

**Regular Board of Education Meeting
Wednesday, December 5, 2012 7:00 PM
Central Services**

I. Public Comment

II. Administrative Reports

A. Superintendent's Announcements

Rationale: Mr. Addley will provide district updates.

B. Student Representative Reports

Rationale: Mr. Sean Goodridge and Ms. Lexi Grimaldi, Student Representatives, will report on activities taking place at the high school.

C. Business Manager's Report

Rationale: Mr. Harry Traver, Business Manager, will present the November statement of accounts.

D. Schools in the Spotlight

Attachments:

Wells Road Schools in the Spotlight

3

Rationale: Wells Road Intermediate School will share how they designed a focus question, researched relevant information and defended their position based on their analysis of the data.

E. Guidance Presentation

Attachments:

Guidance Presentation

16

Rationale: Dr. Patricia Law, Ms. Julie Bragg, Ms. Sheridan Toomey will present the current services that the Guidance Department provides as well as future plans.

F. Teacher Evaluation Plan

Attachments:

TEP Presentation

25

Rationale: Mr. Patrick Flynn, Consultant, will share the progress of the Teacher Evaluation Plan with the Board.

III. Consent Agenda

A. Minutes

Attachments:

Approved Minutes 11-28-12

34

Rationale: The Board will approve/amend the minutes of the November 28, 2012 Board of Education meeting.

IV. New Business

A. Election of Board Vice Chairman

B. FY14 Budget Goals

Attachments:

Draft FY14 Budget Goals

38

Rationale: The Board will discuss a draft of the FY14 budget goals.

C. CPPAC Report

Attachments:

FY14-FY18 Large Capital Projects 39

Rationale: Mr. Addley will present a draft of the Capital Projects and Priorities Advisory Committee (CPPAC) projects to the Board.

D. School Performance Index

Attachments:

School Performance Index Presentation 60

Rationale: Administration will apprise the Board of the Connecticut State Department of Education's new School Performance Index.

V. Old Business

VI. Miscellaneous

A. Board Standing Committee Reports

1. Curriculum/Policy/Technology/Communication

Attachments:

Curriculum Subcommittee Minutes 11-28-12 74

2. Finance/Personnel/Facilities

Attachments:

Finance Subcommittee Minutes 11-28-12 75

B. Other Board-Related Reports

1. Athletic Field Project Committee

2. CREC/CABE

3. Granby Education Foundation

4. District Efficiency Initiatives

C. Calendar of Events

Attachments:

Calendar of Events 76

D. Board Member Announcements

VII. Executive Session/Non-Meeting

DATA ANSWERS ALL QUESTIONS

Spotlight on the Schools

December 2012

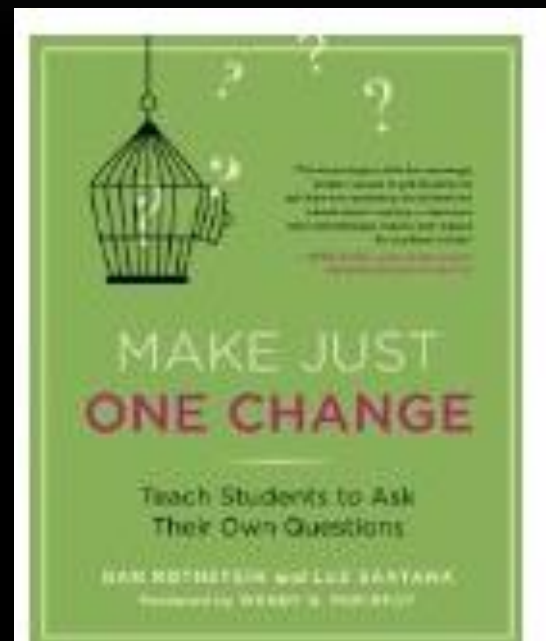
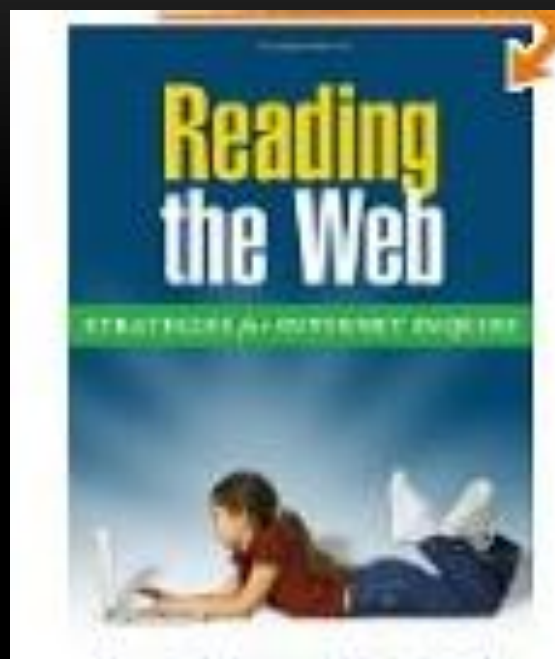
Mission Statement

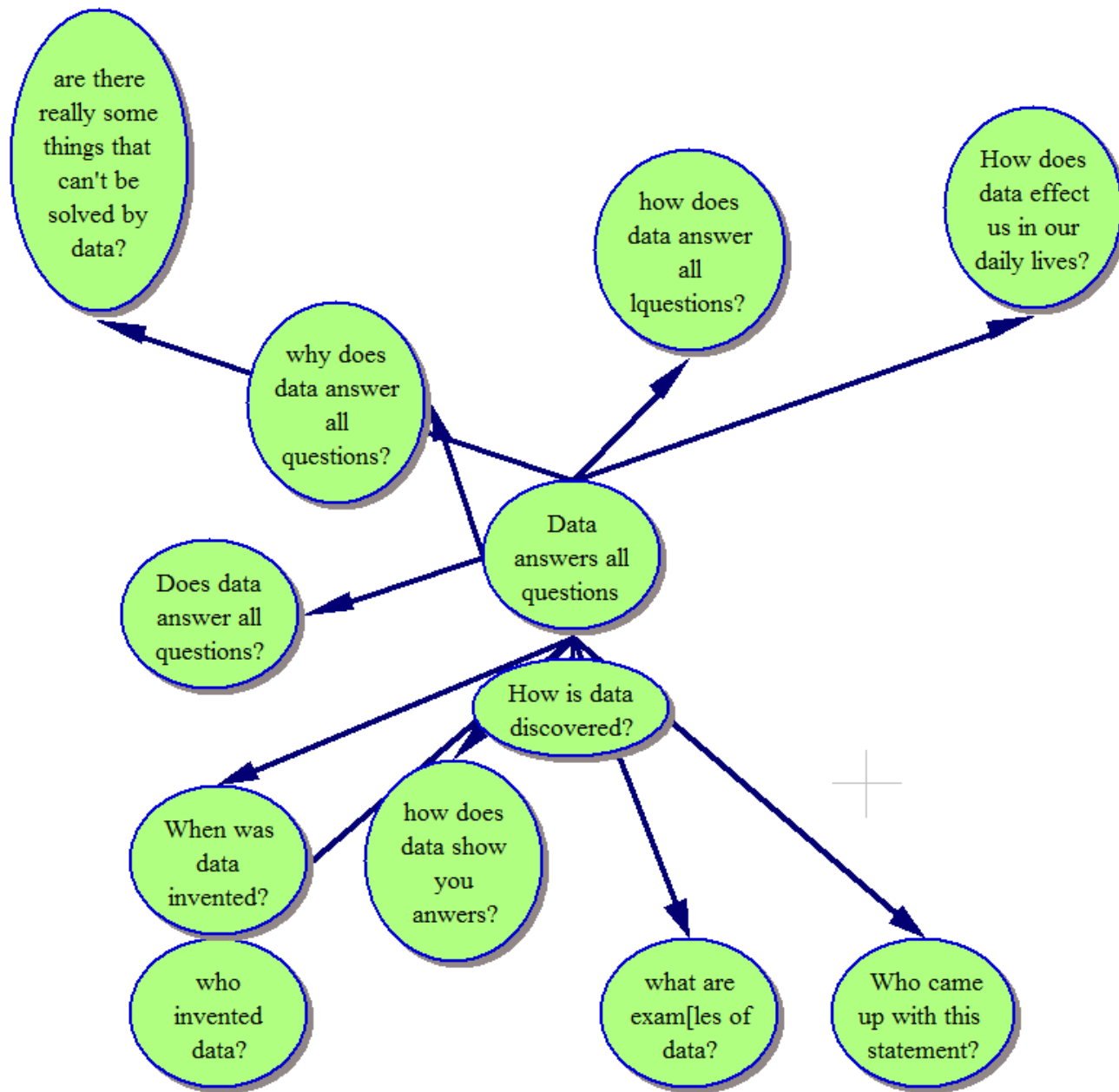
- All students become **powerful thinkers, effective collaborators**, and compassionate contributors in preparation for success in a dynamic, interdependent world.

