town Finance Department. As of February 23, 2016 the fund balance is \$87,653.

(Revised 3-10-16)

Mr. Goralski was recently appointed to a new town committee named, "Farm Heritage Committee," which is co-chaired by Edward Pocock, III and Christopher Palmieri along with members John Myers and Brian Goralski. Their role is to assist the town in better managing farm land. The Board of Education tie-in to this committee is the LEAF Program. Mr. Goralski will share with the Farm Heritage Committee that the high school Ag-Science program has an advisory board that would be invaluable regarding farming expertise.

Mr. Goralski reminded the Board of the following budget calendar dates:

- March 7, 2016, Public Hearing by the Board of Finance at DePaolo Middle School at 7:00 p.m.
- March 16, 2016 is a potential Board of Finance Workshop at 6:30 p.m. in the Town Hall Chambers.
- March 22, 2016 is a potential Board of Finance Workshop at 6:30 p.m. in the Town Hall Chambers.
- March 30, 2016, 7:00 p.m. at Town Hall, Board of Finance meeting to adopt the budget.
- April 25, 2016, 7:00 p.m. at the Municipal Center, Town Council budget public hearing.
- May 9, 2016, 7:00 p.m. at the Municipal Center, Town Council adopts all budgets.

b. Construction Update

Mr. Romano reported that they are close to wrapping up South End Elementary School. Mr. Goralski requested that the Southington High School Atrium Skylight Project be included on future Construction Updates.

11. NEW BUSINESS

a. Leonard and Gladys Joll Scholarship Committee Appointment

Mr. Goralski appointed Mr. Brown, Mrs. Lombardi and Mr. Oshana to this committee.

b. Out of State Field Trip Approval (*Moved to Agenda Item 7.e*)

c. SHS Atrium Bid Award ~ #2016-BID-22

MOTION: by Mrs. Clark, seconded by Mr. Derynoski:

"Move to award the Southington High School Atrium Skylight Project bid #2016-BID-22 to Cherry Hill Glass Co., Inc. for the Glass Roof System and Advanced Welding LLC for the Structural Steel."

Mr. Romano will be the construction manager on this project.

Motion carried unanimously by voice vote.

d. Board of Education Policy Updates ~ First Reading

The Policy and Personnel Committee and administration **have updated the list of protected classes pertaining to nondiscrimination** in Policy Series 4000, 5000 and 6000. **The Board** requested that these policies be reviewed by legal counsel and outside experts to make sure it is correct.

e. Job Description ~ Secretary for Special Education (Class I)

MOTION: by Mrs. Queen, seconded by Mrs. Clark:

“Move to approve the job description for the position of Secretary for Special Education (Class I) as recommended by the Policy and Personnel Committee.”

Motion carried unanimously by voice vote.

f. Student Expulsion – 2015-2016-04

MOTION: by Mrs. Carmody, seconded by Mr. Oshana:

“Move to expel Student 2015-2016-04 as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

g. Student Expulsion – 2015-2016-06

MOTION: by Mrs. Carmody, seconded by Mr. Oshana:

“Move to expel Student 2015-2016-06 as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

12. ADJOURNMENT

MOTION: by Mr. Oshana, seconded by Mr. Derynoski:

“Move to adjourn.”

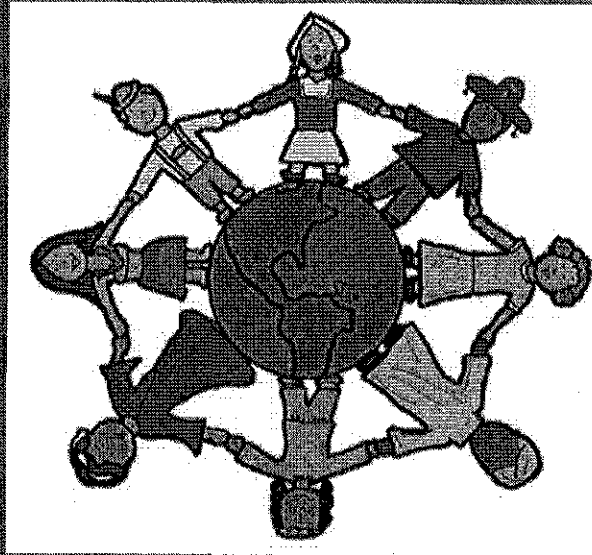
Motion carried unanimously by voice vote.

The meeting adjourned at 8:50 p.m.

Respectfully submitted,
Linda Blanchard
Recording Secretary

(Revised 3-10-16)

Foreign Language for Every Student



World Language Expansion Task Force

Kristin Bellis, Spanish teacher, Southington High School

Terri Carmody, Board of Education

Robert Garry, Principal, Hatton Elementary School

Erin Nattrass, Principal, South End Elementary School

Patricia Queen, Board of Education

Tina Riccio, World Language Department Chair, Southington High School

Bethany Rosin, Spanish teacher, DePaoio Middle School

Kate Tavera, Italian teacher, Southington High School

Alicia Vercher, Spanish teacher, Kennedy Middle School

Video

<https://youtu.be/vxxBr4aKnRM>

Rationale and Research for World Language Study

Multilingualism:

- builds cultural competency: "having an open mind while actively seeking to understand cultural norms and expectations of others, and leveraging this gained knowledge to interact, communicate, and work effectively in diverse environment." - William Hunder, Ed.D., 2004
- is essential for raising global citizens

Monolingualism is the illiteracy of the 21st century.

