

## Regular BOE Meeting

Wednesday, December 6, 2017 7:00 PM

Auditorium, 129 Church Street, Bristol, CT 06010

1. **CALL TO ORDER/NATIONAL ANTHEM/PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE**

2. **APPROVAL OF MINUTES**

3. **Board of Education Elections**

4. **COMMITTEE REPORTS**

**Presenter:**  
Commissioners

5. **CHAIRMAN REPORT**

**Presenter:** Chris  
Wilson

6. **STUDENT REPRESENTATIVE REPORT**

7. **SUPERINTENDENT REPORT**

**Presenter:** Sue Moreau

8. **CONSENT AGENDA**

8.1. Personnel

8.1.a. Teacher Retirements

8.1.b. A-2 Resignation - Effective November 1, 2017

8.1.c. Teacher Requests for an Unpaid Leave of Absence

8.2. Coaching Appointments

8.3. Grants

8.3.a. Approval of Title IV A Funds for Student Support and Academic Enrichment (SSAE) Grant

**Presenter:** Carly  
Fortin

8.3.b. E-Rate Reimbursement for 2016-17 Telecommunications Expenses

**Presenter:** Carly  
Fortin

8.3.c. Emergency Bridge Grant from Main Street Foundation and Sky Bight Foundation

**Presenter:** Sue Moreau

8.3.d. Environmental Learning Centers of Connecticut & South Side FRC Raising Readers Program

**Presenter:** Sue Moreau

8.3.e. Greene - Hills School FRC Grant

**Presenter:** Sue Moreau

8.3.f. PREP - Providers Responsive Early Care & Education Preparation

**Presenter:** Sue Moreau

8.3.g. United Way Grant in Collaboration with HRA of New Britain Inc. satellite office in Bristol

**Presenter:** Sue Moreau

8.3.h. West Bristol School FRC Grant

**Presenter:** Sue Moreau

8.4. Policy Affirmations

9. **PUBLIC COMMENT**

10. **DELIBERATED ITEMS/CENTRAL OFFICE LEADERSHIP TEAM REPORTS**

10.1. Special Services Update

**Presenter:** Mike  
Dietter

**11. POLICY REVISION**

- 11.1. Policy 1322 - Contests for Students - Revised
- 11.2. Policy 1412 - Fire Department - Revised
- 11.3. Policy 1415 - Park and Recreation Department - Revised
- 11.4. Policy 1416 - Fiscal Authorities - Revised
- 11.5. Policy 4140 Personnel - Certified Teachers - Compensation Guides and Contracts - Revised
- 11.6. Policy 1500 - Relations between Area, State, Regional & National Associations and the Schools - Removal
- 11.7. Policy 1620 - Relations with Private Schools/Shared Services - Removal

**12. OLD BUSINESS**

**13. NEW BUSINESS**

**14. INFORMATION**

**15. LIAISON REPORTS**

**Presenter:**  
Commissioners

**16. VOTE TO CONVENE INTO EXECUTIVE SESSION for the purpose of discussing: BFT Contract\***

**17. RECONVENE INTO PUBLIC SESSION to take any votes on items discussed in Executive Session**

**18. ADJOURNMENT**

**BOARD OF EDUCATION**  
**Bristol, Connecticut**  
**November 1, 2017 – Regular Meeting Minutes**

The regular meeting of the Bristol Board of Education was held on Wednesday, November 1, 2017 at 7:00 p.m., in the auditorium of the Board of Education Administration Building, located at 129 Church Street, Bristol, Connecticut. **To see the meeting and hear full reports please go to: <http://nutmegtv.org/video-on-demand/single/?id=35107>**

**PRESENT:** Commissioners: Jeff Caggiano, Jennifer Dube, Joseph Grabowski, Karen Hintz, Thomas O'Brien, David Scott, Tina Taylor, Karen Vibert and Christopher Wilson; Dr. Susan Kalt Moreau, Superintendent, Dr. Sam Galloway, David Mills (7:12 p.m.), City Council Liaison

**CALL TO ORDER/PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE**

Chairman Wilson called the meeting to order at 7:01 p.m. and asked the audience to stand for the singing of our National Anthem, performed by Michael Corderre, Music Coordinator at Bristol Eastern High School. The audience remained standing to recite the Pledge of Allegiance.

**COMMITTEE REPORTS**

**Communications and Community Relations** - Commissioner Caggiano reported that committee met on October 17th. The committee had not met in a while, and they wanted to finish the policy series under communications. They spent their entire meeting working on and approving policies. The policies will appear later in the meeting.

**Student Achievement** – Commissioner Dube reported that the committee met on September 20<sup>th</sup> and once again discussed the middle school encore schedule. The committee also discussed the high school advanced placement enrollment and our achievement reports which will be discussed later this evening.

**Personnel** – Commissioner O'Brien reported that the committee has successfully negotiated a tentative agreement with the teachers. David Hayes and Chris Wilson have signed off on it, and it will be put up for a vote by the teachers and should be coming back to the board at the next meeting. Each member of the board will receive a full copy of the document once it is prepared.

**Operations** - Commissioner Hintz reported that the committee met on October 17<sup>th</sup> and they received a presentation from DRA; the architectural group conducting the feasibility study. They presented various scenarios, and at their next presentation will return with dollar figures for what it will cost to renovate some of our older buildings. The committee also had a presentation by Larry Covino, Supervisor of Adult Education. He discussed collaboration with Tunxis for a manufacturing program that would be an Associate's degree at Tunxis as well as five years to an Associate's Degree for our high school students. They also approved adding electrical outlets at Bristol Central for concessions at football games.

**Finance** - Commissioner Vibert reported that the committee met earlier this evening. They discussed several items at length. In regards to the budget we are currently looking at a tenuous \$177,000 shortfall; tenuous because it is still very early in the year but also because Special Services is looking at a possible 6 million dollar shortfall as well. That amount is before any ECS excess cost share money is applied and if we follow those funds historically we might be looking at a 2 million dollar shortfall, but we do not what is going to happen with ECS. The Food Services budget was also discussed, but it is too early in the school year to really report about that. We have not received any government grant money yet, hopefully next month we will have a small report on that. In regards to Special Services, we will hear more about this from Dr. Dieter, but there will be some displaced due to natural disasters entering our district and at this point we do not know if any federal money will be coming to us. We also spoke briefly about a policy that she has asked be turned over to the policy committee to look at transfers within the budget at a certain dollar amount to be determined come before the Board for approval before it is made.

## **APPROVAL OF MINUTES**

### **October 4, 2017 – Regular Meeting Minutes**

On motion by Commissioner Vibert and seconded by Commissioner Hintz it was unanimously

**VOTED:** *That the Board of Education approve the minutes from the October 4, 2017 – Regular Meeting as written.*

### **October 11, 2017 – Special Meeting Minutes**

On motion by Commissioner Taylor and seconded by Commissioner Caggiano it was unanimously

**VOTED:** *That the Board of Education approve the minutes from the October 11, 2017 – Special Meeting as written.*

### **October 18, 2017 – Special Meeting Minutes**

On motion by Commissioner Taylor and seconded by Commissioner Vibert it was unanimously

**VOTED:** *That the Board of Education approve the minutes from the October 18, 2017 – Special Meeting as written.*

**CHAIRMAN REPORT** – Chairman Wilson shared the following report topics with the board:

Appointment of the New Superintendent, a CABA Conference reminder, CCJEF Update, and two Legal Issues: Expulsions – Draft Guidelines for Expelled Students and the future of Field Trips.

## **STUDENT REPRESENTATIVE REPORTS**

**Bristol Eastern** - Madison Fostervald, a senior from Bristol Eastern has been named as the new Student Representative for the 17-18 school year. Madison shared some of the activities that various clubs that Bristol Eastern has to offer such as Friends of Rachel (which started last year) works to create a chain reaction of kindness. They recently held a free carwash at the school to get the community involved. Lancer Nation (in its second year) helps to pair freshman students with an upper classman to help guide them through their freshman year. Lancer Nation has also been a part of the Mum parade and raising funds for childhood cancer. Two new clubs are LEAD and BE Clean, LEAD which stands for Leaders and Empowers in Authenticity and Diversity kicked off their club with Share-o-grams which were nice sayings written by kids for kids and were handed during class with a little candy. The BE Clean club is an organization for students who chose to live a healthy, substance free life and students who have a loved one struggling with addiction or in recovery; their motto is “BE Clean, BE Mindful, Stop the Stigma”. Another club that BE has is BE and Beyond which is made up of teachers and administrators. In August they met with future students and parents at Cambridge Park, they had so much fun, they plan to go back and organize a game and craft night after Thanksgiving. Students that are doing positive things: Senior Amri Floyd scored three perfect rounds at Capitol Area Math League and student who should be recognized is Josh Mitchell, who earlier this season, he jumped in the water at the beach to save a stranger who was caught in the waves. Josh was recognized as a hero in Connecticut and Rhode Island.