Achievement Goal

- Systemically improve students' ability to **analyze and synthesize information, solve problems and articulate/defend a position**

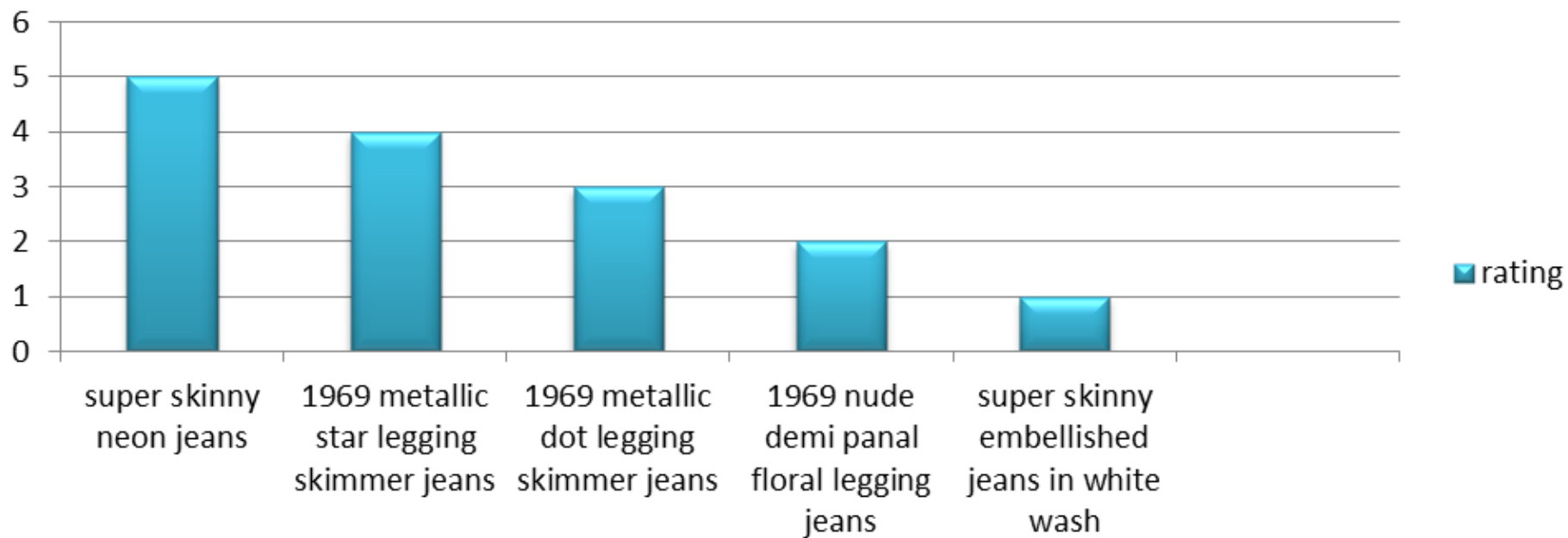


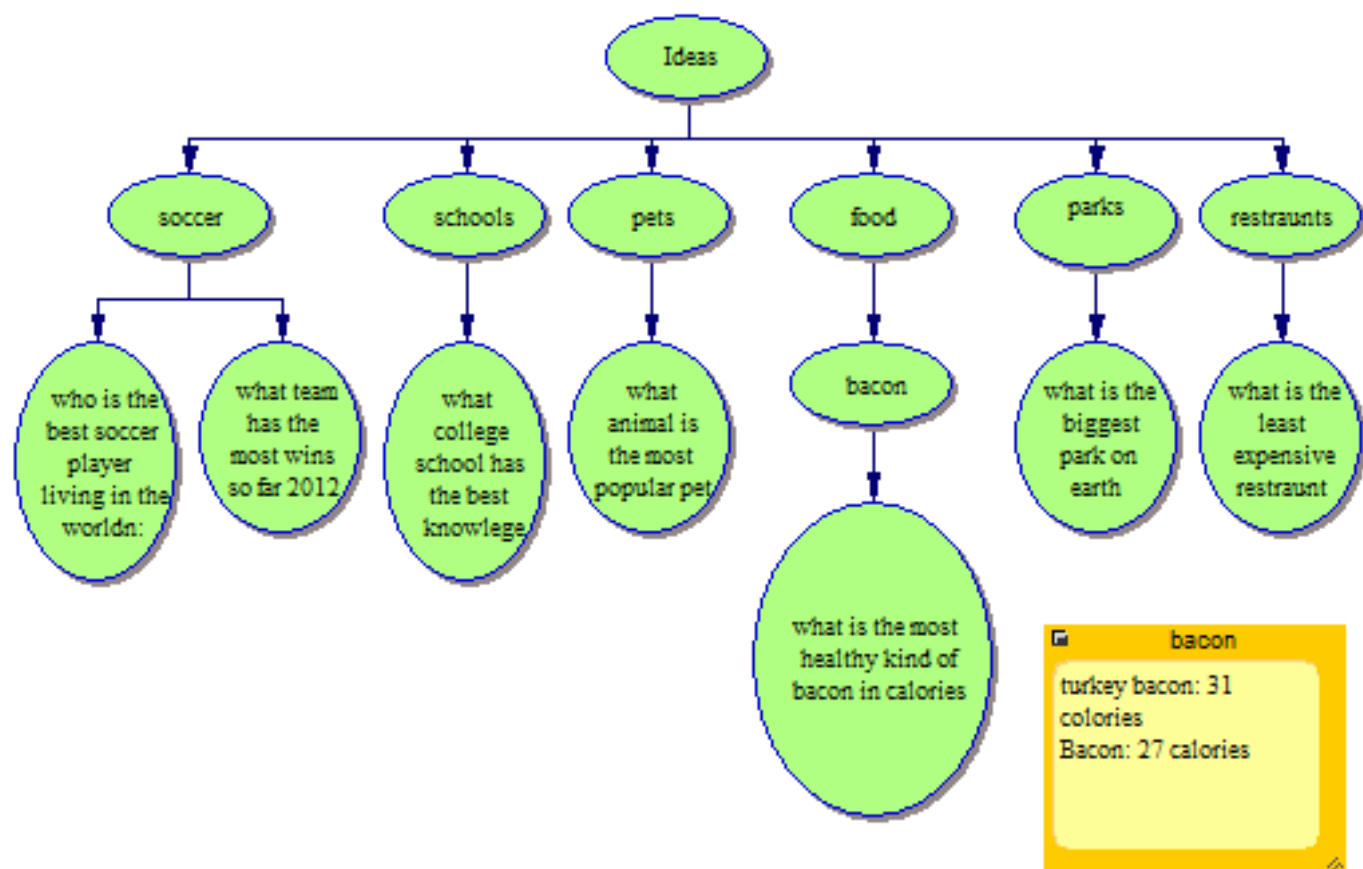




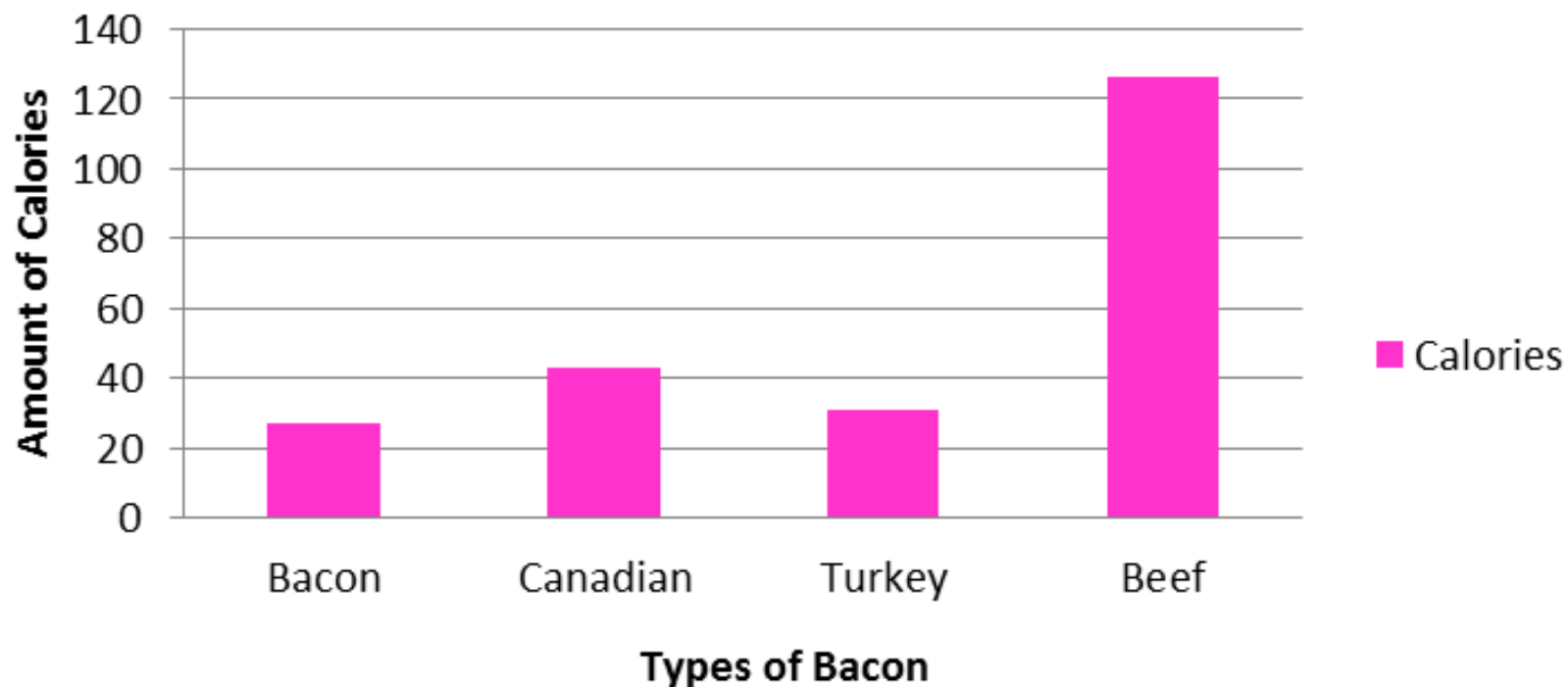


Most Popular Colored/Patterned Gap Jeans

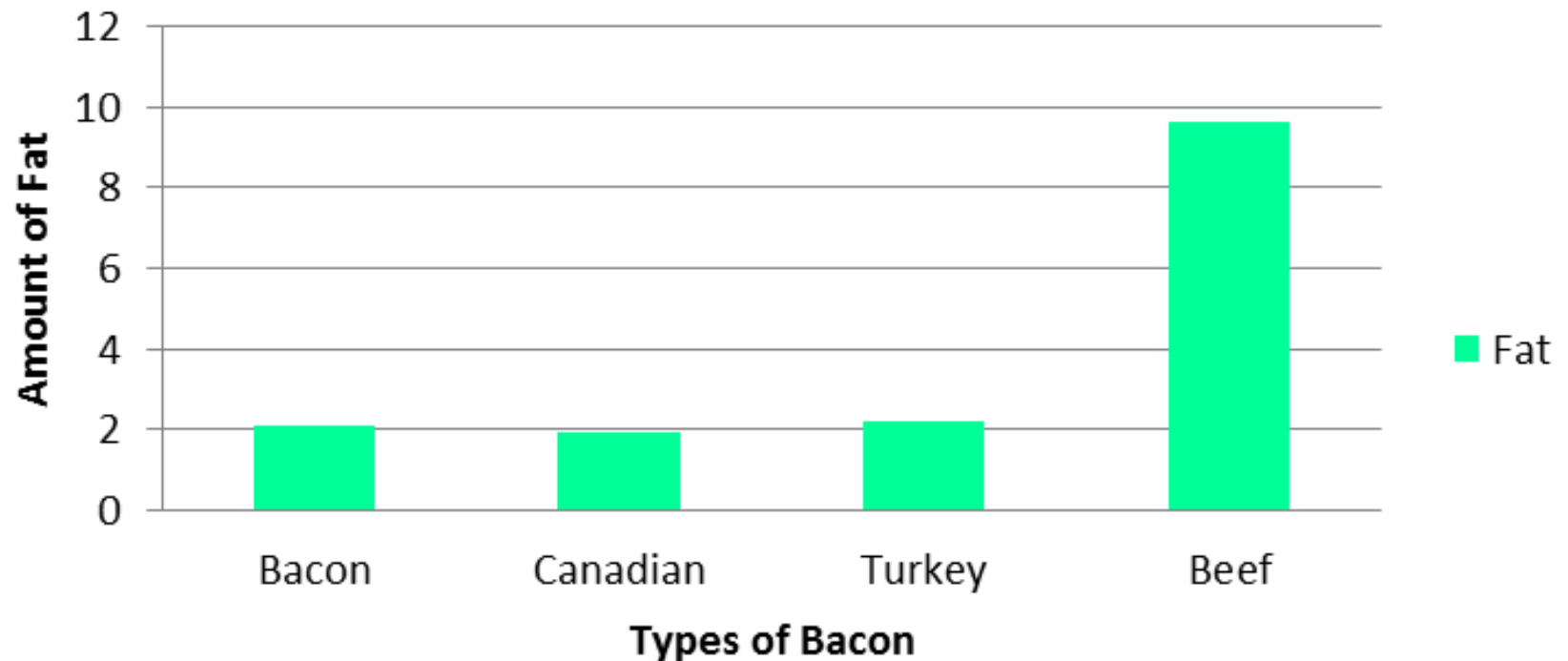


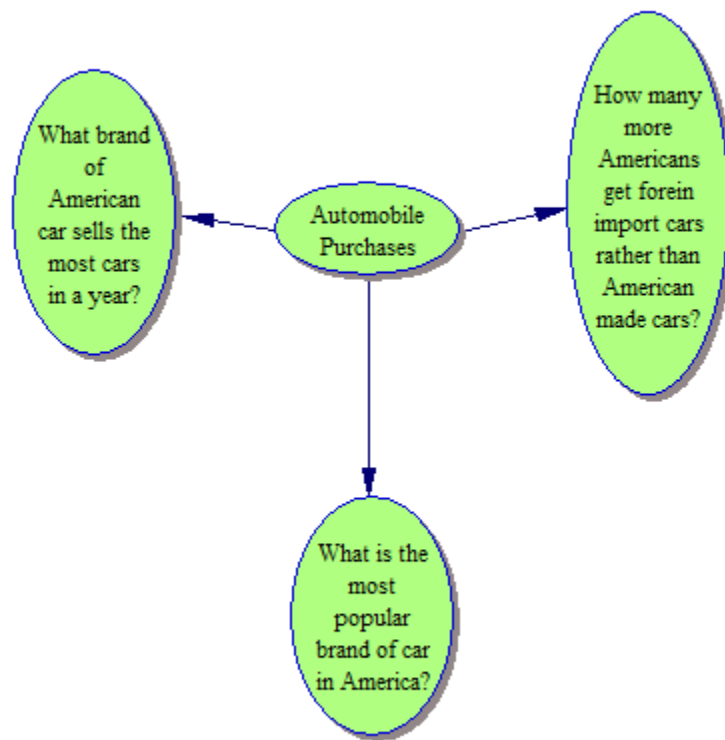