World Language Instruction Internationally

- Compulsory second language education starting in or before 3rd grade:
 - Singapore Chinese Taipei
 - China Finland
 - South Korea
- Singapore's Mother Tongue Policy is the foundation of their education policies. In addition to learning English as first language, students study their mother tongue – usually Chinese, Malay or Tamil
- In Finland 69% of the population can speak more than one foreign language, 47% at least two languages and 23% even three foreign languages. Top 3 languages studied are English, Swedish, and German.

Rationale and Research for World Language Study

Ø Research has proven that students who study a language at an early age:

- develop better problem solving skills
- have higher cognitive skills in all academic areas
- have a more sophisticated sense of self

Recent studies show that the effort and attention needed to switch between languages triggers more activity in the dorsolateral prefrontal cortex - the part of the brain that plays a large role in executive function, problem solving, focusing while filtering out irrelevant information and switching between tasks

Rationale and Research for World Language Study

ØSecond language acquisition:

- stimulates the brain making it more flexible and creative
- enhances reading skills in the native language
- increases phonological awareness which is essential for early readers
- improves understanding of native (first) language grammar and structure
- increases native (first) language vocabulary through related cognates
- increases the child's ability to think analytically and abstractly since the brain uses language to organize and express abstract ideas

Rationale: Connection to Common Core Strands of Reading, Writing, Speaking and Listening

ØSecond language study supports the Common Core strands of Reading, Writing, Speaking and Listening by emphasizing the purpose behind communication in the three modalities of:

- Interpersonal (speaking + listening or writing + reading)
- Interpretive (reading, listening, viewing)
- Presentational (speaking and writing)

Rationale: Connection with Common Core strands of Mathematical principles

Ø Second language study supports the Mathematical principles of the Common Core, specifically:

- Make sense of problems and persevere in solving
- Look for and make use of structure
- Look for and express regularity in repeated reasoning
- Reason abstractly and quantitatively

Current Situation of World Languages in Southington Elementary Schools

2014-2015 South End Pilot – grades k and 1 – tied to Language Arts and Social Studies curricula

2015-2016 – South End – expand to grade 2 – tied to Language Arts and Social Studies curricula

1 day a week for 30 minutes

Kindergarten: How do I use Spanish?

Grade 1: Who am I? Who are my neighbors?

Grade 2: How do families and communities differ across cultures?

Current Situation of World Languages in Southington Middle Schools/High School

Currently we offer 2 language choices starting 7th grade:
French and Spanish

Currently we offer 5 language choices at the high school:
French, German, Italian, Latin, and Spanish.

World Language Instruction in CT's Elementary Schools

100% districts in DRG A

81% districts in DRG B

50% districts in DRG C

20% districts in DRG D

World Language Instruction in CT's Elementary Schools

Andover	Cornwall	Glastonbury	New Britain	Salem	West Hartford	District No. 10
Avon	Darien	Granby	New Canaan	Sharon	Westbrook	District No.12
Bethany	Deep River	Greenwich	New Fairfield	Simsbury	Weston	District No. 16
Bolton	East Haven	Guildford	New Haven	South Windsor	Westport	District No.17
Bridgeport	East Lyme	Hebron	Newtown	Southington	Willington	District No. 18
Brookfield	Easton	Madison	Old Saybrook	Stafford	Wilton	
Cheshire	Essex	Mansfield	Orange	Stratford	Windsor Locks	
Chester	Fairfield	Marlborough	Redding	Suffield	Woodbridge	
Clinton	Farmington	Montville	Ridgefield	Waterford	District No.9	

Districts that start WL in 6th grade

Ansonia	North Haven
Berlin	Norwalk
East Haddam	Trumbull
Groton	Waterbury
Milford	Wolcott
Newington	

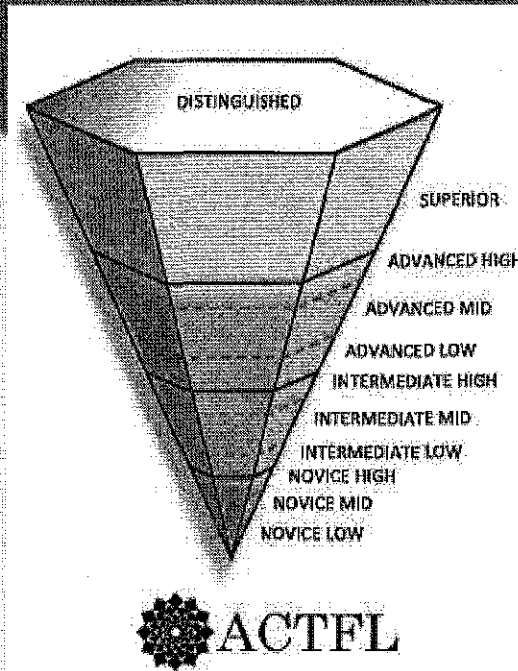
Data from surveys

	Parent Survey	Student Survey - Elementary and Middle	Student Survey - High School
Number of surveys	722	1565	949
Languages in elementary schools	yes - 82.83%	yes - 66.96%	yes - 68.95%
multiple languages in the elementary schools	yes - 60.58%	yes - 58.88%	yes - 64.69%
Which languages at the elementary schools?	Spanish - 79.22% French - 35.15% Italian - 22.87% Mandarin - 16.04%	Spanish - 72.98% French - 54.36% Italian - 36.52% Latin - 19.26%	Spanish - 75.72% French - 40.47% Italian - 32.27% Latin - 31.42%