**Bristol Central** - Bristol Central Representative Olivia Rajotte, shared that fourteen students including herself will be leaving tomorrow for the Bristol/Tifano Italy Exchange. They will live, attend school and take day trips with Italian students. The entire school has just finished reading A Chance in the World their one school, one book project. Steve Pemberton, the author of the novel will be in Connecticut to visit Bristol Central this Friday to speak and answer any questions the students and faculty may have. They dedicated our past advisory to brainstorming questions to ask Mr. Pemberton face to face. Last Friday six passionate students took a field trip to North Haven High School for the Diversity in Action Conference. Inspired by the book A Chance in the World and recent political events, the students participated in the conference to build a foundation to help plan for an equity awareness month in February. Olivia will share more information with the board as the event gets

**Bristol Central – con't**

closer. The writing initiative project continued with a visit to the Norman Rockwell Museum, funded by a grant from the very generous Bristol Central Alum Adrian Wojnarowski. Students got a firsthand look at the creative process of Mr. Rockwell along with a better understanding of the political issues during the time period of the paintings. On November 18<sup>th</sup> they will hold their 19<sup>th</sup> Annual Powder Puff football game with all proceeds being donated to the Make a Wish Foundation. The Family Dinner Celebration otherwise known as Thanksgiving lunch will be held the Thursday before the Thanksgiving break. Our local Bristol Vets and peers from Bristol Prep will be joining the school for lunch, free sundae bar and music.

**SUPERINTENDENT REPORT** – Dr. Moreau recognized Linda Rich, Director of the Family Resource Centers who she asked to join her at the podium. We just received notification that the FRC's have completed the Parents As Teachers Quality Endorsement process and earned the highest distinction of a Blue Ribbon Affiliate Status. This status affirms that Bristol's FRC's are among the highest quality members, the home visitation and parent education field, implementing the evidence based Parents As Teachers model with fidelity and quality. To achieve the designation, the FRC's exceeded all seventeen essential requirements and met 90% of 100 recommended qualities standards. Congratulations to Linda and her staff. Linda spoke briefly and acknowledged all those that have worked with the FRC's.

Dr. Moreau recognized South Side School parent, Jean Kovitch. Mrs. Kovitch was present in the audience with her family and stood to be acknowledged. She is being honored by the State Education Resource Center (SERC) and the Connecticut Parent Information and Resource Center (CT PIRC). She will receive the 2017 Parental Involvement Recognition Award. The award is being given in recognition of her engagement, contributions and impact to our local schools and she will be recognized on November 16<sup>th</sup> at the State Capitol.

Dr. Dietter gave the Board an update on the status of displaced students in our district due to natural disasters. Dr. Moreau shared the following report topics with the board: Weather related displaced students, Participation on Administration Panel and the State Budget Update. Dr. Galloway presented the NAACP Great Debate and the Dr. Dietter introduced the Special Education Woz Presentation.

**CONSENT AGENDA**

On motion by Commissioner Taylor; seconded by Commissioner Vibert it was unanimously

**VOTED:** *That the Board of Education approve the following Consent Agenda items:*

**PERSONNEL**

**Administrator Hires**

Gomes, Emily – BEHS – Interim Assistant Principal – Effective October 16, 2017  
Browne, Jill – Finance Manager – Effective December 4, 2017  
Fitzpatrick, Mariliz – CHMS – Interim Assistant Principal – Effective November 1, 2017

**New Teacher Hires**

Jandreau, Kara – BEHS – English – effective 11/27/17  
McAloon, Jill – BEHS – Special Ed, ASEP I – Elementary – effective 10/24/17

**A-2 Appointments - Effective August 28, 2017**

Carroll, Lisa – BEHS – Co-Head Drama  
Kelly, William – BEHS – Co-Head Drama

**A-3 Appointments - Effective August 28, 2017**

Caise, Miranda – EDGE – Elementary Science Leader

DeVito, Maggie – GH – Middle School Social Studies Curriculum Chairperson

McCabe, Lea – High School Curriculum Coordinator

**Teachers Attaining Tenure**

Certified professional personnel who will become eligible for continuing contract status (tenure) during the period September 1, 2016 through September 1, 2017:

**Bristol Central High School**

Fisher, Ryan - Math

Jandreau, Nathan - Social Studies

**Effective Date**

1/31/17

6/30/17

**Bristol Eastern High School**

Dauphinais, Amy - Music

6/30/17

**Chippens Hill Middle School**

Cantin, Michelle - Math

Prescott, Julie - Library Media

6/30/17

9/30/16

**Northeast Middle School**

Sloate, Jeremy - Physical Education

11/30/16

**Greene-Hills School**

Lanza, Claudia - Spanish (and WB)

Palmieri, Maureen - Kindergarten

Wrenn, Samantha - Kindergarten

1/31/17

6/30/17

6/30/17

**West Bristol K-8 School**

Lanza, Claudia - Spanish (and GH)

Zalvidar, Christa - Grade 4

1/31/17

6/30/17

**Hubbell School**

Cistulli, Bryan - Kindergarten

6/30/17

**Stafford School**

Silver, Rebecca - Grade 2

Tichy, Jessica - Grade 2

6/30/17

6/30/17

**City Wide**

Harhay, Olga - Music - EPH/STAF

4/30/17

**Special Education**

Brown, Jessica - BCHS

**Effective Date**

6/30/17

Decker, Courtney - BEHS	6/30/17
Jones, Jenny - CHMS	11/30/16
Papazian, Jeffrey - BCHS	3/31/17
Scrittorale, Jennifer - EPH - PreK	9/30/16
Settle, Lois - GH	6/30/17
Wanner, Jessica - BEHS, ASEP II	6/30/17

**Administrators**

DeLeo, Kristine - WB - Asst. Principal/Literacy Super.	1/31/17
Peck, Kristen - BECC - Supervisor Early Childhood	6/30/17

**PUBLIC COMMENT**

No members of the public wished to address the board.

**DELIBERATED ITEMS/DISTRICT LEADERSHIP TEAM**

**Bristol Eastern Trip to Greece - Summer 2018**

Gary Fleming presented the Summer 2018 Bristol Eastern Trip to Greece. For several years, Bristol students interested in classical history have traveled to Greece to explore the remains of an ancient civilization whose political and cultural contributions continue to shape societies two millennium after their birth. Prior to the trip, students will take classes to learn about the ideas of Pericles, Socrates, Plato, Aristotle, Alexander the Great, Aristophanes, and Phidias. During the trip, they will take tours of the sites that inspired not only these Greek geniuses, but also the likes of William Shakespeare and Thomas Jefferson. Upon their return, students will have written a paper and earned ¼ course credit. Three students spoke about their experience when traveling to Greece with Bristol Eastern.

On motion by Commissioner O'Brien; seconded by Commissioner Dube it was unanimously

***VOTED: That the Board of Education approve the Bristol Eastern Trip to Greece in the Summer of 2018.***

**Bristol Eastern Trip to Spain - June 2019**

Andrea Schacht presented the June 2019 Bristol Eastern Trip to Spain. Andrea Schacht and Lucia Infante and students will be expanding their classrooms by embarking on a 9-day educational adventure sponsored by Explorica, an accredited tour company housed in Boston, Massachusetts with over 17 years of experience. Our students will have the opportunity to immerse themselves in the vast cultures that make Spain so rich and diverse. Starting in Barcelona, students will marvel at Gaudi's iconic architecture, enjoy this seaside city by bike, and wander the labyrinth of passageways through Las Ramblas. We will zip off to the stately capital city on Spain's high-speed AVE train. In Madrid, students will visit the Royal Palace, pitch in to cook an authentic Spanish meal at a cooking class, and spend an afternoon exploring centuries-old houses of worship in Toledo, the "city of three cultures." Next, we'll head south to Seville, the birthplace of flamenco and the cultural melting pot of Southern Spain, where ornate Moorish design underscores centuries of Arab influence. Our students will be awed by the emotion displayed by musicians and dancers alike when we take in a flamenco performance. Then we will visit Granada's mystical Alhambra palace and fortress before hopping a ferry to Morocco, for a true immersion into North African culture. Our day trip to Morocco ends back in Spain, with one final dinner, before traveling home from Malaga the next day. Three students spoke about various trips they have taken with the school in the last couple of years.