Total Calories in Different Types of Bacon

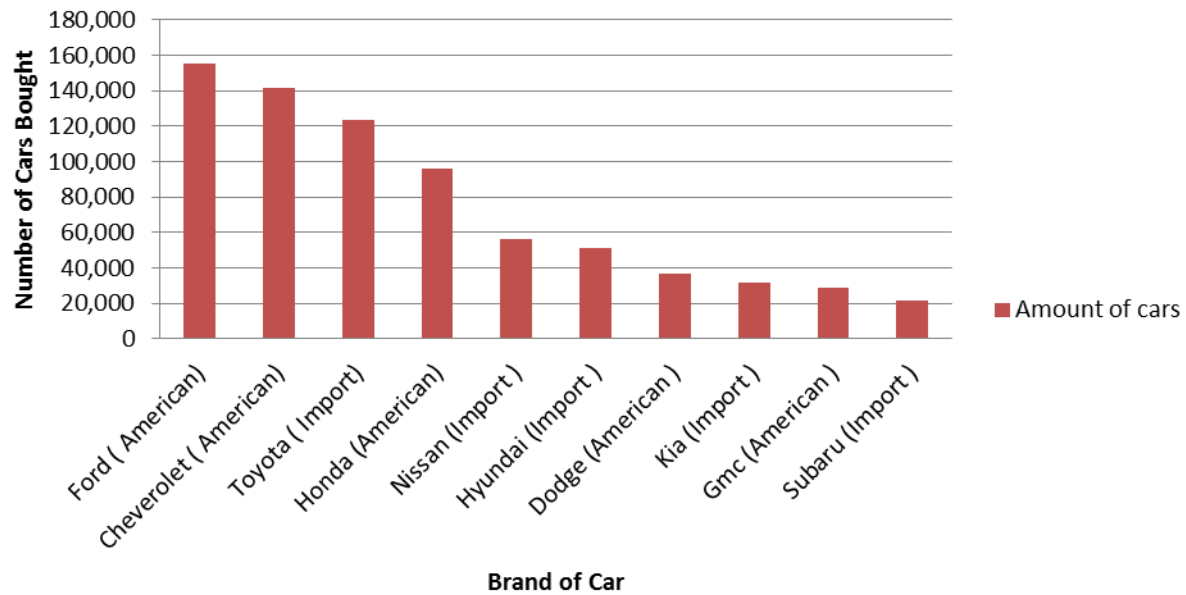


Total Fat Measured in Grams in Different Types of Bacon

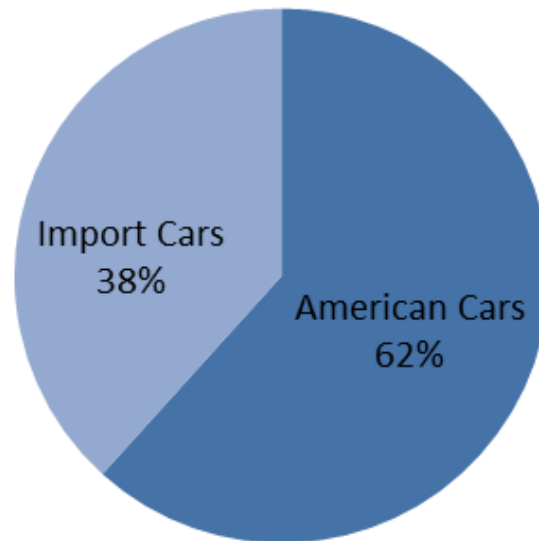




Number of Cars Bought by Americans in 2011



Amount of Cars Bought by Americans that were American Brand compared to Imported Brand Cars



Granby Memorial High School Guidance Department: Current Services and Future Plans