Data from surveys

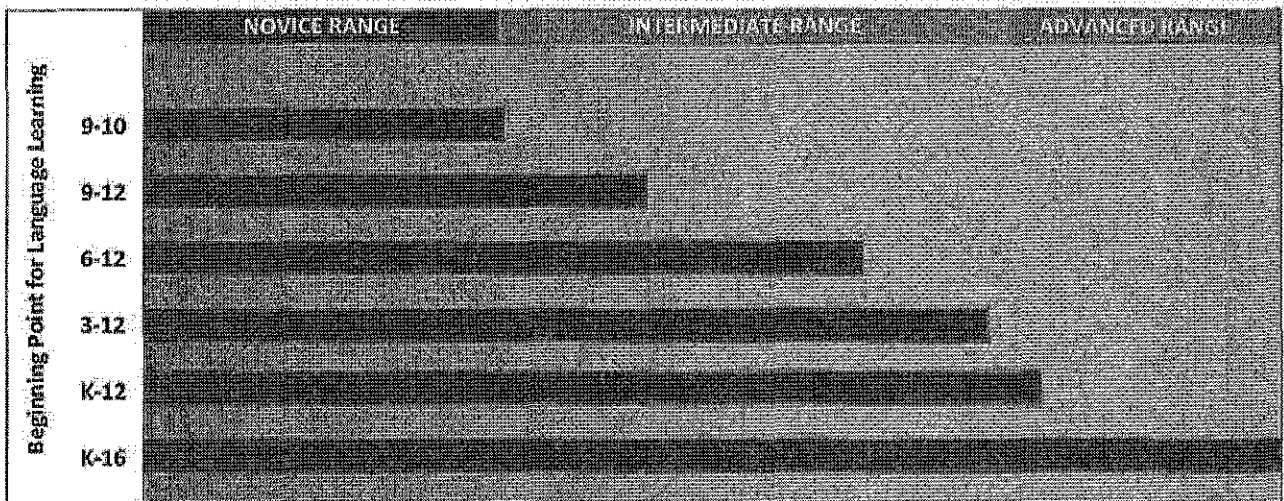
	Parent Survey	Student Survey - elementary and middle	Student Survey - high school
expand language options at the middle schools	yes - 72%	yes - 84.38%	
which languages should be offered at the middle schools?	Spanish - 55.26% Italian - 46.81% French - 43.56% Latin - 28.89% Mandarin - 28%	Italian - 70.17% Spanish - 67.91% French - 63.91% German - 42.80% Latin - 39.70%	Italian - 58.74% Latin - 57.04% German - 33.90% Mandarin - 20.26%
which additional languages should be offered at the high school?			Sign language - 60.26% Mandarin - 18.27% Ancient Greek - 12.93% Arabic - 8.55%