On motion by Commissioner Grabowski; seconded by Commissioner Taylor it was unanimously

**Bristol Eastern Trip to Spain - June 2019 – con't**

**VOTED:** *That the Board of Education approve the Bristol Eastern Trip to Spain - June 2019.*

**Bristol Eastern Trip to Italy - June 2020**

Andrea Schacht presented the Bristol Eastern Trip to Italy - June 2020. Mrs. Schacht and Lucia Infante and students will be expanding their classroom experience by embarking on a 9 day educational adventure to Italy, a trip sponsored by Explorica, an accredited tour company housed in Boston, Massachusetts with over 17 years of experience. Students will have the opportunity to immerse themselves in the vast cultures that make Italy so rich and diverse. Students will fall in love with Italy's incomparable cultural flavors—its passion for the arts, its early Christian and Byzantine past, and its celebration of music, food, and culture. This itinerary exposes its participants to the best of its greatest cities and towns—Florence, Venice and Rome. The tour starts in Florence, the birthplace of the Renaissance and home of the Medici family, known for their patronage of the arts and political power. Students then will travel to Verona and visit Juliet's house and its famous balcony. Next, they will discover Venice and its canals with a local guide, and witness an artisan glassblower demonstrating his craft. A night will be spent in Assisi and participants will explore the famed Basilica of St. Francis before traveling on to the picturesque hillside town of Orvieto. The journey ends in Rome where students will visit the Vatican and see St. Peter's and the Sistine Chapel.

On motion by Commissioner Dube; seconded by Commissioner Caggiano it was unanimously

**VOTED:** *That the Board of Education approve the Bristol Eastern Trip to Italy in June 2020.*

**2017 Advanced Placement Report on Enrollment and Achievement**

Carly Fortin presented the 2017 Advanced Placement Report on Enrollment and Achievement.

**October 1 Enrollment Update**

Dr. Galloway presented the Quarterly October 1 Enrollment Report.

**Request that the BOE approve the Education Specifications for the Memorial Boulevard Intradistrict Arts Magnet School** – Dr. Moreau presented the Education Specifications for the Memorial Boulevard Intradistrict Arts Magnet School.

On motion by Commissioner Vibert; seconded by Commissioner Taylor it was unanimously

**VOTED:** *That the Board of Education approves the Education Specifications for the Renovation Status (renovate as new) at the Memorial Boulevard Intradistrict Arts School located at 70 Memorial Boulevard, Bristol, CT.*

**Approve the Draft Operations Plan for the Memorial Boulevard Intradistrict Arts Magnet School**

Dr. Moreau presented the Draft Operations Plan for the Memorial Boulevard Intradistrict Arts Magnet School.

On motion by Commissioner Caggiano; seconded by Commissioner Taylor it was unanimously

**VOTED:** *That the Board of Education approve the Operational Plan for the Memorial Boulevard Intradistrict Arts Magnet School located at 70 Memorial Boulevard.*

**BOE to Approve the Forestville School Building Project as Complete and File Final Paperwork**

Dr. Moreau presented the Forestville School Building Project as Complete and File Final Paperwork.

On motion by Commissioner O'Brien; seconded by Commissioner Hintz it was unanimously

**BOE to Approve the Forestville School Building Project as Complete and File Final Paperwork – con't**

**VOTED:** *That the Board of Education resolve to accept the Forestville School Building Project located at 718 Pine Street in Bristol, CT as complete and to file the final paperwork with the Connecticut Department of Administrative Services, Division of Construction Services.*

**Special Services Update**

Dr. Dietter updated the Board on the status of our unified sports programs and recognized several people who have been instrumental in the high school unified sports program: Chris Cassin, Paul Hyland (BC), Kara Banda (BE) and Rosemary Rustic (BC).

**OLD BUSINESS** – There was no Old Business to come before the board.

**NEW BUSINESS** – There was no New Business to come before the board.

**INFORMATION** - There was no Information to come before the board.

**LIAISON REPORTS**

Commissioner Scott reported on activities at Hubbell and Edgewood schools.

Commissioner Dube reported on activities at West Bristol School.

Commissioner Caggiano reported on activities at Chippens Hill Middle School.

Commissioner Taylor reported on activities at Greene Hills School.

**VOTE TO CONVENE INTO EXECUTIVE SESSION**

On motion by Commissioner Taylor; seconded by Commissioner Vibert it was unanimously

**VOTED:** *That the Board of Education convene into Executive Session for the purpose of discussing the Superintendent Contract.*

**EXECUTIVE SESSION**

**PRESENT:** Commissioners: Jeff Caggiano, Jennifer Dube, Joseph Grabowski, Karen Hintz, Thomas O'Brien, David Scott, Tina Taylor, Karen Vibert and Christopher Wilson and Dr. Susan Kalt Moreau, Superintendent

Executive Session was called to order at 8:50 p.m.

**Superintendent Contract**

Commissioners discussed the Superintendent's Contract.

**RECONVENE INTO PUBLIC SESSION to take any votes on items discussed in Executive Session**

**Superintendent Contract**

On a motion by Commissioner Hintz; seconded by Commissioner Vibert it was unanimously

**VOTED:** *That the Board of Education accept the Superintendent contract.*

**ADJOURNMENT**

On a motion by Commissioner Dube; seconded by Commissioner Taylor it was unanimously

***VOTED: The Board of Education meeting should adjourn with there being no other business to come before them. (9:19 p.m.)***

Respectfully Submitted

***Susan P. Everett***

Susan P. Everett

Executive Secretary to Board of Education

DRAFT



Bristol Public Schools  
129 Church Street  
Bristol, CT 0610

## **District Accountability Results and Improvement Plan**

Last updated: November 30, 2017

Susan Kalt Moreau, Ph.D., Superintendent of Schools

Jill Browne, School Business Official

Michael Dietter, Ed.D., Director of Special Services

Carly Fortin, Director of Teaching & Learning

Sam Galloway, Ed.D., Director of Human Services

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	1

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## District Demographic Data

<b>Student Enrollment on October 1, 2016</b>	8091	
<b>Grade Range</b>	Pre-K-12	
<b>Race/Ethnicity</b>	<b>Number</b>	<b>Percent</b>
Native American	13	.2%
Asian American	326	4.1%
African American	653	8.2%
Hispanic	1977	24.9%
Native Hawaiian/Pacific Island	13	.2%
Two or more races	12	.2%
White	4951	62.3%
Total Minority	2994	37.6%
% of students eligible for Free/Reduced-Price Meals	46.77%	
% of Students who are not yet fluent in English	4.3 % (354 students)	
% of Students who are identified as Gifted or Talented	3.4%	

% of K-12 Students with Disabilities requiring special services	17.89%
% of K-12 Students who moved into, within, and out of district	27.3%
% of Kindergarten students who attended Preschool	85%
Number of Students Enrolled in Magnet Schools	308
Number of Out-Placed Special Needs Students	92

### Student Migration

<b>Code</b>	<b>Migration Data</b>				
<b>D-4</b>	<b>September - August Move In &amp; Out</b>				
<b>Year</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>
<b>Percent</b>	<b>26%</b>	<b>30%</b>	<b>30.8%</b>	<b>27.3%</b>	<b>30%</b>
<b>D-4</b>	<b>September - June Move In &amp; Out</b>				
<b>Year</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>
<b>Percent</b>	14%	15%	16.0%	15.7%	18%

## ACCOUNTBILITY INDEX

Code	Indicator	District Target	2015 District	2016 District	2017 District
D - 3	Accountability Index (DPI)	85%	77%	72.8%	Not available until December 30