**What the
Department
Provides**

The Comprehensive School Counseling Program Model

Service Delivery

How are services currently being delivered at GMHS

**Success
Measurement**

Current measures/indicators of program efficacy

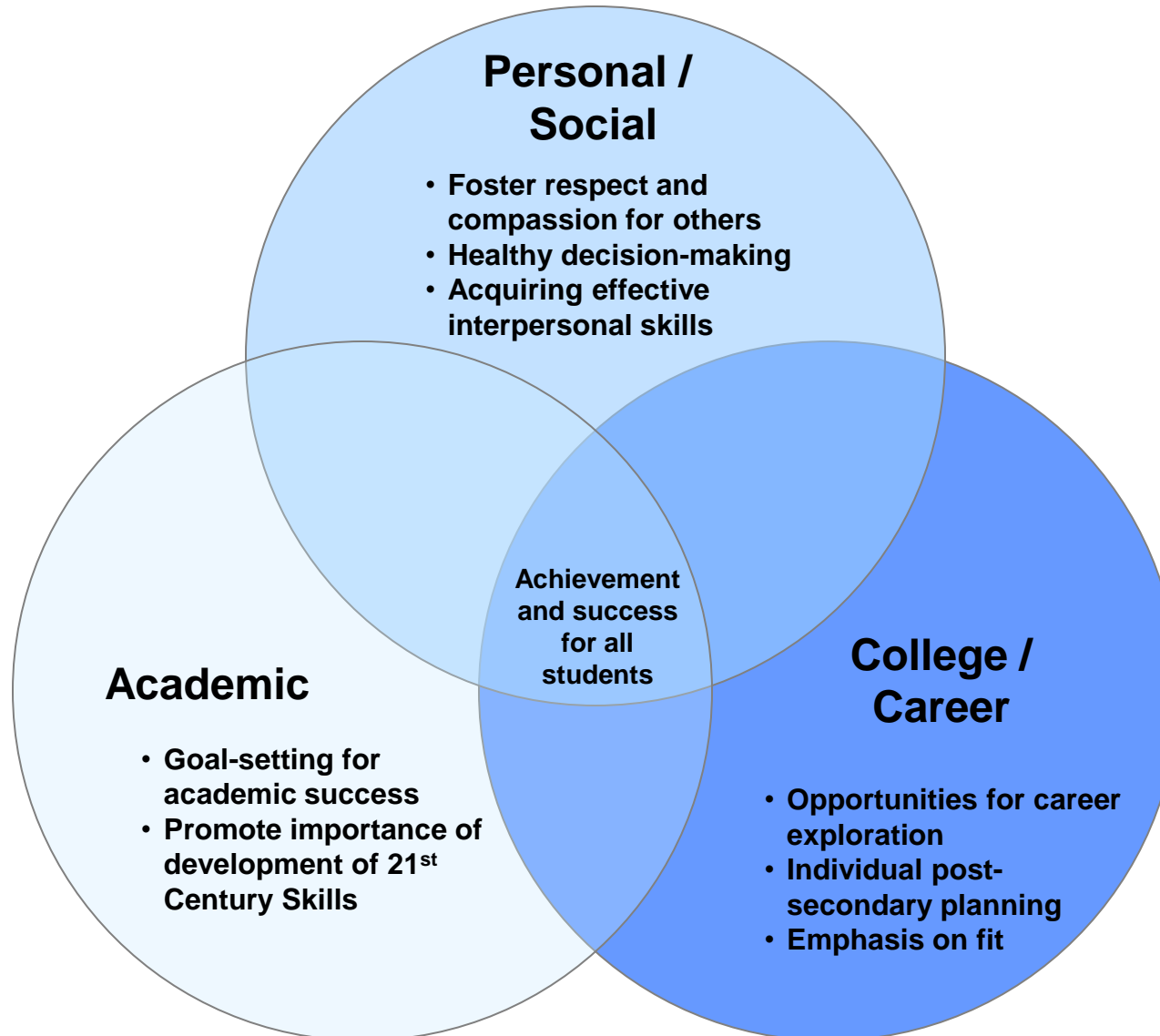
**Post-High
School Plans**

Post-secondary plans of our current seniors and recent graduates

Looking ahead

How the department plan to move forward, continuing to support all students

The GMHS Guidance Department provides support to all students in three major domains of development.



The Comprehensive School Counseling Model is the state-adopted developmental model involving four key program components...



Curriculum Development (15-25%)

- Fourteen developmental lessons delivered to students across Grades 9-12
- Lessons focus on decision making, goal setting, peer relationships, self-awareness, educational, college and career planning – ties to SSP

Individual Student Planning (25-35%)

- Annual individual meetings to develop and evaluate education and career plans (SSPs). (200 meetings per counselor each winter)
- Individual post-secondary planning for each junior and senior. (65 per counselor each spring; 65 each fall)

Responsive Services (25-35%)

- Crisis intervention and mental health referrals to outside agencies
- Academic support and 504 Plan mgmt
- Consultation with parents, faculty, administration, and outside therapists

System Support/ Collaboration (15-20%)

- Student Intervention Team, Crisis Team, PPT's, etc.
- Parent programs (Planning Nights)
- Program development and evaluation

What colleges are GMHS graduates attending?



College Type * from Barrons – the selector is not a rating guide but rather an attempt to describe, in general terms, the situation a student will meet when applying for admissions	Definition	Acceptance % - Class of 2012	Number Attending – Class of 2012
Most Competitive: Villanova, Yale, Connecticut College, BC	Top 10-20% of class; A to B+ average; SAT = 685-800; ACT= 29+; Fewer than 1/3 accepted	102/29 = 28%	15
Highly Competitive: BU, University of Connecticut, Trinity College, Providence College,	Top 20-35% of class; B+ to B average; SAT= 620-654; ACT = 27/28; Accept 1/3 to 1/2 of applicants	173/116= 67%	28
Very Competitive: Fairfield University, Drexel, University of Vermont	Top 35-50% of class; No less than B- average; SAT= 573-619; ACT= 24-26; Accept 1/2 to ¾ of applicants	168/134= 80%	22
Competitive: Central Connecticut, Endicott, Roger Williams, Keene State, Merrimack College	Top 50-65% of class; B- to C average; SAT = 500-572; ACT = 21-23; Accept between 75-85% of applicants	377/290= 77%	67
Less Competitive: Becker, Anna Maria College, Johnson and Wales, Nichols, Rhode Island College	Top 65% of class; Averages below C; SAT = below 500; ACT= below 21; Admit 85% or more of applicants	24/16= 67%	3
Community College: Asnuntuck, Northwestern CT Community College, Manchester Community College		24/20= 83%	19
Specialty School: Art Institute of California, Massachusetts College of Pharmacy and Health		33/25= 76%	14



What colleges are GMHS graduates attending?

College/University	# GHMS Applications	# GMHS Admits	National Admittance Rate	GMHS Admittance Rate	# Students Matriculated
Brown University	15	3	9.14%	20%	0
Cornell University	14	7	17.9%	50%	3
Dartmouth University	9	2	10.14%	22.2%	1
Harvard University	9	1	6.26%	11%	1
Columbia University	3	2	9.84%	66.6%	1
Princeton University	5	1	8.46%	20%	0
Yale University	9	1	7.05%	11%	1
University of Pennsylvania	9	1	14.26%	11%	0
Amherst College	4	3	15.31%	75%	2
Middlebury College	13	2	17.22%	15.3%	2
Swarthmore College	4	1	15.08%	25%	1
Boston College	21	10	27.98%	47.6%	6
Colgate University	5	2	29.42%	40%	2
Hamilton College	10	4	27.37%	40%	4
Tufts University	10	2	24.34%	20%	2
Bates College	5	3	31.8%	60%	2
	145	45	National Admit Rate Average = 16.97%	GMHS Admit Rate Average (2009-2012) = 33.41%	GMHS Students (2009-2012) Matriculated = 28

How do we currently measure student outcomes and the effectiveness of the Guidance Program?



**Graduation
Rates**

**Guidance Lesson
Assessment Data**

**NAVIANCE
Reports**

**SIT
Supports**



How we are addressing changes in Counseling ...

	Description	Current Solutions
CT Secondary School Reform	<ul style="list-style-type: none">• Counselors will guide implementation of Student Success Plans.• Increased focus on Career Pathways	<ul style="list-style-type: none">• Developed SSP tasks tied to Developmental Guidance through NAVIANCE.• Developing new partnerships
SRBI	<ul style="list-style-type: none">• Development of Student Intervention Team and Three Team Process of Interventions.	<ul style="list-style-type: none">• Counselors actively participate in the Student Intervention Team.• Student Needs Survey Assessment.
College Career Counseling Demands	<ul style="list-style-type: none">• Programs and requirements at institutions of higher ed are ever-changing. Counselors and students need face time with admissions representatives.	<ul style="list-style-type: none">• College representatives have been visiting the C&CC and have been meeting with prospective students.• Counselors are making time for PD.
College Admission Process Changes	<ul style="list-style-type: none">• Earlier deadlines and more students applying early.• Significant increase in number of applications submitted. More counselor recommendations. (35+)	<ul style="list-style-type: none">• 9th grade transition counselor and support services model. Mentor/Mentee advisory program for freshmen.• Edocs implementation Fall 2013



Future Plans and Implications

Future Program Evaluation to include:

- **Input from parents** within the community
- Research options for a formal alumni study to **track longitudinal outcomes**
- **Edocs** implemented for college application process
- **Programmatic inventory** using standards from the state-adopted model
- **Analysis** of the four program components for effectiveness



Leadership and Vision are key to Guidance moving forward!

Questions





ReVision
LEARNING PARTNERSHIP

www.revisionlearning.com

TEACHER EFFECTIVENESS AND PERFORMANCE EVALUATION

Helping educators find
new *Vision* in their work

Granby BOE Presentation 11.7.12

“There is no power for change
greater than a community
discovering what it cares
about.”

~ Margaret Wheatley



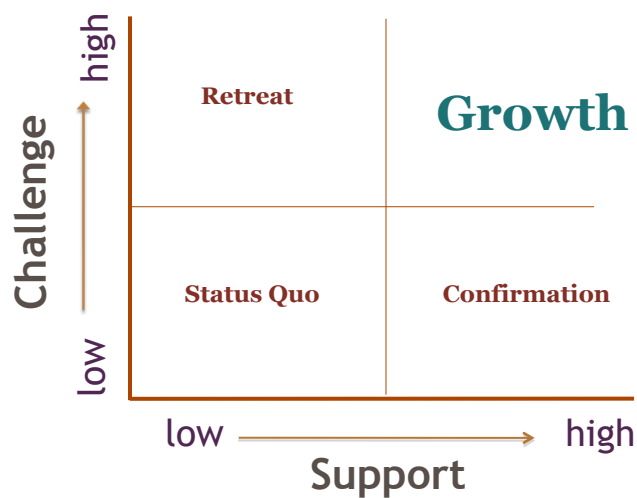
The Bottom Line...

“Without capable, high quality teachers in American classrooms, no educational reform effort can possibly succeed. Without high quality evaluation systems, we cannot know if we have high quality teachers.”