ACTFL PROFICIENCY LEVELS



Early Language Instruction and Proficiency

TIME AS A CRITICAL COMPONENT FOR DEVELOPING LANGUAGE PERFORMANCE



Oral Proficiency Levels and Jobs

ORAL PROFICIENCY LEVELS IN THE WORKPLACE

ACTFL Level	ILR	Language Functions	Corresponding Professions/Positions*	Examples of Who is Likely to Function at this Level
Distinguished	5	Ability to deliver knowledge to specific audiences, purposes, settings, and with associated oral job tasks.	Foreign Service Attaché, Consul, Ambassador, International Specialist, Multilingual Executive	<ul style="list-style-type: none"> Highly educated, professionally specialized native speakers Language learners with 10+ years (17+ years) and relevant professional and/or educational experience in the target culture
Superior	4	Discuss topics extensively, support opinions, hypothesize. Deal with linguistically demanding situations.	University Language Professor, Nonprofit Service/Marketing Consultant, Foreign Area Officer, Lawyer, Judge, Court Interpreter	<ul style="list-style-type: none"> Well-educated native speakers Educated language learners with extended professional and/or educational experience in the target language environment
Advanced High	3+		Physician, Human Resources Communications Coordinator, Psychiatrist, Services Center Supervisor, District Account Executive, Marketing Manager, Financial Advisor, Broker, Military Hospital, Translation Office	<ul style="list-style-type: none"> Language learners with graduate degrees in language or a related area and extended educational experience in target environment
Advanced Mid	3	Narrate and describe in great detail. Deal effectively with the usual formal workplace.	Banking and Investment Services Customer Service Representative, Travel Specialist, Account Executive, Medical Interpreter, Public Advocate, Court Interpreter, Government Worker, Human Resources Director, Specialist, Technical Service Representative, Sales Representative, Training Coordinator	<ul style="list-style-type: none"> Fluently speaking, informal speakers, who occasionally interact with those who have significant contact with language Undergraduate majors with working study in the target language culture
Advanced Low	2+		For 12 language: Teacher, Nurse, Social Worker, Claims Processor, Police Officer, Government Administrator, Billing Clerk, Legal Secretary, Legal Receptionist, 911 Dispatcher, Customer Product Customer Service Representative, Retail Service Personnel	<ul style="list-style-type: none"> Undergraduate language majors
Intermediate High	2		Fire Fighter, Clinical Psychologist, Air Traffic Controller, Auditor, Executive, Ministry, Tour Guide	<ul style="list-style-type: none"> Language learners following 6-8 year equivalent of study (e.g., AP or A-a semester college equivalent)
Intermediate Mid	1+	Communicate in language, handle, maintain, and give to others simple information by asking and responding to simple questions.	Teacher, Bank Clerk (highly predictable content), Receptionist	<ul style="list-style-type: none"> Language learners following 4-year high school sequence of 2 semester college equivalent Language learners following an semester language program in Canada K-12
Intermediate Low	1			<ul style="list-style-type: none"> Language learners following 3-year high school language program
Novice High	0+			<ul style="list-style-type: none"> Language learners following a year of high school language study
Novice Mid	0			
Novice Low	0			

*The levels of proficiency described here, with the exception of the novice levels, are not arbitrary but are based on work settings. The related levels were determined by subject matter experts from various disciplines who are ACTFL proficiency users.



AMERICAN COUNCIL ON THE TEACHING OF FOREIGN LANGUAGES

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Video of Southington South End FLES Students



South End FLES Schedule

Tuesdays 9-10:30 Alexa Velazquez First Grade

Tuesdays 12:45-1:45 Tina Riccio Second Grade

Thursdays 9-10 Alexa Velazquez Kindergarten

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Need more Information?

contact Tina Riccio at

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860-628-3229, ext. 431

Board of Education

Administrative Report

March 10, 2016



- 1. Emergency Management Planning Webinar**
- 2. College Partnership**
- 3. Professional Development & Evaluation Committee Update**

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date March 10, 2016

Decision Requested X Agenda Code 8. a.

AGENDA REPORTING FORM

Agenda Topic: Personnel Report

Summary of Issue: This Personnel Report includes appointments, resignations, retirements, and transfers for certified and classified personnel for 2015 – 2016.

Background: The attached report lists personnel activity from February 1, 2016 through February 29, 2016.

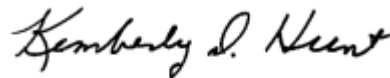
Alternative Strategies: _____

Cost (if applicable): N/A **Funding Source:** Board of Education

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: Recommend that the Personnel Report be approved as submitted.



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Titles of Attachments:

1. Personnel Report

Agenda – March 2016

PERSONNEL ACTIVITY REPORT

FOR: March 10, 2016

APPOINTMENTS

Certified

Name	Position	School	FTE If Less Than 1.0	Effective Date	Highest Degree	University / School	Salary
Schuessler, Adrienne	School Psychologist	DES & FES		March 21, 2016	Ph.D.	University of Albany, SUNY	\$92,180.00, prorated

Classified

Name	Position	School	Hours Per Week	Effective Date	Salary / Hourly Rate
Hughes, Michael	Full-Time Custodian, Evening shift	SHS	40.00	February 10, 2016	\$22.49
Rosania, Gina	Interim Special Ed Paraprofessional	Hatton	19.50	February 17, 2016	\$10.67
Kalamajka, Cheryl	Interim Special Ed Paraprofessional	South End	17.25	February 29, 2016	\$10.67
Cahill, Jessica	Interim Special Ed Paraprofessional	Derynoski	16.25	March 7, 2016	\$10.67
Breen, Gina	Grant Funded Math Tutor	Plantsville	20.00	March 9, 2016	\$19.53
Scalzi, Stephanie	Part-Time School Nurse	Derynoski	19.50	April 3, 2016	\$21.66

RESIGNATIONS

Certified

Name	Position	School	Effective Date	Years of Service	Retire
Powers-Salamon, Nancy	Math Teacher	JKF	July 1, 2016	24 years	Yes

Classified

Name	Position	School	Effective Date	Years of Service	Retire
Hughes, Michael	Part-Time Custodian, Evening shift	JAD	February 9, 2016	5 months	No
Longo, Rachel	Interim Part-Time Special Ed Paraprofessional	South End	February 19, 2016	3 weeks	No
Ferreri, Rita	Part-Time Special Ed Paraprofessional	South End	February 20, 2016	2 ½ years	No
Principi, Judy	Part-Time Nurse	DES	February 25, 2016	3 month	No
Verderame, Marlene	Part-Time Special Ed Paraprofessional	Flanders	February 25, 2016	3 months	No
Sharp, Kathleen	Secretary, Class II	DES	February 27, 2016	6 months	No
Marino, Lauren	Part-Time Special Ed Paraprofessional	JFK	March 12, 2016	2 years	No
Pryzbek, Nathaniel	Full-Time Paraprofessional	SHS	March 19, 2016	1 year	No
Chiappetta, Mary Ann	School Nurse	JFK	April 2, 2016	18 years	Yes
Volpe, Carol	Secretary, Class II	SHS	April 23, 2016	31 years	Yes