## ACADEMIC PERFORMANCE





### ENGLISH LANGUAGE ARTS

#### Indicator 1a/b: ELA Performance Index-All Students

#	Indicator	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
1a	ELA Performance Index – All Students	66.4	66.4	64.5	66	67.5	69.5
1b	ELA Performance Index – High Needs Students	58.9	59.5	Not available until December 30	1.5	2	2.5

Indicator 1a/b Subset of Data: ELA Performance ELEMENTARY

BENCHMARK ASSESSMENT SYSTEM

Code/Gr	Indicator	District Target	District 2016 Baseline	District 2017
E-6	Percentage of students scoring at or above Bristol benchmark in reading			
K	Benchmark Assessment System	85%	62.8%	66% 
1	BAS	85%	71.9%	66%
2	BAS	85%	72.1%	74% 
3	BAS	85%	70.6%	72% 
4	BAS	85%	68.3%	71% 
5	BAS	85%	68.8%	64%

SMARTER BALANCED DATA-ELEMENTARY


Code	Indicator	District Growth Goal	2015 District Baseline % Meeting/ Exceeding Standard	2016 District % Meeting/Exceeding Standard	Target Met	2017 District % Meeting/ Exceeding Standard	Target Met?
<b>Grade 3 SBA English Language Arts</b>							
E1.2a	ELA Exceeding Standard – All Students	5%	23%	26%	Y	22%	N
E1.2e	ELA Exceeding Standard – High Needs	5%	9.70%	14.20%	Y	10.10%	N
E1.2c	ELA Exceeding Standard – Non High Needs	5%	41.80%	42%	N	36.90%	N
E1.2b	ELA Meeting Standard – All Students	5%	49%	49%	N	48%	N
E1.2f	ELA Meeting Standard – High Needs	5%	33.20%	34.40%	N	31.90%	N
E1.2d	ELA Meeting Standard – Non High Needs	5%	70.70%	67.20%	N	68.50%	N
<b>Grade 4 SBA English Language Arts</b>							
E 2.2a	ELA Exceeding Standard – All Students	5%	24%	28%	Y	27%	N
E 2.2e	ELA Exceeding Standard – High Needs	5%	11.40%	13.70%	Y	13.90%	N
E 2.1c	ELA Exceeding Standard – Non High Needs	5%	39.60%	47.70%	Y	43.60%	N
E 2.1b	ELA Meeting Standard – All Students	5%	53%	52%	N	48%	N
E 2.2f	ELA Meeting Standard – High Needs	5%	35.90%	37.10%	N	33.20%	N
E 2.1d	ELA Meeting Standard – Non High Needs	5%	72.10%	73.30%	N	65.80%	N

Grade 5 SBA English Language Arts							
E3.2a	ELA Exceeding Standard – All Students	5%	19%	23%	Y	19%	N
E3.2e	ELA Exceeding Standard – High Needs	5%	10.10%	9.60%	N	10.20%	Y
E3.2c	ELA Exceeding Standard – Non High Needs	5%	29.50%	38.50%	Y	31.30%	N
E3.2b	ELA Meeting Standard – All Students	5%	54%	59%	Y	48%	N
E3.2f	ELA Meeting Standard – High Needs	5%	36.60%	45%	Y	34.60%	N
E3.2d	ELA Meeting Standard – Non High Needs	5%	75.10%	75.90%	N	64.90%	N

**Indicator 1a/b Subset of Data: ELA Performance MIDDLE SCHOOL**

Code	Indicator	District Growth Goal	2015 District Baseline % Meeting/Exceeding Standard	2016 District % Meeting/Exceeding Standard	Target Met	2017 District % Meeting/Exceeding Standard	Target Met?
<b>M1.2a</b>	ELA Exceeding Standard – All Students	<b>5%</b>	11.20%	18.10%	Y	17%	N
<b>M1.1e</b>	ELA Exceeding Standard – High Needs	<b>5%</b>	5.20%	8.80%	Y	9.80%	Y
<b>M1.1c</b>	ELA Exceeding Standard – Non High Needs	<b>5%</b>	17.70%	28.60%	Y	24.30%	N
<b>M1.2b</b>	ELA Meeting Standard – All Students	<b>5%</b>	47.20%	51.50%	Y	53%	Y
<b>M1.1f</b>	ELA Meeting Standard – High Needs	<b>5%</b>	32.20%	33%	N	33.70%	N
<b>M1.1d</b>	ELA Meeting Standard – Non High Needs	<b>5%</b>	63.50%	72.20%	Y	72.30%	N

Indicator 1a/b Subset of Data: ELA Performance HIGH SCHOOL

Code	Indicator*	District Targeted Growth	2016	2017	Target Met?
H - 2a	Critical Reading - % At or Above Level 3 on SAT Critical Reading	5%	68.6%	62.1%	N
H - 2b	Critical Reading - % At Level 4 on SAT Critical Reading	5%	10.6%	11.8%	Y 

Code	Indicator	2016 Average	2017 Average
H - 3a	Critical Reading Average Score <b>SAT</b>	515	508

# MATHEMATICS

## Indicator 1c/d: Math Performance Index-All Students

Number	Indicator	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
1c	Math Performance Index - All Students	57	59.5	59.3	61.3	63.8	66.8
1d	Math Performance Index - High Needs Students	50	52.6	Not available until December 30	51.9	54.4	57.4

## Indicator 1a/b Subset of Data: Math Performance ELEMENTARY

Code	Indicator	District Growth Goal	2015 District Baseline % Meeting/ Exceeding Standard	2016 District % Meeting/ Exceeding Standard	Target Met	2017 District % Meeting/ Exceeding Standard	Target Met?
<b>Grade 3 SBA Mathematics</b>							
E1.1a	Mathematics Exceeding Standard - All Students	5%	13.30%	17%	Y	17%	N
E1.1e	Mathematics Exceeding Standard - High Needs	5%	5.70%	9.40%	Y	7.90%	N
E1.1c	Mathematics Exceeding Standard - Non High Needs	5%	23.60%	26%	Y	29%	Y

E1.1b	Mathematics Meeting Standard – All Students	5%	42.70%	45%	Y	49%	Y
E1.1f	Mathematics Meeting Standard – High Needs	5%	28.10%	30.50%	Y	33.50%	Y
E1.1d	Mathematics Meeting Standard – Non High Needs	5%	62.40%	63.40%	N	68.90%	Y
E 2.1a	Mathematics Exceeding Standard – All Students	5%	11%	13%	Y	16%	Y
<b>Grade 4 SBA Mathematics</b>							
E 2.1e	Mathematics Exceeding Standard – High Needs	5%	2.50%	5.20%	Y	8.60%	Y
E 2.1c	Mathematics Exceeding Standard – Non High Needs	5%	20.10%	24.70%	Y	43.60%	Y
E 2.1b	Mathematics Meeting Standard – All Students	5%	40.50%	42%	Y	44%	Y
E 2.1f	Mathematics Meeting Standard – High Needs	5%	25.80%	24.30%	N	31%	Y
E 2.1d	Mathematics Meeting Standard – Non High Needs	5%	57.90%	65%	Y	65.80%	N
<b>Grade 5 SBA Mathematics</b>							
E3.1a	Mathematics Exceeding Standard – All Students	5%	12%	17%	Y	15%	N
E3.1e	Mathematics Exceeding Standard – High Needs	5%	5.20%	7.40%	Y	7.90%	N
E3.1c	Mathematics Exceeding Standard – Non High Needs	5%	19.50%	28.50%	Y	25.20%	N
E3.1b	Mathematics Meeting Standard – All Students	5%	31%	38%	Y	35%	N


E3.1f	Mathematics Meeting Standard – High Needs	5%	15.50%	23.10%	Y	21.80%	N
E3.1d	Mathematics Meeting Standard – Non High Needs	5%	48.70%	56%	Y	51.60%	N