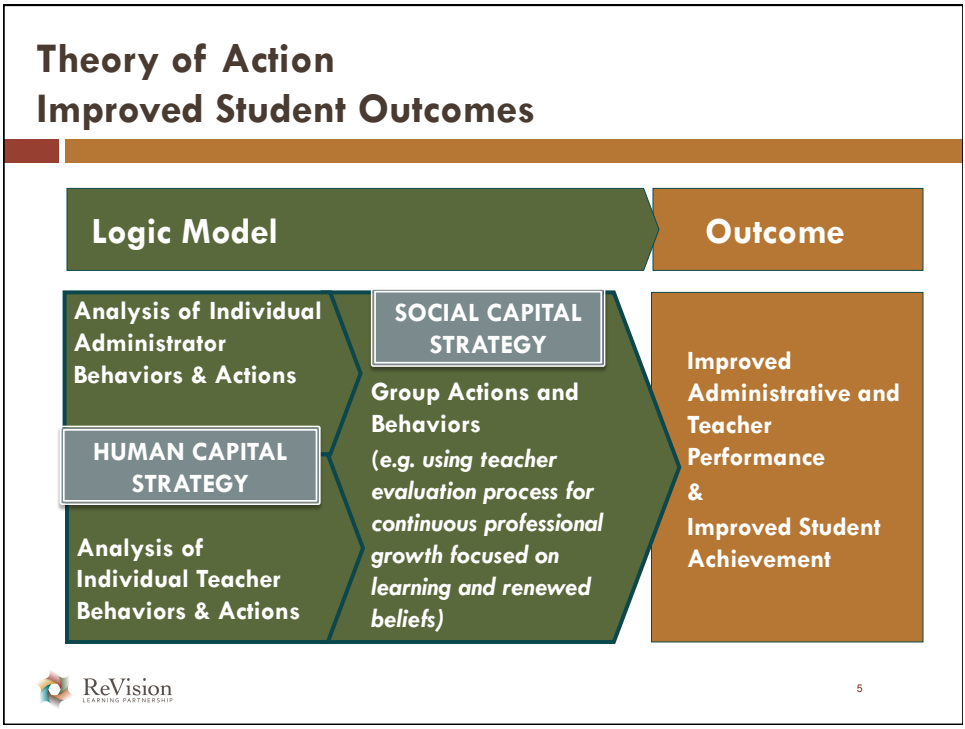
~Stronge, 2003



Effects of Support and Challenge on Teacher Development



Barber, 2003
Mckinsey Global Ed Practice



Timeline for the Work

Overview of the timeline and essential components

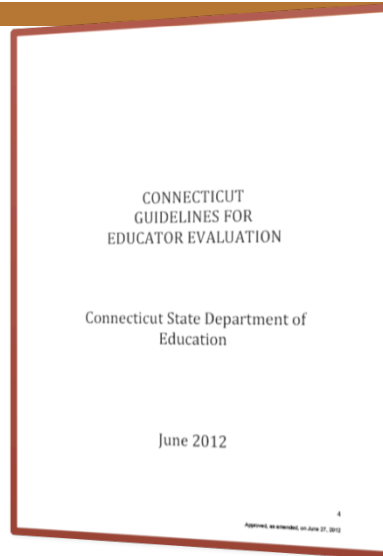
ReVision LEARNING PARTNERSHIP

Timeline for Work

Service	When
Module 1: Designing Frameworks for Improved Teaching and Learning	
Session 1: Pre-Meeting and Overview	Fall 2012
Session 2-5: Four Days of Content Development and Facilitated Work Time	
Module 2: Committee Meetings and Development Work	
Session 1: Strategy Development for Rollout of Framework	Fall 2012
Session 2/3: Understanding Teacher Evaluation Trends and Responding to Feedback	Fall/Winter 2012
Session 4: Calibrating the Rubric	Fall/Winter 2012
Session 5-8: Development Institute	Fall/Winter 2012
Module 3: Administrator Training and Support	
Administrator Evaluation Planning	Fall/Winter 2012
Evaluator Training	Spring 2013 through Fall 2013 (on-going)



Exploring the Latest State and Federal Guidelines

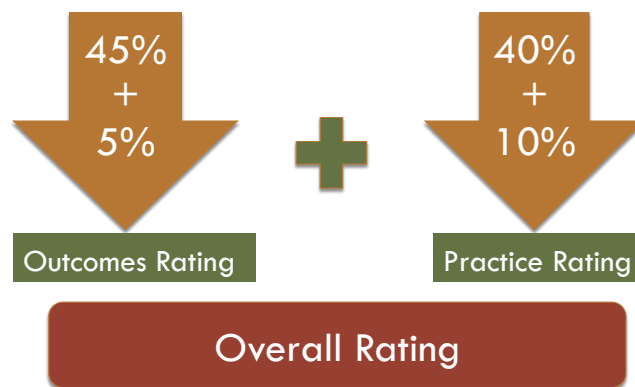


The SDE/PEAC Teacher Guidelines

- 45/40/15
 - 45 % is based on multiple student learning measures
 - 22.5% state test (CMT/CAPT), if applicable - ? If not – Student Learning Goal
 - 22.5% other student learning measures (district/school administrators and teacher collaboratively decide)
 - 40 % is based on observation of teacher performance and practice
 - 10 % is based on peer or parent feedback surveys
 - 5 % is based on whole-school student learning indicators or student feedback

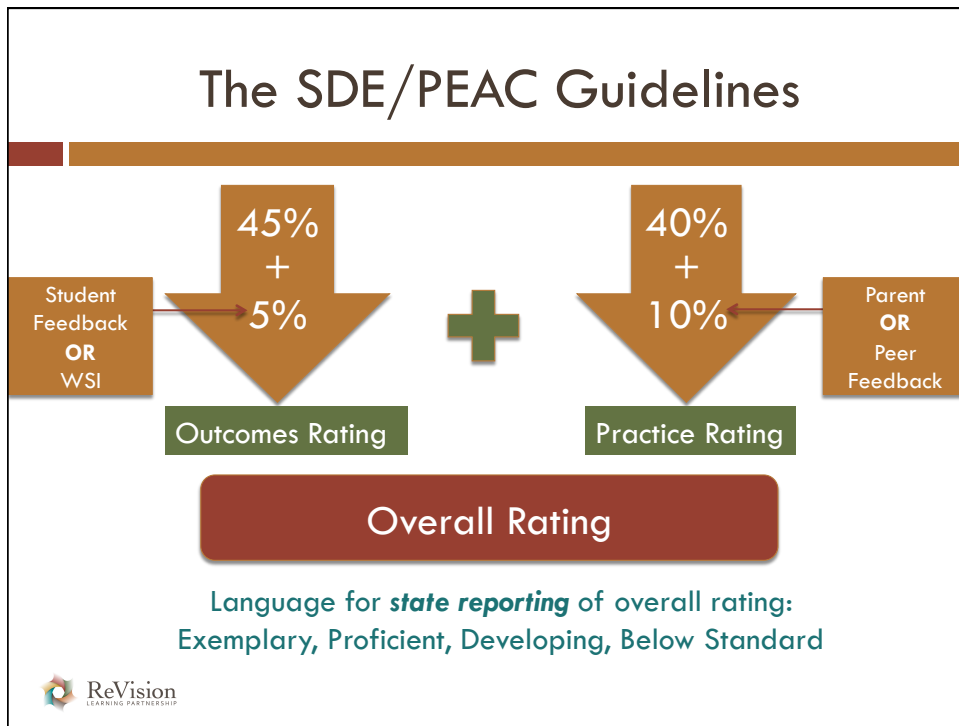


The SDE/PEAC Guidelines



Language for **state reporting** of overall rating:
Exemplary, Proficient, Developing, Below Standard



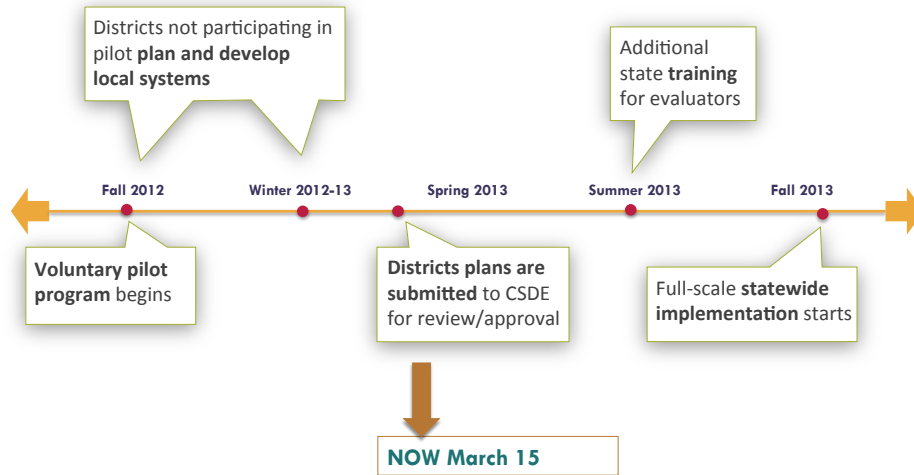


Weights in Evaluation Models

TEACHERS		PRINCIPALS
Multiple student learning measures	45%	Multiple student learning measures
Whole-school student learning indicators or student feedback	5%	Teacher effectiveness outcomes
Observations of teacher performance and practice	40%	Observations of principal performance and practice
Peer or parent feedback surveys	10%	Staff, community, and/or student feedback surveys

ReVision
LEARNING PARTNERSHIP

Timeline: Fall 2012-Fall 2013



Implications for Districts

What are the implications for district practice?