TRANSFERS

Certified

Name	From Position	From School	To Position	To School	Effective Date
No certified transfers in the month of February					

Classified

Name	From Position	From School	To Position	To School	Effective Date
No classified transfers in the month of February					

UNPAID LEAVES OF ABSENCE

Name	Position	School	Start Date	End Date	Reason
Castillo-Blain, Bethany	Psychologist	JFK	August 29, 2016	June 30, 2017	Childrearing

COACHING / STIPENDS

Appointments

Name	To Position	School	Effective Date	Stipend
Curtin, Elizabeth	Newspaper Co-Advisor Sharing position w/Heidi Bass-Lamberto	JAD	August 27, 2015	\$431.50

Resignations

Name	From Position	School	Effective Date
No coaching /stipend resignations in the month of February			



SOUTHINGTON PUBLIC SCHOOLS

Southington, Connecticut Curriculum and Instruction Committee Meeting March 8, 2016

Committee chairperson, Mrs. Terri Carmody, called the Curriculum and Instruction Committee meeting to order at 2:34 p.m.

Committee Members Present: Mr. Robert Brown, Mrs. Terri Carmody, and Mrs. Patricia Queen. Absent: Mrs. Juanita Champagne

Other Board Members Present: Mrs. Terry Lombardi

Administration Present and Faculty Present: Mr. Steven Madancy, Assistant Superintendent.

Foreign Field Trips (2:30 pm – 2:45 pm)

In Attendance from Southington High School: Mr. Michael Halloran, Assistant Principal; Mrs. Tina Riccio, World Language Department Chair.

Mr. Halloran and Mrs. Riccio presented two foreign field trips, Chile and Costa Rica. They indicated that they're goal is for these trips to be the beginning of true partnerships and an effort to establish relationships that can be maintained over time. The trip to Costa Rica involves summer travel and the trip to Chile would occur during the 2017 April vacation. Southington would be hosting students from Chile in October 2016 and, in turn, travel to Chile in April 2017. As for the Costa Rica trip, Southington would travel to Costa Rica first, and then host those students during the summer of 2017.

The Curriculum and Instruction Committee inquired about the safety assurances including insurance, background checks, drug tests, and a point person (chaperone) for students to connect with should the need arise during their trip to either of these countries. Mr. Halloran and Mrs. Riccio indicated that they had investigated these priorities and would ensure that the appropriate safety precautions stated would be in place as part of the trip criteria and procedures.

In closing, the committee required that all the criteria they committed to during the presentation, as well as the regulations that were developed relative to the handling of funds and timelines, be followed during the planning, confirmation, and execution of the trip. The committee agreed to present these foreign field trips to the full Board at the March 24, 2016 Board of Education meeting for formal approval.

Textbook Review ~ Business Department (2:45 pm – 3:00 pm)

In Attendance from Southington High School: Ms. Lillian Schena, Business Department Chair; Ms. Holly Jayne and Sandra Spinelli, faculty.

Ms. Schena, Ms. Jayne, and Ms. Spinelli presented three business textbooks for review and adoption: *Business Law*, *International Law*, and *Principles of Economics*. There was discussion surrounding the number of texts for purchase.

TIMOTHY F. CONNELLAN
SUPERINTENDENT OF
SCHOOLS

STEVEN G. MADANCY
ASSISTANT SUPERINTENDENT
FOR CURRICULUM AND
INSTRUCTION

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It was agreed that they could reduce the number from the proposed 25 to number that will be closely align with the projected enrollment at the close of the registration period.

Further conversation occurred with the committee about the benefits of the *Principles of Economics* text and how it could be used for both micro and macroeconomics in the future. Additionally, the business department presented the recent acceptance of two courses offered through the department that will be eligible for ECE credits through UCONN. These courses will be *Economic Principles* and *AP Microeconomics*. The committee agreed to present the texts to the full Board at the March 24, 2016 Board of Education meeting for formal approval.

Textbook Review ~ Social Studies Department (3:00 pm – 3:15 pm)

In Attendance from Southington High School: Ms. Heather Allenback, Social Studies Department Chair.

Ms. Allenback presented three textbooks for review and adoption: *REVEL for Government in America, American History: Connecting with the Past ~ AP Edition*, and *Psychology for AP*. She indicated that the department plans to purchase eText sets and a small number of hardcopies of the textbooks to provide supplemental access for students without devices for access to the Internet. The textbooks were reviewed and discussed. The committee agreed to present the eTexts to the full Board at the March 24, 2016 Board of Education meeting for formal approval.