**Indicator 1a/b Subset of Data: Math Performance MIDDLE**

Code	Indicator	District Targeted Growth	2015 District Baseline % Meeting Exceeding Standard	2016 District % Meeting/ Exceeding Standard	Target Met?	2017 District % Meeting/ Exceeding Standard	Target Met?
<b>Grade 6 SBA Mathematics</b>							
<b>M1.1a</b>	Mathematics Exceeding Standard – All Students	5%	10.30%	13.70%	Y	17%	Y
<b>M1.1e</b>	Mathematics Exceeding Standard – High Needs	5%	6.10%	4%	N	8.30%	Y
<b>M1.1c</b>	Mathematics Exceeding Standard – Non High Needs	5%	14.90%	24.40%	Y	27.10%	Y
<b>M1.1b</b>	Mathematics Meeting Standard – All Students	5%	26.10%	35.20%	Y	42%	Y
<b>M1.1f</b>	Mathematics Meeting Standard – High Needs	5%	16.80%	15.80%	N	24.30%	Y
<b>M1.1d</b>	Mathematics Meeting Standard – Non High Needs	5%	36.20%	56.80%	Y	59.80%	Y
<b>Grade 7 SBA Mathematics</b>							
<b>M2.1a</b>	Mathematics Exceeding Standard – All Students	5%	12.50%	12.50%	N	13%	N
<b>M2.1e</b>	Mathematics Exceeding Standard – High Needs	5%	4.50%	5.30%	Y	5.10%	N

<b>M2.1c</b>	Mathematics Exceeding Standard – Non High Needs	<b>5%</b>	21.20%	20.50%	<b>N</b>	20.70%	<b>N</b>
<b>M2.1b</b>	Mathematics Meeting Standard – All Students	<b>5%</b>	36.10%	34.90%	<b>N</b>	34%	<b>N</b>
<b>M2.1f</b>	Mathematics Meeting Standard – High Needs	<b>5%</b>	21.70%	21.60%	<b>N</b>	16.60%	<b>N</b>
<b>M2.1d</b>	Mathematics Meeting Standard – Non High Needs	<b>5%</b>	51.90%	49.80%	<b>N</b>	52.50%	<b>Y</b>
<b>Grade 8 SBA Mathematics</b>							
<b>M3.1a</b>	Mathematics Exceeding Standard – All Students	<b>5%</b>	9.70%	13.70%	<b>Y</b>	12%	<b>N</b>
<b>M3.1e</b>	Mathematics Exceeding Standard – High Needs	<b>5%</b>	3.60%	7.60%	<b>Y</b>	6.70%	<b>N</b>
<b>M3.1c</b>	Mathematics Exceeding Standard – Non High Needs	<b>5%</b>	17.20%	20.40%	<b>Y</b>	17.80%	<b>N</b>
<b>M3.1b</b>	Mathematics Meeting Standard – All Students	<b>5%</b>	33.80%	36.20%	<b>Y</b>	34%	<b>N</b>
<b>M3.1f</b>	Mathematics Meeting Standard – High Needs	<b>5%</b>	20.20%	21.60%	<b>Y</b>	19.90%	<b>N</b>
<b>M3.1d</b>	Mathematics Meeting Standard – Non High Needs	<b>5%</b>	50.40%	51.90%	<b>N</b>	47.20%	<b>N</b>

Indicator 1a/b Subset of Data: Math Performance HIGH SCHOOL

Code	Indicator*	District Targeted Growth	2016	2017	Target Met?
H - 1a	Mathematics - % At or Above Level 3 on SAT Math	5%	34.1%	31%	N
H - 1b	Mathematics - % At Level 4 on SAT Math	5%	4.7%	5.1%	Y 

Code	Indicator	2016 Average	2017 Average
H - 3a	Mathematics Average Score <b>SAT</b>	492	484

## SCIENCE

### Indicator 1e/f Science Performance Index-All Students

Number	Indicator	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
1e	Science Performance Index – All Students	54.8	57.1	Not available until December 30	59.5--No data will be reported	62	65
1f	Science Performance Index – High Needs Students	48.5	50.3	Not available until December 30	52.3--no data will be reported	54.8	58

### Indicator 1e/f Science Performance Supporting Data-ELEMENTARY

Code	Indicator CMT Science @ Goal	District Targeted Growth	2014 District	2015 District	2016 District	2017 District
E – 4a	Grade 5 CMT – Science All Students	5%	55.2%	49.9%	61%	50.1%
E – 4b	Grade 5 CMT – Science High Needs	5%	41.1%	35.4%	45.9%	36%

Indicator 1e/f Science Performance Supporting Data-MIDDLE

Code	Indicator CMT Science @ Goal	District Targeted Growth	2014 District	2015 District	2016 District	2017 District
M - 4a	Grade 8 CMT - Science All Students	5%	59.1	58.2%	63%	57.8%
M - 4b	Grade 8 CMT - Science High Needs	5%	38.5%	42.7%	47.7%	38.4%

Indicator 1e/f Science Performance Supporting Data--HIGH

Code	Indicator @ Goal CAPT Science	District Targeted Growth	2014	2015	2016	2017
H - 2a	Grade 10 Science All Students	5%	43.3%	41.9%	40%	33.6%
H - 2b	Grade 10 Science High Needs Students	5%	26.4%	23.5%	22.1%	15.7%

## SCHOOL ATTENDANCE

### Indicator 4a/b: Chronic Absenteeism--All Students/High Needs Students

Number	Indicator	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
4a	Chronic Absenteeism - All Students	10.8%	↓ 8.70%	8.04% ↓	8%	7.80%	7.80%
4b	Chronic Absenteeism - High Needs Students	16.8%	13.60%		12%	10.90%	9.90%

### Indicator 4a/b: Attendance Supporting Data-ELEMENTARY

Code	Indicator	District Target	2013-14	2014-15	2015-16	2016-17
E - 5a	Average Tardies/Student	< 2.0	3.5	4.4	3.4	3.2 ↓
E - 5b	Percentage of K-5 students with chronic attendance problems, absent more than 10% of school days {>18}	< 5%		Baseline 8%	4.9%	5%
E - 5c	% of students present 95% of days or more	90%				72%


E - 5d	Average Daily Attendance	98%				96%
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**Indicator 4a/b: Attendance Supporting Data--MIDDLE**

Code	Indicator	District Target	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
M - 5a	Percentage of middle school students with attendance of 95% or more	90%	75.7%	85.3%	74.3%	77.4%		70.0%
M - 5b	Percentage of middle school students with chronic attendance problems, absent more than 10% of school days (>18)	< 10%				11.0%	8.5%	8.0%
M -5c	Average Daily Attendance	98%						95.0%

**Indicator 4a/b: Attendance Supporting Data-HIGH**

Code	Indicator	District Target	2013-14	2014-15	2015-16	2016-17
H - 3a	Percentage of students with attendance of 95% or more	90%	74%	65.1%	n/a	65.5%





H - 3b	Percentage of students with chronic attendance problems, absent more than 10% of school days (>18)	< 10%		baseline 12%	12.3%	11.1% 
H - 3c	Average Daily Attendance	95%				94%

## COLLEGE AND CAREER READINESS-COURSES

### Indicator 5: Preparation for CCR--% taking courses

Number	Indicator	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
5	Preparation for CCR – % taking courses	55.7%	57.50%	Not available until December 30	61%	63%	65%

### Indicator 5: Preparation for CCR--% taking courses-SUPPORTING DATA

Code	Indicator*	2012	2013	2014	2015	2016	2017
H – 9a	Number of AP Courses	16	18	19	19	20	23 
H – 9a	Total Exams Taken	819	993	985	971	966	969 
H – 9a	Total Exam Scores of 3, 4, or 5	525	646	658	655	469	567 
H – 9a	% of scores at 3 or above	64%	65.1%	66.8%	52%	48.5%	58.5% 


## COLLEGE AND CAREER READINESS EXAMS

### Indicator 6: Preparation for CCR--% passing exams

Number	Indicator	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
6	Preparation for CCR – % passing exams	29.1%	33.60%	Not available until December 30	39%	41%	42%


## ON TRACK TO HIGH SCHOOL GRADUATION

### Indicator 7: On track to High School Graduation

Number	Indicator	State Target	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
7	On-track to High School Graduation	94%	82.8%	85.70%	88% 			

## FOUR YEAR GRADUATION RATE

### Indicator 8: Four-year Graduation All Students


	Indicator	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
7	Four Year Graduation Rate	82.8%	85.70%	88% 	89%	90%	91%

## POSTSECONDARY ENTRANCE

### Indicator 10: Postsecondary Entrance

Number	Indicator	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
10	Postsecondary Entrance (Class of 2014)	64.7%	66.00%	Not available until December 30			