District Non-Negotiables

- All districts must design and implement an **evaluator training program** that will ensure readiness in '13-'14 school year
- Internal programs/processes for **Professional Learning** must be established by the district to ensure support for teacher growth
- **Data Management Systems** will need to be in place to support management of **Teacher Performance Data** and **Student Performance Data**



Good News/More Good News

Good News

- Multiple inputs create more **fair and equitable** evaluative practice
- New models of evaluation are **more supportive of teacher growth**

More Good News


- Granby's commitment to **PLC** will support changes in performance evaluation
- Granby's commitment **CCSS** will support changes in performance evaluation



Questions and Discussion



Join the conversation:

- Check out hashtags: #teacher #teacherevaluation #CT #education
- **ReVision Learning** @ReVision_Learng 
- www.revisionlearning.com



**Special Board of Education Meeting – Approved Minutes
November 28, 2012, 7:00 p.m.
Central Services**

Attendance was taken at 6:58 p.m.:

Present Board Members:

Jenny Emery
Lynn Guelzow
Cal Heminway
Edward Ohannessian
Benjamin Perron
Mr. Ronald Walther
Rosemarie Weber
Sean Goodridge (Student Representative)
Lexi Grimaldi (Student Representative)

I. Executive Session

Mr. Heminway called the meeting to order at 7:04 p.m. and immediately adjourned the regular meeting to go into Executive Session for a final review of the Granby Association of School Administrators (GASA) contract. The Executive Session adjourned at 7:12 p.m. and the regular meeting reconvened at 7:13 p.m.

II. Public Comment

There were no public comments this evening.

III. Administrative Reports

III.A. Superintendent's Announcements

- Welcome to Kelly Lane students, parents and staff members. Kelly Lane will be presenting for Schools in the Spotlight this evening.
- Hope everyone had a nice Thanksgiving. The district extends its best wishes for the upcoming holidays.
- Congratulations to the Middle School Robotics Team and Mrs. Kempf for receiving an award for gracious professionalism in the recent Lego competitions.
- Parent conferences were very well attended last week.
- Thank you to parents for supporting national education week. There was also a great show of support during Veterans Day celebrations around the district.
- The community forums regarding the possible intermediate school reconfiguration have been completed and surveys have gone out to parents and staff members. Student and parent results are in as well as completed background information on bussing. Information will be brought to the Board in January. Administration is getting close to making some recommendations.
- Thank you to teachers who are continuing to meet with regard to the teacher evaluation plan. A consultant will present this topic at the next board meeting. It will be a nice opportunity to learn about an important issue.

III. Administrative Reports

III.A. Superintendent's Announcements (Cont'd)

- The Board of Finance will meet on Monday night. It is likely that a 2% model will move forward. Budget meetings are underway and the plus one budget will be presented to the Board on January 2nd.
- Peter Brodeur (Grade 12) and Michael Spence (Grade 8) will be recognized at the Farmington Valley Superintendents' Award Luncheon on Friday, November 30th.
- There will be another Board of Education Meeting next week
- Thank you to the Board, parents and the community for supporting pre-kindergarten, full-day kindergarten and world languages. All of these programs have been very successful.

III.B. Student Representative Reports

- Fall sports wrapped up their seasons - very successful seasons for field hockey, volleyball and boys' and girls' soccer. Football had their most successful season thus far finishing with a 4-6 record.
- Law Concepts classes had their first field trip to Enfield Superior Court today.
- Model UN will be visiting the UN in New York City on December 4th.
- Graduation night committee will be meeting on December 10th.
- Chorus is preparing for their December 14th concert.
- French, Spanish and Chinese classes went to the UN and Metropolitan Museum of Art yesterday correlating what they have been studying in classes.
- Big History class will be taking a trip to the Talcott Mountain Observatory tomorrow evening.
- The first quarter marking period has ended and students enjoyed a well-deserved Thanksgiving break.

III.C. Schools in the Spotlight

Mr. Bob Gilbert introduced Ms. Lori Armentano, Kelly Lane teacher, and Laurie Smith, Media Specialist, who presented for Kelly Lane schools in the spotlight. Students held a mock election for the presidential election, the intermediate school reconfiguration, and school climate issues. Students then analyzed the results and created graphs showing the results.

III.D. Business Manager's Report

The October statement of accounts was reviewed with the Finance Subcommittee. The statement shows a favorable start for the year with \$34K favorable on outplacement costs for special education. The repair and maintenance account is at \$82K and may stay within budget this year.

IV. Consent Agenda

IV.A. Minutes

IV.B. Retirement

A Motion was made by Ed Ohannessian and seconded by Rosemarie Weber to adopt the consent agenda. This motion passed at 7:41 p.m. with one abstention (Jenny Emery). The retirement of Mr. Paul Osypuk, Middle School Principal, was approved by the Board this evening. The process of selecting a new principal will commence immediately and Mr. Osypuk will remain as Principal until this process is completed and a new principal is chosen.

V. Old Business

V.A. Athletic Field Project

Requests for bids were sent out before Thanksgiving and are due back on December 12th. A motion was made by Ben Perron and seconded by Jenny Emery to endorse the plan as brought forward. This motion passed unanimously at 7:44 p.m.

V.B. 1-to-1 Computing

Ms. Diane Dugas, Director of Curriculum, Teaching and Learning, presented an update to the Board on 1-to-1 computing and how it relates to current practice at the MS/HS. A brief summary of a survey of other districts was presented. A survey was conducted in Granby last spring and results showed that 78% of students already bring devices (phones, computers, tablets) to school. State requirements are dictating access to and use of technology and Granby has been including this in its curriculum development. Policy implications were discussed if BYOD is not implemented. Costs were also discussed. The Board expressed the need for the administration to bring its recommendation so that all issues can be vetted in anticipation of policy and cost decisions for the 2013-14 school year. Mr. Addley requested that the Board look at the full packet as well as the Q&A's developed last year to help frame the future discussion of this topic. A few parents attending the offered input, including: concern over implementation at the lower grades; and the need for policies and guidelines as the use of personal technology by students is already the reality.

VI. New Business

VI.A. Granby Association of School Administrators' Contract Ratification

A motion was made by Ed Ohannessian and seconded by Rosemarie Weber to ratify the administrator's contract as presented. This motion passed unanimously at 8:39 p.m. A summary of the contract was presented. Annual increases will be 2.5% per year which includes step increases. The total cost to the town over the three-year period will be \$98K.

VII. Miscellaneous

VII.A. Board Standing Committee Reports

VII.A.1. Curriculum/Policy/Technology/Communication

This Subcommittee met this evening and discussed PLC time and how teachers can be better supported through PLC. The Curriculum Director reported on the teacher evaluation plan and the presentation next week from the consultant. Upcoming new textbook approvals and two additional classes: Mandarin Chinese and Spanish for Grades 3 and 4 were also discussed. An update on the intermediate school reconfiguration was provided. A couple of draft policies were given out but discussion was tabled for the next subcommittee meeting.

VII.A.2. Finance/Personnel/Facilities

This Subcommittee met this evening. Reviewed the statement of accounts for October and the budget is looking favorable for the year. \$30K over budget on magnet school tuition and Hartland student tuition is down 2 students. The pre-school budget is -\$19K (3 folks not paying or on a reduced basis). The church lease has been reviewed for another 2 years. The Wells Road and Kelly Lane audits have been completed. \$200K will be returned to the town from the Wells Road project and on the Kelly Lane project, the state is looking to get \$560K back from the town due to enrollment projections. This is currently being contested. The solar project discussion was tabled until the next meeting.

VII.B. Other Board-Related Reports

VII.B.1. Athletic Field Project Committee

VII.B.2. CREC/CABE

There were some very good workshops at the CABE/CAPSS Convention on November 17-18.

VII.B.3. Granby Education Foundation

There was a meeting last week. The GranBee will be held in March. A number of grant applications have been approved.

VII.B.4. District Efficiency Initiatives

The Connecticut Conference for Municipalities' effort went forward with the RFP project so we will join them again in the spring. An alternate supplier will be brought forward to the Finance Subcommittee next week.

VII.C. Calendar of Events

The calendar of events is as presented.

VII.D. Board Member Announcements

Mr. Heminway stated that he met with members of the Granby Football Supporters who are interested in having a discussion with the Board regarding our contributions to the program. Once the project at the high school is completed and football is back on campus for games, we can discuss economies to benefit them since it has been 5 years. These conversations will begin either over the summer or in the fall.

A motion was made by Ron Walther and seconded by Rosemarie Weber to adjourn the meeting. This motion passed unanimously at 8:52 p.m.

Respectfully submitted,

Jenny Emery
Board Secretary

Linda Powell
Board Recorder

To: Board of Education
From: Alan Addley, Superintendent
Date: December 5, 2012
Re: FY14 BOE Budget Goals

Each year the Board of Education adopts goals to help serve as a guide in the budget development process and a framework for the budget book. These goals are used for the operating budget, quality and diversity fund and the Educational Capital Improvement fund requests. Pursuant to our discussion about the FY14 budget, the following are suggested goals for Board adoption that would be used to guide the budget development process.

To develop a budget that:

1. Supports the vision, mission, values, and goals of the district;
2. Recognizes the economic climate, realizes efficiencies and is responsive to the financial guidelines set by the Board of Finance;
3. Maintains levels of personnel, programs, infrastructure, and services that meets the essential needs of the district;
4. Addresses High School Reform, Common Core Standards and Teacher/Administrator Evaluation; and,
5. Supports Board studies (World Languages, 1-1 computing; intermediate schools, interventions for students & PLC time).