Art Curriculum, K-12 (3:15 pm – 3:40 pm)

In Attendance: Mrs. Jan Verderame, Principal, Derynoski Elementary School; Mr. Tom Horanzy, Art Teacher, Southington High School; Ms. Lauren Klein, Art Teacher, Derynoski Elementary School; Ms. Bonnie Symanski, Art Teacher, Kelley Elementary School.

Mrs. Verderame presented the art curriculum and a synopsis of the development process that had occurred to date. Ms. Klein spoke to the shifts in emphasis of the elementary art curriculum. It was agreed by the committee that potential unit additions at the middle school level could include the use of digital technology that is now available to students. It was understood that the units were under development and that corresponding professional development is necessary prior to implementation. Further review and discussion occurred relative to the high school portion of the art curriculum. The committee agreed to present the K-12 Art Curriculum to the full Board at the March 24, 2016 Board of Education meeting for formal approval.

Health Curriculum Information Letters

The administration presented drafts of letters designed to inform parents of the topics and content relative to the reproduction and puberty units taught within a middle school health curriculum. Additionally, an initial introduction letter, which will be sent to all families at the beginning of each school year, highlighting the topic and content of all three grade levels health curriculum was also reviewed. The committee agreed that the letters were an excellent representation of the topics covered and would effectively inform parents and guardians of the substance covered with in these units.

Other

The administration presented a report/summary of requested items centering surrounding classroom coverage, professional development, and release time for teachers. The summary was reviewed and discussed. It was agreed that this would be addressed within the Curriculum and Instruction Committee report at the March 10, 2016 Board meeting.

The curriculum and instruction committee chair introduced the idea of having retired social studies teacher, Ms. Cathy Conway, present at an upcoming Board of Education meeting. She recently learned of the partnership that is been established between the Southington Historical Society and the middle school social studies faculty and was very impressed and inspired by the information that was shared. She felt it would be beneficial for the full Board to bare the same amount of awareness.

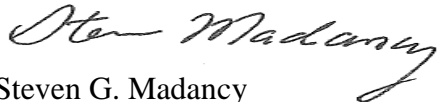
By Mrs. Queen, seconded by Mr. Brown

“Move that the Curriculum and Instruction Committee meeting be adjourned.”

Motion carried unanimously by voice vote.

The meeting was adjourned at 4:08 p.m.

Respectfully Submitted,



Steven G. Madancy
Assistant Superintendent for Curriculum and Instruction

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only Board Meeting Date March 10, 2016

Decision Requested _____ Agenda Code 10 a.

AGENDA REPORTING FORM

Agenda Topic: Town Government Communications

Summary of Issue: Communications (when applicable) will be discussed.

Background: N/A

Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: N/A

Timothy J. Connellan

Signature of Superintendent of Schools

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____

Board Meeting Date March 10, 2016

Decision Requested X

Agenda Code 10 b

AGENDA REPORTING FORM

Agenda Topic: Board of Education Policy Updates ~ Second Reading

Summary of Issue: After a review of current policies in the 4000, 5000, and 6000 series, the Policy and Personnel Committee and the administration agreed to update verbiage pertaining to discrimination in each of the policies outlined below. The updates now reflect consistency throughout all Board of Education policies and regulations pertaining to discrimination toward students and staff.

Policies:

#1330 ~ Use of School Facilities, **#4111.1** ~ Affirmative Action, **#4118.11** ~ Civil and Legal Rights ~ Non-discrimination, **#4211** ~ Recruitment and Selection, **#5000** ~ Concepts and Roles in Student Policies, **#6121** ~ Non-discrimination: Instruction Program, **#6180** ~ Evaluation of the Instructional Program

Background: The Board of Education approves all policy adoptions and revisions.

Alternative Strategies: Request additional revisions to the attached, draft policies.

Cost (if applicable): N/A

Funding Source: N/A

Beginning Date of Program or Project: January 2016

Ending Date of Program or Project: N/A

Recommendation or Comment: Move that the Board of Education approve the revised policies as recommended by the Policy and Personnel Committee.

Titles of Attachments:

1. Draft Policies

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Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Policies Revised

BOE Approval Requested

1000 Series, Community Relations

- 1330 ~ Use of School Facilities

4000 Series, Certified Personnel

- 4111.1 ~ Affirmative Action
- 4118.11 ~ Civil and Legal Rights ~ Non-discrimination
- 4211 ~ Recruitment and Selection

5000 Series, Students

- 5000 ~ Concepts and Roles in Student Policies

6000 Series, Instruction

- 6121 ~ Non-discrimination: Instruction Program
- 6180 ~ Evaluation of the Instructional Program

Series 1000: Community Relations

Use of School Facilities

Since school buildings and grounds are public property, the Board of Education may make them available for purposes other than education when they are not in use for school purposes.

The Board of Education shall grant the use of school facilities for activities of an educational, cultural, civic, social, recreational, governmental or general political nature which are sponsored by responsible local persons, organizations, agencies or institutions, as permitted under law.