### Indicator 10: Postsecondary Entrance Supporting Data






Code	Indicator	District Target	2014 District	2015 District	2016 District	2017 District
D - 2	Percentage of students accepted into post-secondary education					
	4 - Year Colleges		48%	48%	46.30%	51%
	2 - Year Colleges		19%	23%	22.60%	23%
	Vocational/Certification		8%	6%	6.30%	4%
	Military		2%	3%	5.50%	4%
	TOTAL	100%	77%	80%	80.70%	 82%

## PHYSICAL FITNESS

### Indicator 11: Physical Fitness

#	Indicator	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
11	Physical Fitness (estimated part rate) and (fitness rate)	96.2% -- 61.9%	98.8% -- 60.9%	Not available until December 30			






### Indicator 11: Physical Fitness-Supporting Data-ELEMENTARY

Code	Indicator	District Targets	2012-13	2013-14	2014-15	2015-16	2016-17
	Percentage of Grade 4 students who meet or exceed the Health standard on the CT Physical Fitness Assessment						
E-7a	Flexibility	90%	85.5%	86.0%	88.4%	80.9%	86.3% 
E-7b	Strength/Endurance (Curl-ups)	95%	93.1%	89.4%	92.6%	90.0%	90.9% 
E-7c	Upper Body Strength (Push-ups)	75%	70.3%	68.6%	65.6%	65.6%	66.2% 
E-7d	Cardiovascular (pacer)	90%	82.2%	83.3%	86.9%	86.5%	88.2% 
E-7e	All Four	75%	56.6%	53.2%	54.2%	50.0%	55.4% 

Indicator 11: Physical Fitness-Supporting Data-MIDDLE


Code	Indicator	District Targets	2012-13	2013-14	2014-15	2015-16	2016-17
Percentage of Grade 6 students who meet or exceed the <u>Health</u> standard on the CT Physical Fitness Assessment							
<b>M-6a</b>	Flexibility	95%	92.6%	90.2%	88.2%	90.4%	91.9% ↑
<b>M-6b</b>	Strength/Endurance (Curl-ups)	95%	89.6%	89.6%	85.4%	87.4%	86.7%
<b>M-6c</b>	Upper Body Strength (Push-ups)	75%	77.0%	71.9%	71.4%	74.8%	72.8%
<b>M-6d</b>	Cardiovascular (pacer)	95%	86.7%	87.7%	89.6%	90.3%	90.6% ↑
<b>M-6e</b>	<b>All Four</b>	75%	<b>67.4%</b>	<b>61.5%</b>	<b>63.2%</b>	<b>67.3%</b>	67.3% ↑
Percentage of Grade 8 students who meet or exceed the Health standard on the CT Physical Fitness Assessment							
<b>M- 7a</b>	Flexibility	95%	93.40%	93.90%	92.00%	93.90%	90.60%
<b>M- 7b</b>	Strength/Endurance (Curl-ups)	95%	92.70%	93.6 %	91.20%	92%	89.90%
<b>M- 7c</b>	Upper Body Strength (Push-ups)	95%	78.20%	77.10%	75.90%	75.50%	74.80%
<b>M- 7d</b>	Cardiovascular (pacer)	90%	88.50%	84.00%	86.50%	86.10%	84.00%
<b>M- 7e</b>	<b>All Four</b>	<b>75%</b>	<b>70.90%</b>	<b>67.50%</b>	<b>65.70%</b>	<b>67.00%</b>	64.70%

Indicator 11: Physical Fitness-Supporting Data-MIDDLE

Code	Indicator	District Targets	2012-13	2013-14	2014-15	2015-16	2016-17
Percentage of Grade 10 students who meet or exceed the <u>Health</u> standard on the CT Physical Fitness Assessment							
H-8a	Flexibility	95%	90.8%	92.8%	87.0%	86.7%	88.7% 
H-8b	Strength/Endurance (Curl-ups)	97%	95.9%	92.8%	92.8%	93.7%	94.4% 
H-8c	Upper Body Strength (Push-ups)	91%	88.9%	80.1%	77.1%	75.9%	83.0% 
H-8d	Cardiovascular (Mile)	85%	75.5%	72.7%	72.5%	69.4%	77.0% 
H-8e	<b>All Four</b>	<b>72%</b>	<b>69.1%</b>	<b>69.7%</b>	<b>70.1%</b>	<b>63.2%</b>	<b>65.5%</b> 

**ARTS ACCESS**

Indicator 12: Arts Access

Number	Indicator		State Target	BPS Index (2014-15)	BPS Index (2015-16)	BPS Index (2016-2017)	BPS Target 2017-2018	BPS Target 2018-2019	BPS Target 2019-2020
12	Arts Access		60.0%	56.3%	24.80%	57.9% 			

**Coaches Going Before the Board of Education for Approval**

<b>Name: Erin Coombs</b>		<b>Address: 119 Buckland Street</b>
<b>City: Plantsville</b>	<b>State: CT</b>	<b>Zip: 06479</b>
<b>Current Occupation: Elem. Teacher Kensington CT</b>		
<b>Position: Head Cheerleading Coach</b>	<b>School: BCBS</b>	<b>Level: High School</b>
<b>Coaching/Playing Experience:</b> Cheered Gymnastics Instructor Asst. Cheer Coach	<b>Level:</b> MS, High School and College Youth HS	<b>Years:</b> 11 Years 10 Years 1 Year
<b>Date Paperwork Completed for Human Resources: 7/11/17</b>		
<b>Certification Required: Yes</b>		
<b>Coaching Permit Current: Yes</b>	<b>Valid Dates: 6/30/17 – 6/29/22</b>	
<b>First Aid Current: Yes</b>	<b>Valid Dates: 9/10/16 - 9/9/18</b>	
<b>CPR Current: Yes</b>	<b>Valid Dates: 9/10/16 - 9/9/18</b>	
<b>Recommend to Hire Date: 7/11/17</b>	<b>By: Christopher Cassin – Supervisor of Athletics, Physical Education and Health</b>	

**Coaches Going Before the Board of Education for Approval**

<b>Name: Lance Pepper</b>		<b>Address: 12 Lindberg St.</b>
<b>City: Torrington</b>	<b>State: CT</b>	<b>Zip: 06790</b>
<b>Current Occupation: Wellness Teacher – Greene-Hills School</b>		
<b>Position: Asst. Volleyball Coach</b>	<b>School: Bristol Central High School</b>	<b>Level: High School</b>
<b>Coaching/Playing Experience:</b> Played Volleyball Played Volleyball Coach Volleyball Camps Coached College Volleyball Camps Asst. Volleyball Coach	<b>Level:</b> HS College youth High School  High School	<b>Years:</b> 4 years 1 year 5 year 2 year  1 year
<b>Date Paperwork Completed for Human Resources: 7/11/17</b>		
<b>Certification Required: Yes</b>		
<b>Coaching Permit Current: Yes</b>	<b>Valid Dates: 1/27/14 – 1/26/19</b>	
<b>First Aid Current: Yes</b>	<b>Valid Dates: 6/23/16 – 6/22/18</b>	
<b>CPR Current: Yes</b>	<b>Valid Dates: 6/23/16 – 6/22/18</b>	
<b>Recommend to Hire Date: 7/11/17</b>	<b>By: Christopher Cassin – Supervisor of Athletics, Physical Education and Health</b>	

**Coaches Going Before the Board of Education for Approval**

<b>Name: Scott Sirianni</b>		<b>Address: 22 Simsbury Dr.</b>
<b>City: Simsbury</b>	<b>State: CT</b>	<b>Zip: 06089</b>
<b>Current Occupation: Teacher – West Bristol</b>		
<b>Position: Girls Soccer Coach</b>	<b>School: Northeast Middle School</b>	<b>Level: Middle School</b>
<b>Coaching/Playing Experience:</b>	<b>Level:</b>	<b>Years:</b>
Played Soccer	High School	4 Years
Played Soccer	College (Intramural)	4 Years
Coached Soccer	Youth	7 Years
Coached Cross Country	Middle School	2 Years
Coached Baseball	Little League	5 Years
<b>Date Paperwork Completed for Human Resources: 8/7/17</b>		
<b>Certification Required: Yes</b>		
<b>Coaching Permit Current: Yes</b>	<b>Valid Dates: 5/2/17 – 5/1/22</b>	
<b>First Aid Current: Yes</b>	<b>Valid Dates: 9/2018</b>	
<b>CPR Current: Yes</b>	<b>Valid Dates: 9/2018</b>	
<b>Recommend to Hire Date: 8/7/17</b>	<b>By: Christopher Cassin – Supervisor of Athletics, Physical Education and Health</b>	

**GRANT FUNDS from the Student Support and Academic Enrichment (SSAE), Title IV A**

The Every Student Succeed Act (ESSA) provides funding under the newly authorized subpart 1 of Title IV, Part A to increase state and local capacity to address three priority areas: 1) provide all students with access to well-rounded education; 2) improve school conditions for student learning; and 3) improve the use of technology in order to improve academic achievement and digital literacy of all students.