**Summary of Large Capital Projections
FY14 – FY18**

1. Land Acquisition for Athletic Fields/Maintenance Facility
2. Athletics
3. Technology Upgrades
4. Emergency Generator
5. Maintenance and Facility Building
6. Wells Road Playing Field
7. District Efficiency Initiatives
8. Roof Replacement Schedule
9. High School Facility Upgrade
10. F.M. Kearns School Facility Renovation

Project	Priority	Gross Cost*	Net Cost	Projected Start Up	Ongoing	Projected Completion	Status
Land Acquisition for Athletic Fields/ Maint. Facility	1	~ \$500,000	~ \$500,000	Spring 2016		Spring 2017	Concept
Athletics	1	~ \$700,000	TBD	Summer 2015		Fall 2015	Concept
Technology Upgrade	1	\$345,000	TBD	Summer 2015		Fall 2015	Concept
Emergency Generator	1	\$130,000	TBD	Summer 2015		Fall 2015	Concept
Maintenance & Facility Bldg.	2	\$1,500,000	TBD	Summer 2016		Spring 2017	Concept
Wells Road Playing Field	2	\$75,000	\$75,000	Summer 2017		Fall 2017	Concept
District Efficiency Initiatives	3	\$900,000	TBD	Summer 2019		Fall 2019	Concept
Roof & Oil Tank Replacement	3	TBD	TBD	2017 & beyond		2017 & beyond	Placeholder
High School Facility Upgrade	3	\$1,150,000	TBD	Spring 2016	\$12,000	Fall 2017	Concept
F.M. Kearns School Facility	3	\$6,075,000	\$3,575,000	Spring 2017	\$30,000	Fall 2017	Concept

**GRANBY BOARD OF EDUCATION
Capital Project Summary**

PROJECT NAME: Land Acquisition for the Athletic Field Project and Maintenance and Facility Building

PROJECT SUMMARY:

The acquisition of between 10-15 acres of land is essential. Ideally, the land should be adjacent to or in close proximity of the high school facility to provide space for new athletic fields, parking and maintenance and storage facility building on the same site.

PROJECT CATEGORY: Placeholder Concept
 Fully Defined Priority Ranking

PROJECT BENEFITS:

- The sports program, town recreational program and community will be improved through the addition of adequate playing fields.
- Locating the maintenance and storage facility on the same site as the athletic fields provides immediate access to machinery and athletic equipment.
- A centralized storage facility will support cost-effective purchasing and accurate inventory control.

REFERENDUM: Winter 2015
PROJECT START: Spring 2016
PROJECT ON LINE: Spring 2017

LEGAL REQUIREMENTS:

- Connecticut State Department of Education School Construction Grant Program (limited funding).
- State and local code compliance.

IMPACT OF NOT PROCEEDING/DELAYING:

- Facilities will continue to be rented for storage and maintenance needs.
- The sports program will continue to suffer from too few playing fields. Some teams will continue to play offsite.

LAND ACQUISITION COST (FIELDS AND/OR PARKING): ≈ \$500,000

- Approximately 10-15 acres

PROJECTED NET PROJECT COST: ≈ \$500,000

**GRANBY BOARD OF EDUCATION
Capital Project Summary**

PROJECT NAME: Athletics

PROJECT SUMMARY:

The Granby Board of Education has identified the need for renovated and new athletic fields for many years. Major components of a more comprehensive plan are included in a \$3.2M school project that was part of the town's referendum approved in January, 2012. Remaining identified athletic needs dropped due to limited funding were and not included as part of the referendum project include:

Athletic Buildings \$500,000

Approximately 5,000 square feet is needed for athletic buildings at an approximate cost of \$100/square foot. The following building components are needed:

- *Offices:* Two offices are required for use by coaches. Each office should be equipped with a desk and telephone. Each should have an inside restroom adjacent to the office with a handicapped access toilet and shower. (Approximately 500 square feet)
- *Concession Stand:* A 500-square-foot concession stand will be needed for ticket sales and food/beverages sales.
- *Locker Rooms:* Two locker rooms are required for student use. Each should include lockers, benches, showers, and a team area. (Approximately 1,600 square feet)
- *Outside Restrooms:* Outside restrooms will be open to athletes and fans. The female restroom should include three stalls and 2 sinks. The male restroom should include two stalls, two urinals and two sinks. Both must be handicapped-accessible. (Approximately 600 square feet)
- *Storage:* Approximately 1,800-square-foot building is needed for athletic equipment.

Tennis Courts:

There is a programmatic and safety need to pave 6 tennis courts \$200,000

PROJECT CATEGORY: Placeholder Concept
 Fully Defined 1 Priority Ranking

PROJECT BENEFITS:

- The school sports program, town recreational program and community will be improved through the addition of these new facilities.

REFERENDUM: Winter 2014
PROJECT START: Summer 2015
PROJECT ON LINE: Fall 2015

LEGAL REQUIREMENTS:

- Connecticut State Department of Education School Construction Grant Program (limited funding).
- State and local code compliance.

IMPACT OF NOT PROCEEDING/DELAYING: Facilities will continue to be rented for storage and maintenance needs. Temporary storage units will be used. The tennis sports program will be negatively impacted by inadequate courts. Safety of the courts can only be assured through an annual \$10,000 short-term repair cost.

APPROXIMATE GROSS PROJECT COST: **≈ \$700,000**

NET COST: **TBD**

**GRANBY BOARD OF EDUCATION
Capital Project Summary**

PROJECT NAME: Technology Upgrade

PROJECT SUMMARY: The district has identified the need for technology upgrades in several different areas. These have been combined into a single project.

Mobile Computer Labs: (District) \$150,000

With increased use of technology each school has identified the need for additional computers accessible to classroom teachers and students for academic courses, assessment, and state mandated on-line testing. These needs can be addressed through the use of mobile computer labs. Included are 5 new mobile labs at a projected cost of \$30,000 per lab. If the Board decides to move forward with a district 1:1 computing program, funds could be allocated to support that program in place of this one.

Security Camera System Upgrades: (District) \$65,000

The COPS grant awarded in FY2007 paid for the basic infrastructure and wiring of all schools with a minimum level of security cameras and video storage capabilities (Max of up to 5 days recorded video storage). This project cost includes upgrades to the system to provide additional data/video storage capabilities and camera coverage of school public areas, school exteriors, and the new athletic fields that were not provided through the original project. Coverage in these areas will provide additional school security and protect against vandalism. The additional storage will allow saving of identified incidents for police review beyond the current capacity of about 5 days.

Phone System (High School) \$130,000

The telephone system at the high school is a legacy analog system 15 plus years old, out of warranty and at the end of its life cycle. Service providers and replacement parts are difficult to find. Cost includes replacement of the legacy PBX, office and classroom telephone sets.

PROJECT CATEGORY: Placeholder Concept
 Fully Defined 1 Priority Ranking

PROJECT BENEFITS:

- Addition of computer labs to provide additional access to electronic resources aiding in instruction.
- Replacement of outdated infrastructure.
- Improved school security and reduced vandalism.

REFERENDUM: Winter 2014
PROJECT START: Summer 2015
PROJECT ON LINE: Fall 2015

RELATED PROJECTS: COPS Grant and Board decisions on 1:1 computing.

HEALTH AND SAFETY IMPACT: A large part of the project addresses safety and security needs.

IMPACT OF NOT PROCEEDING/DELAYING: Instructional goals will be impacted. Failing infrastructure will have to be addressed in other ways. Security improvements will need to be addressed in other ways.

PROJECTED PROJECT COST: **\$345,000**

**GRANBY BOARD OF EDUCATION
Capital Project Summary**

PROJECT NAME: Emergency Generator

\$130,000

PROJECT SUMMARY: The district has identified the need for generators to protect schools from freezing pipes and spoiled food supplies during electrical service disruptions.

Portable 80 KW diesel generator (\$90,000)

When we lose power in the winter time, we must get the heating system restored before temperatures get to the point where pipes would freeze causing major disruption to the school schedule and major repair expenses. We also need year round protection against food spoilages caused by loss of freezers and refrigerators for the lunch programs when we lose electrical power. This generator is not sized to keep a school open; it will only meet our needs to prevent damages when utility power is disrupted.

Four (4) School transfer switches (\$40,000)

Transfer switches will need to be installed at each school (except MS, done by Town project) to connect a portable generator to the schools electrical system. Estimated installed cost is \$10,000 per school.

PROJECT CATEGORY: Placeholder Concept
 Fully Defined 2 Priority Ranking

PROJECT BENEFITS:

- Prevents frozen pipes.
- Prevents lunch program food spoilage when power is lost.

REFERENDUM: Winter 2014
PROJECT START: Summer 2015
PROJECT ON LINE: Fall 2015

RELATED PROJECTS: Town generator installation at the Middle School to provide emergency shelter services.

HEALTH AND SAFETY IMPACT: This project will improve the ability of the district to respond to power losses and extreme weather events.

IMPACT OF NOT PROCEEDING/DELAYING: Freezing pipes cause major repair expenses and extended school closings.

PROJECTED PROJECT COST: **\$130,000**

PROJECTED NET PROJECT COST: **TBD**

**GRANBY BOARD OF EDUCATION
Capital Project Summary**

PROJECT NAME: District Efficiency Initiatives

PROJECT SUMMARY: The district has identified the need for a number of different efficiency initiatives. They are included for future consideration. Components of the project may need to be divided into individual projects in order to pursue grant funding.

- 1. HVAC Automation System for High School and Middle School: \$500,000**
Both the HS and MS automation systems that regulate and control the buildings heating and ventilating systems are nearing the end of their useful lives. The HS application system software support was dropped 3 years after the building was built 12 years ago, and the MS system is approaching 21 years old. Application software for both is no longer supported, and both systems are working on operating systems several to many generations newer than those they were designed for. The controllers these application systems operate to switch pumps on and off, and to open and close air dampers, etc. are becoming increasingly difficult to find when they break. All of the above factors raise concerns for long term reliability of the systems.

Realizing the risk of losing the ability to continue supporting these older systems, we are actively exploring migration of the systems to newer web-based applications as part of energy efficiency projects. If this approach does not prove fruitful, replacement of the application software and control mechanisms will be needed in the next 5-7 years.