Types of Activities Which Will Not be Permitted

1. Activities advocating the overthrow of the United States, the State of Connecticut, or of local governmental agencies
2. Any Activity that may violate the canons of good morals, manners or taste, or be injurious to the buildings, grounds or equipment of the schools
3. Any purpose in conflict with school activities
4. Fundraising campaigns except as permitted by Board of Education policy or by special action of the Board of Education
5. Activities which are discriminatory by nature
6. Rental of school equipment off-site is not permitted

The Board of Education will not allow use of school facilities by any group which discriminates on the basis of race, color, religion, ancestry, national origin, gender, age, pregnancy, **marital status**, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

Consistent with this policy, the Superintendent of Schools shall approve and schedule the use of school facilities by an individual or group and shall develop guidelines for community use of the schools.

Legal Reference: Connecticut General Statutes
 10-239 Use of School Facilities for Other Purposes

Policy adopted: October 1988
Policy reviewed: January 2003
Policy revised: **March 8, 2016**

Series 4000: Personnel**Certified Personnel****Permanent Personnel****Recruitment and Selection****Affirmative Action**

The Board of Education will provide equal employment opportunities for all persons without regard to race, color, religion, ancestry, national origin, gender, age, pregnancy, marital status, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics. The Board of Education directs the administration to set as a goal the recruitment, selection and employment of qualified people among racial and ethnic minority groups.

No advertisement of employment opportunities may by intention or design restrict employment based upon discrimination as defined by law.

Legal Reference:

Connecticut General Statutes

10-153, Discrimination on account of marital status

46a-60, Discriminatory employment practices prohibited

Title VII, Civil Rights Act

Policy adopted: December 1988

Policy revised: April 2003

Policy revised: **March 8, 2016**

Series 4000: Personnel**Certified – Personnel****Permanent Personnel****Rights, Responsibilities and Duties****Civil and Legal Rights ~ Non-discrimination**

The conditions or privileges of employment in the school district, including the wages, hours, terms and benefits, shall be applied without regard to race, color, religion, ancestry, national origin, gender, age, pregnancy, marital status, sexual orientation, gender identity and expression, socioeconomic status, ~~academic~~ status, physical appearance, mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics. The Board of Education seeks to extend the advantages of public education with full equality of educational opportunity to all students and personnel. The Board, any employee or any other person may not aid or compel the performance of an unfair labor practice as defined by law.

Legal Reference:

Connecticut General Statutes §46a-60(a)(8)

42 U.S.C. §2000e (Title VII)

29 C.F.R. §1604.11 (EEOC Guidelines on Sexual Harassment)

20 U.S.C. §1681-1688 (Title IX)

Policy adopted: December 1988
 Policy revised: November 1992
 Policy reviewed: April 2003
 Policy revised: March 2005
 Policy reviewed: November 2006
 Policy revised: **March 8, 2016**

Series 4000: Personnel**Classified Personnel****Permanent Personnel****Recruitment and Selection**

It is the responsibility of the Superintendent of Schools and of persons designated by the Superintendent to determine the personnel needs of the school district and to locate suitable candidates to recommend for employment to the Board of Education. An estimate of the cost of the recruitment and selection program will be made annually by the Superintendent and presented to the Board of Education for inclusion in the annual budget.

No inquiry with regard to a person's race, color, religion, ancestry, national origin, gender, age, pregnancy, marital status, sexual orientation, gender identity and expression, socioeconomic status, ~~academic~~—status, physical appearance, mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics shall be made of a person proposed for or seeking employment.

Prior to initial employment, a physician shall certify to the Superintendent of Schools that said employee is in good health and in fit condition for service. In addition, all prospective employees shall be drug tested to document that they are free of the presence of illegal or controlled drugs. No prospective employee is to be hired permanently without satisfactory completion of his/her physical, drug screening, and fingerprinting within 30 days of initial hiring.

It shall be the duty of the Superintendent of Schools to see that persons nominated for employment shall meet all qualifications established by law and by the Board of Education for the type of position for which nomination is made.

(cf. 4111.1 – Affirmative Action)

Legal Reference:

Connecticut General Statutes

46a-60, Discriminatory Employment Practices Prohibited

Policy adopted: December 1988

Policy revised: May 1994

Policy revised: April 2003

Policy revised: **March 8, 2016**

Series 5000: Students**Concepts and Roles in Student Policies**

The focus of the school system is on the students. The students' educational development is the central concern of the Board of Education's policies and the administrators' regulations.

Each child shall be given equal opportunity. However, children vary widely in capacities, interests, social and economic backgrounds. Therefore, no two can be treated exactly alike if the fullest development of each is to be achieved.

The Board of Education will attempt to eliminate any limitations of facilities and means that stand in the way of our schools' availability to all who wish to learn.

Discrimination among students attending our schools with respect to race, color, religion, ancestry, national origin, gender, age, pregnancy, **marital status**, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics is prohibited.