Funds must be distributed to schools that are among those with the greatest need and have the highest number of students from low income families who are counted for the purpose of Title I, Part A funding. Six Bristol schools will receive Title IV funding: West Bristol School, Ellen P. Hubbell School, Stafford Elementary School, Southside Elementary School, Greene-Hills School, and Chippens Hill Middle School.

Bristol received \$33,317.00 in funding through Title IV A. With this level of funding, we are required to spend twenty percent of the funds to support activities that pertain to well-rounded educational opportunities. Schools will be using their funds to provide in-class learning opportunities in Science, Technology, Engineering and Mathematics (STEM) with science partners such as the Environmental Learning Center. Funds will also be used in this area to develop students' knowledge of history and civic-mindedness by supporting an activity in which students will read *Four Perfect Pebbles* and participate in a presentation made by the author.

Requirements of this grant also require that at least twenty percent of the funds support Safe and Healthy Student initiatives. The majority of funds received through Title IVA are being used for this purpose. Through these funds, we are supporting a Parent Educator at the Family Resource Centers; supporting the Kids in the Middle program at Chippens Hill Middle School and Greene-Hills School; and supporting the Student Support Specialists in Stafford Elementary School and Ellen P. Hubbell Schools. Through these funds, we are able to provide school-based counseling services and promoting community and parent involvement in schools.

Distribution of 17-18 SSAE funding for Bristol:

Instructional Salaries .....	20,581.00
Professional Education Services.....	4,801.00
Field Trips.....	1,260.00
Books and Periodicals.....	4,875.00
Student Transportation.....	<u>1,800.00</u>
<b>Grant Total:</b>	<b>\$33,317.00</b>

**2016-2017 E-Rate Narrative**

The *Telecommunications Reform Act of 1996* created a tax supported fund to assist schools and libraries with technology improvements. Funds provided to the district are reimbursements for telecommunications costs that include telephone services, network connectivity, and cell phone use.

The *Federal Communications Commission* oversees this program and distributes funding to our school district through the not for profit *Schools and Libraries Division (SLD)* of the *Universal Service Administration*.

Applications to the SLD for telecommunications reimbursement occur on an annual basis and require a complex process of filing multiple electronic forms over the Internet. Reimbursement rates are never a guarantee and vary from year to year based upon the free and reduced price lunch counts for the school district as reported by the federal government. Funds from these reimbursements must be used to support the technology infrastructure of the school district.

The **16-17** reimbursement will be used to purchase:

- Chromebook computers to begin to address the 950 Chromebooks that will need replacement in the upcoming years

Projected distribution of **2016-2017** e-rate funds:

Professional/Tech Services.....	\$16,274.19
Equipment.....	\$13,361.29

**Total: \$29,632.48**

**Community Relations**

**Soliciting Funds from and by School Personnel**

Charitable fund-raising drives, with the exception of the United Way campaign, shall require the permission of the Superintendent of Schools. In approving such activities, the Superintendent shall be considerate of the time involved as well as the frequency, objectives, and nature of the activity.

**Policy Adopted: July 7, 1993**  
**Policy Revised: October 3, 2001**  
**Policy Affirmed: December 6, 2017**

**BRISTOL PUBLIC SCHOOLS**  
**Bristol, Connecticut**

**Community Relations**

**Relations with Colleges and Universities Shared Services**

The Bristol Board of Education shall cooperate with institutions of higher learning in the use of facilities belonging to the district when such will not restrict their use by students of the district, including those enrolled in the adult education programs. Such participation shall require the approval of the Board of Education.

The Superintendent shall be authorized to administer such arrangements, which shall periodically be re-evaluated and reviewed for Board approval.

**Policy Adopted: July 7, 1993**  
**Policy Affirmed: December 6, 2017**

**BRISTOL PUBLIC SCHOOLS**  
**Bristol, Connecticut**

## **Community Relations**

### **Cooperative Arrangements with Business and Industry**

The Bristol Board of Education will, whenever possible, cooperate with employers in offering high school courses, or with the approval of the State Board of Education, offer vocational training courses to such employer's employees. Such courses will be given on the premises of the employers for the benefit of any employee who (1) wishes to obtain a high school diploma or (2) wishes to improve his/her employment status.

No expense for such service may accrue to the Board of Education or to the State Board of Education.

Legal Reference: Connecticut General Statutes

[10-21](#) Vocational guidance.

[10-21a](#) Accredited courses offered by employers.

[10-21b](#) Programs offered jointly by boards of education and business firms; neighborhood assistance.

**Policy Adopted: July 7, 1993**  
**Policy Affirmed: December 6, 2017**

**BRISTOL PUBLIC SCHOOLS**  
**Bristol, Connecticut**

## **Community Relations**

### **Contests for Students**

Contests and competitions for the students may be considered for approval by the Superintendent on recommendation of the building administration. The following criteria are to be considered in determining whether or not approval may be given:

1. The contest is educationally sound and worthy.
2. The contest is stimulating to the student and school and desirable for both.
3. The contest must not place an undue burden on the students, families, teachers, and the school.
4. The contest is not commercial or sectarian.
5. The contest will not take students from school unnecessarily.
6. Participation from state and national principal groups are considered.
7. For secondary school contests, from the list of approved contests published by the Connecticut Association of Schools.

**Policy Adopted: July 7, 1993**  
**Policy Revised: December 6, 2017**

**BRISTOL PUBLIC SCHOOLS**  
**Bristol, Connecticut**

## **Community Relations**

### **Fire Department**

Members of the City Fire Department and the City Fire Marshal play a vital role in the school safety and security program. The Superintendent of Schools and administrative staff shall have the following responsibilities:

1. Establish and maintain relationships with the local Fire Marshal and Fire Departments.
2. Work with the faculty in determining the nature and timing of the Department's participation in the school program.
3. Coordinate and supervise planned activities.
4. Involve the fire department in crisis response drills and other related activities designed to practice and test the effectiveness of district and school response plans.

As necessary or appropriate administrators shall seek the advice and cooperation of the Fire Marshal and Fire Department in:

1. Planning and conduct of fire drills and crisis response drills.
2. Fire prevention education.
3. First aid, especially in fire related incidents.
4. Conforming to state and local fire codes.

(cf. 6114 - Emergencies and Disaster Preparedness)

**Policy Approved: July 7, 1993**  
**Policy Revised: December 6, 2017**

**BRISTOL PUBLIC SCHOOLS**  
**Bristol, Connecticut**

## Community Relations

### Park and Recreation Department

In keeping with its ~~obligation and~~ dedication to serving the youth of Bristol, the Board of Education shall cooperate, whenever possible, in efforts by other city departments to provide educational and recreational programs for the children of the city.

All arrangements with the ~~park, recreation~~ **Parks and Recreation Department**, or other departments for use of school facilities ~~in~~ for such programs shall be subject to ~~Board approval,~~ ~~in keeping with recommendations of the Building and Grounds~~ **the policies approved by the Operations Committee and Board of Education**, and shall be administered by the Superintendent **or designee**, in conformance with city ordinances, insurance and other legal restrictions. ~~and the best interests of the students, whose primary need for school properties is educational. Time limits on arrangements, such as Labor Day deadline for summer program use,~~ shall be part of any agreement.

~~Police, fire, and other officials may participate in various ways in such arrangements.~~

**Use of school buildings or fields will be coordinated through the Facilities and Athletics Departments.**

## **Community Relations**

### **Fiscal Authorities**

The Bristol Board of Education shall work with ~~appropriate fiscal authorities~~ **the Board of Finance and the Comptroller's Office** throughout the budgeting process to develop a clearer understanding of school and student needs to improve education in the community.