Legal Reference:

Connecticut General Statutes

10-15c Discrimination in public schools prohibited

Title IX of the Education Amendments of 1972 (Section 504, U.S. Rehabilitation Act. 1973)

Policy adopted: February 1989

Policy reviewed: August 2002

Policy revised: **March 8, 2016**

Series 6000: Instruction**Objectives of the Instructional Program****Non-discrimination: Instructional Program**

The school system pledges to avoid discriminatory actions, and seeks to foster good human and educational relations, which will help to attain:

1. Equal rights and opportunities for students and employees in the school community;
2. Equal opportunity for all students to participate in the total program for the schools;
3. Continual study and development of curricula toward improving human relations and understanding and appreciating cultural differences;
4. Training opportunities for improving staff ability and responsiveness to educational and social needs
5. Opportunities in educational programs that are broadly available to students. ~~with access not solely based upon race, color, religion age, marital status, national origin, gender, disability, or sexual orientation.~~

Each student, at the time he/she becomes eligible for participation, shall be advised of his/her right to an equal opportunity to participate in school programs without discrimination on account of race, color, religion, ancestry, national origin, gender, age, pregnancy, **marital status**, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

Legal Reference:

Connecticut General Statutes

10-15: Towns to maintain schools

10-15c: Discrimination in public schools prohibited

10-226a: Pupils of racial minorities

10-18a: Contents of textbooks and other general instructional materials

10-145a(b): Certificates of qualification for teachers

Title IX of the Educational Amendments of 1972

Section 504: U.S. Rehabilitation Act, 1973

Policy adopted: May 1989

Policy revised: October 2002

Policy revised: **March 8, 2016**

Series 6000: Instruction**Evaluation of the Instructional Program**

The Board of Education is committed to the regular and ongoing assessment of the school system's educational program as a primary vehicle for improving instructional services for students. Appropriate means for continuing evaluation of the entire education program shall be established and maintained. Special attention shall be given to (a) elimination of discrimination as to race, color, religion, ancestry, national origin, gender, age, pregnancy, **marital status**, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics and (b) recognition of the individual child. (cf. 6121 – Non-discrimination in the Instructional Program)

Elements of this evaluation may include the following:

1. Defining each program goal in terms that can be measured/observed:
 - a. Measurable student behavior (tests, surveys, inventories, checklists, etc.)
 - b. Observable student behavior (that which can be assessed subjectively by teachers, peers, or the students themselves).
2. Planning and carrying out experiences for students which are designed to bring about the desired outcomes.
3. Employing pertinent tests, measurements, observations:
 - a. During the learning experiences
 - b. Following the learning experiences
4. Comparing outcomes with objectives
5. Continuing, revising or expanding learning experiences which
 - a. Seem to result in the desired objectives.

Legal Reference: Connecticut General Statutes

10-14m Development and submission of educational evaluation and remedial assistance plan

10-76d(g) Duties and powers of Board of Educations to provide special education programs and services

Title IX of the Education Amendments of 1972

Policy adopted: May 1989

Policy reviewed: October 2002

Policy revised: **March 8, 2016**

Regulations Revised

Informational

6000 Series, Instruction

- R-6145.3 ~ Guidelines for Student Publications
- R-6161 (1) ~ Selection and Provision of Textbooks and Other Instructional Materials and Equipment

Series 6000: Instruction

Publications

Guidelines for Student Publications

Purposes of Official Student Newspaper

1. To exist as an instructional device for the teaching of writing and other journalistic skills;
2. To provide a forum for opinions of students currently enrolled in school
3. To serve the entire school by reporting school activities.

Rights of Student Journalists

1. To print factual articles dealing with topics of interest to the student writers
2. To print, on the editorial page, opinions on any topic, whether school related or not, which students feel are of interest to themselves or to the readers
3. To check facts and verify quotes
4. In the case of editorials on controversial issues, to provide space for rebuttals in the same issue if possible but otherwise no later than the following issue
5. Subject to the specific limitations in these guidelines, to determine the contents of official student newspapers.

Materials Not Permitted in Official School Newspapers

1. Material which is libelous or which violates the rights of privacy
2. Profanity, hereby defined as the language which would not be used in The Hartford Courant or New York Times
3. Material which criticizes or demeans any race, color, religion, ancestry, national origin, gender, age, pregnancy, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

Series 6000: Instruction

Equipment, Books and Materials: Provision/Selection

Selection and Provision of Textbooks and Other Instructional Materials and Equipment

It is the policy of the Board of Education to provide educational materials and equipment that support and enrich the curriculum and further the achievement of the district's instructional goals.

The review and selection of basic textbooks (the book or set of instructional materials that serve as the foundation for more than fifty percent of the course content shall be considered the basic textbook, referred to simply as "textbooks") will be carried on continuously in order to keep up with the great expansion of knowledge and the rapid changes going on in our world today.

Where applicable, all textbooks shall present balanced views concerning the international, national, and local issues and problems of the past, present, and future. Textbooks shall:

1. Support and be consistent with the goals and objectives of the established curriculum for a specific subject area
2. Provide materials to stimulate growth in factual knowledge, literary appreciation, aesthetic, and ethical values
3. Provide materials that will help students develop abilities in critical reading and thinking.
4. Provide materials that will develop and foster an appreciation of cultural diversity and development in the United States and throughout the world.
5. Provide for all students an effective basic education that does not discriminate on the basis of race, color, religion, ancestry, national origin, gender, age, pregnancy, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.
6. Allow sufficient flexibility for meeting the special needs of individual students and groups of students.