The Board of Education will **inform and invite the Board of Finance liaison** of upcoming collective bargaining sessions. ~~meet and confer with the fiscal authority prior to collective bargaining and further, it~~ **The Board of Education** will ~~cooperate~~ **work** with the **Board of Finance** in developing a sound fiscal base for school operation. **to provide an equitable education for the students in Bristol.**

Legal Reference: Connecticut General Statutes

[10-153d](#) Meeting between board of education and fiscal authority required.  
Duty to negotiate.

Policy Adopted: July 7, 1993  
Policy Revised: December 6, 2017

BRISTOL BOARD OF EDUCATION  
Bristol, Connecticut

## **Personnel – Certified Teachers**

### **Compensation Guides and Contracts**

#### **Basic Policies**

The Board agrees that the salaries of teaching personnel shall be based on the minimum qualifications of the bachelor's degree. Such personnel shall receive additional adjustments in accordance with the provisions of the prevailing contract agreements.

#### **Salary Schedule**

Refer to prevailing contract agreement.

#### **Remuneration to Department Heads/Coordinators**

Refer to prevailing contract agreement.

#### **Extra Pay for Extra Duty**

Refer to prevailing contract agreement.

#### **Withholding of Pay Adjustments**

~~It shall be the policy of the Board of Education to withhold pay adjustments in the case of any professional staff member whose performance has been adjudged unsatisfactory. In the case of a staff member at the maximum pay step, should there be a change in salary schedule such would not be granted in lieu of pay adjustments; the amount withhold not to exceed the largest pay advancement on the new schedule.~~

#### **Professional Growth**

Refer to prevailing contract agreement.

#### **Salary Step Credit for Prior Service**

Recognizing that in Connecticut, in the absence of local contractual language to the contrary, a local Board has total discretion to grant or not grant any salary step credit for prior service to teacher candidates on their initial hiring under a contract in Bristol, the Board of Education adopts the following policy in that matter:

1. No teaching service credit shall be granted for any service performed ~~more than~~ **ten or more** years prior to September 1 of the year of hiring in Bristol.
2. No credit shall be granted for service of less than one-half time basis.
3. No credit shall be granted for service rendered on a per diem or hourly pay basis.

**Personnel – Certified Teachers**

4. ~~Credit for active military service, Peace Corps, or vista service shall be granted under the provisions of the group contract for initial Bristol salary step placement separate from any service limits spelled out elsewhere in this policy.~~ **Up to three (3) years' salary credit may be given for military service, Peace Corp or Vista service regardless of when the service was rendered.**  
*(per BFT Contract)*
5. **With the exception of State Department of Education shortage areas and positions that require years of experience (i.e. literacy coaches), teachers will be hired using the following maximum guidelines:**
  - a. **Elementary – step 1**
  - b. **Middle School – step 2**
  - c. **High School – step 3**
6. ~~Excepting number 2 (file 4140, no more than five years of prior teaching service shall be credited to any candidate on being hired under contract in Bristol (i.e., Step 6 limit). The appropriate degree level will be honored in all cases consistent with contractual provisions.; i.e., graduate study completed either by September 1 or February 1 of the particular school year as related to the teacher's starting date.~~
7. In computing prior teaching service, consistent with long-standing past practice, each prior full year of half-time service shall convert, for service credit purposes, to one half-year of service.
8. ~~In computing prior teaching service, consistent with long-standing past practice, any or all previous partial years of service a candidate may have will be added up by months of such service and converted to a total representing its full-time equivalent years of service, based on a ten-month teaching year excluding July and August.~~
9. For a teacher hired in Bristol later than the first contractual day in September, the teacher's service credit shall be computed as of the first contractual day in September. The group contract language covers the computation of that service time in Bristol for purposes of step placement the following September. (Such shall also include credit for service rendered in another school system between the first contractual day in September and the actual starting date in the Bristol Public School System.)
10. The Board of Education shall reserve the right, ~~as in the past,~~ to consider significant prior experience outside of teaching for initial salary step placement. Such experience might include related industrial or business experience, work for a hospital or social agency. ~~(as with social works, psychologists), etc.~~
11. Finally, the Board of Education shall reserve the right to make exceptions to the normal five-year limit and/or the ten-year lapse limit in instances when, in its judgment, it would otherwise be unable to employ a candidate who is both certified and qualified for a position.

**Policy Adopted: June 7, 1995**  
**Revised: December 6, 2017**

**BRISTOL PUBLIC SCHOOLS**  
**Bristol, Connecticut**

RECOMMEND REMOVAL FROM THE POLICY MANUAL –Redundant with 9340  
Memberships in School Board Associations

**Policy**

**1500**

**Community Relations**

**Relations between Area, State, Regional & National Associations and the Schools**

The Bristol Board of Education is a member of the Connecticut Association of Boards of Education. It maintains an indirect membership in the National School Boards Association through its affiliation with the state group. Membership in such recognized associations may be maintained by the schools for several reasons, including:

1. Benefits to staff and Board of Education from professional meetings, conferences, clinics and conventions.
2. Access to the communication media of such associations, such as newsletters, periodicals and advisory services.
3. Representation in legislative and other actions affecting education generally and our school district in particular.

It shall be the policy of the Board to appoint one member of the Board to represent this district at meetings called by CABE and to report from time to time to the full Board on the activities of the state and national groups.

**Policy Adopted: July 7, 1993**  
**Policy Removal: December 6, 2017**

**BRISTOL PUBLIC SCHOOLS**  
**Bristol, Connecticut**

## Community Relations

### Relations with Private Schools/Shared Services

#### Student Transportation

Administration of transportation of both public and private school students shall be under the authority of the Board of Education. (cf. [3541](#) - Transportation)

#### Private School Student Enrollment in Bristol Public School Program

1. Regular (Non-Special Education) Public School Courses Funded Entirely By Regular Local Budget:

A. A letter from the sending private school principal to the receiving public school principal must be sent requesting the public school course placement.

B. The public school principal shall assess course enrollments to assure that there is enrollment space remaining in the course.

C. If enrollment space is available, the public school principal shall forward the request letter and enrollment data to the Superintendent of Schools with the principal's recommendation.

If enrollment space is not available, the principal shall so inform the applicant's principal.

D. The Superintendent of School shall recommend placement, if appropriate, to the Board of Education. The placement of such student shall be on a pro-rated tuition basis paid by the sending school, at the discretion of the Board of Education.

E. If accepted, the student shall abide by all public school policies and regulations while in attendance at the public school. Periodic grading reports shall be made by the instructor to the private school guidance department.

F. Once approved, if an application is received for a second year and if space is available as determined by the principal, the student may continue in advanced classes of the same subject for subsequent years (i.e., Italian I, Italian II, etc.) without further Board approval. If enrollment space is not available, the principal shall so inform the applicant's principal.

G. Transportation shall be provided by the private school student and not the public school.

## 2. Regular (Non-Special Education) Public School Courses Funded By State and/or Federal Programs Where Private School Participation Is Encouraged or Required

The following procedures shall be utilized for considering this type of placement:

- A. A letter from the sending private school principal to the receiving public school principal must be sent requesting public school course placement.
- B. The public school principal shall coordinate acceptance of private school students with the instructor-coordinator/s of the State and/or Federal programs. Acceptance criteria shall be the same as that required for public school students.
- C. If accepted, the student shall abide by all public school policies and regulations while in attendance at the public school. Periodic grading reports shall be made by the instructor to the private school guidance department.
- D. Initial approval to attend such public school courses under this section shall not be continuous. That is, the procedures in this section shall be followed each year.

## 3. Health/Welfare Services

- A. Services to private school students shall be rendered in keeping with statutes and regulations relating to this area.
- B. Public schools are obligated to conduct an active Child Find search to identify all resident mandated handicapped students. Therefore, health and welfare staff shall perform the Child Find function in the non-profit private schools in Bristol.

## 4. Special Education

- A. The Bristol Board of Education will provide special education services to the students in Bristol in compliance with P.L. 94-142 and the implementing regulations.
- B. The Planning and Placement Team process shall follow the past practices established between the non-public school personnel and the public school personnel as it pertains to the identification process.

Legal Reference: Connecticut General Statutes

[10-217a](#) Health and welfare services for children in private nonprofit schools. Payments from the state, towns in which children resident and private nonprofit schools. P.L. 94-142

**Policy Adopted: July 7, 1993**  
**Policy Removal: December 6, 2017**

**BRISTOL PUBLIC SCHOOLS**  
**Bristol, Connecticut**