- 2. Solar Panels: \$400,000**
This project will look at the payback of self-funding photovoltaic panels to generate electricity and solar panels for hot water if we are unable to find a satisfactory commercial lease arrangement.

PROJECT CATEGORY: Placeholder Concept
 Fully Defined Priority Ranking

PROJECT BENEFITS:

- Better climate for learning.
- Reduction in ongoing energy costs and reduction in energy usage.

REFERENDUM: Winter 2018
PROJECT START: Summer 2019
PROJECT ON LINE: Fall 2019

HEALTH AND SAFETY IMPACT: None

IMPACT OF NOT PROCEEDING/DELAYING: Loss of efficiency opportunity.

PROJECTED PROJECT COST: \$900,000

PROJECTED NET CAPITAL COST: TBD

**GRANBY BOARD OF EDUCATION
Capital Project Summary**

PROJECT NAME: High School Kitchen and Facilities Upgrade

PROJECT SUMMARY: With high school enrollment projected to stabilize at approximately 750 students, a kitchen is needed for a quality hot lunch program. Currently, lunch is transported from the middle school kitchen and served in the high school commons. This cost projection includes the construction of a 2,000 square foot addition on the end of the commons and necessary equipment and appliances.

Also, there are number of other needs, including air conditioning, sidewalk, and refurbishment of the tennis courts. Areas that need to be air conditioned: Commons, locker rooms, and athletic director's office. Six (6) tennis courts are in need of repaving and are addressed in the Athletics Project scheduled for fall 2015.

PROJECT CATEGORY: Placeholder Concept
 Fully Defined 3 Priority Ranking

PROJECT BENEFITS:

- A higher quality hot lunch program will be offered.
- Increases use and productivity of spaces.

REFERENDUM: Fall 2015
PROJECT START: Spring 2016
PROJECT ON LINE: Fall 2017

LEGAL REQUIREMENTS:

- Connecticut State Department of Education School Construction Grant Program.
- State and local code compliance.

HEALTH AND SAFETY IMPACT: More inviting, nutritional meals will be served.

IMPACT OF NOT PROCEEDING/DELAYING: Food continues to be transported from the middle school, limiting meal choices. Spaces scheduled for A/C become unsuitable for their intended uses on very hot days.

APPROXIMATE GROSS PROJECT COST: **\$1,150,000**

- | | |
|--|------------|
| • Kitchen Construction (2,000 sq. ft. @ \$220) | \$ 475,000 |
| • Kitchen equipment/fixtures | \$ 300,000 |
| • Air conditioning | \$ 375,000 |

NEW ONGOING COSTS: **\$12,000**

START-UP COSTS: **\$25,000**

APPROXIMATE NET PROJECT COST: **TBD**

- Projected at 35% SDE reimbursement; 90% eligible costs.

**GRANBY BOARD OF EDUCATION
Capital Project Summary**

PROJECT NAME: F.M. Kearns School Facility Addition

PROJECT SUMMARY: Even with updated enrollment projections showing a decline in primary enrollment projections, core facilities will need to be upgraded. The project includes dedicated spaces for a kitchen, gymnasium, and media center as well as additional conference rooms. The project also includes code compliance issues. Details are outlined in Educational Specifications adopted by the BOE and forwarded to the CT SDE by the Town of Granby in June 2002. In addition, we have recognized the need since then to resurface the primary parking lot. Professionally developed cost estimates based on 2002 construction costs would put the 2017 project cost at just over \$6M using 2% inflation. The cost estimate for today's market prices will need to be recalculated.

PROJECT CATEGORY: Placeholder Concept
 Fully Defined 3 Priority Ranking

PROJECT BENEFITS:

- Core facilities designed to meet educational needs.

REFERENDUM: Fall 2016
PROJECT START: Spring 2017
PROJECT ON LINE: Fall 2017

LEGAL REQUIREMENTS:

- Connecticut State Department of Education School Construction Grant Program.
- State and local code compliance.

RELATED PROJECTS:

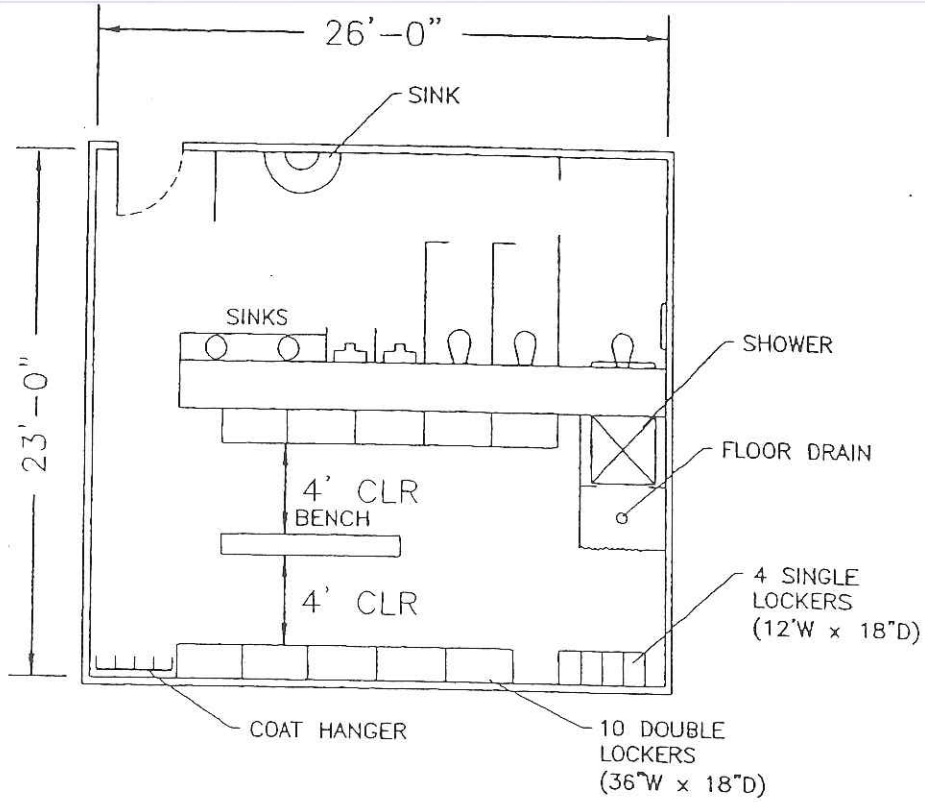
HEALTH AND SAFETY IMPACT: Facilities will meet all new code requirements.

IMPACT OF NOT PROCEEDING/DELAYING: The educational environment will not be appropriate for primary age children and the school will remain the only school without contemporary core facilities.

PROJECTED PROJECT COST:	\$6,075,000
NEW ONGOING COSTS:	\$ 30,000
START-UP COSTS:	\$ 50,000
PROJECTED NET CAPITAL COST:	\$3,575,000

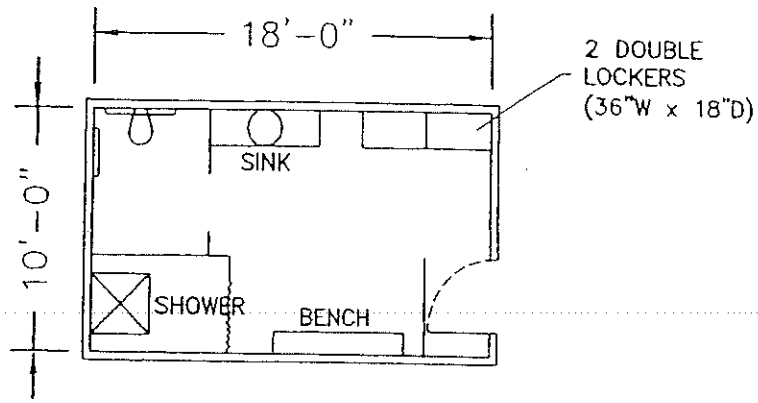
90% of project at 45.71% reimbursement. Costs adjusted to FY17.

Appendix A

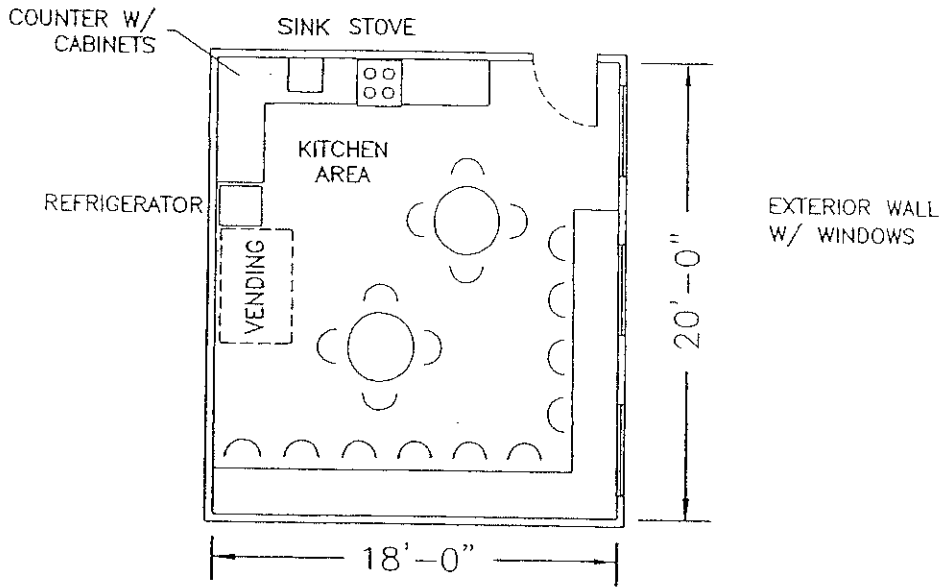


MALE LOCKER/SHOWER/TOILET
23' x 26' = 598 SF

GRANBY, CONNECTICUT
AUGUST 08
BOE SPACE NEEDS ASSESSMENT

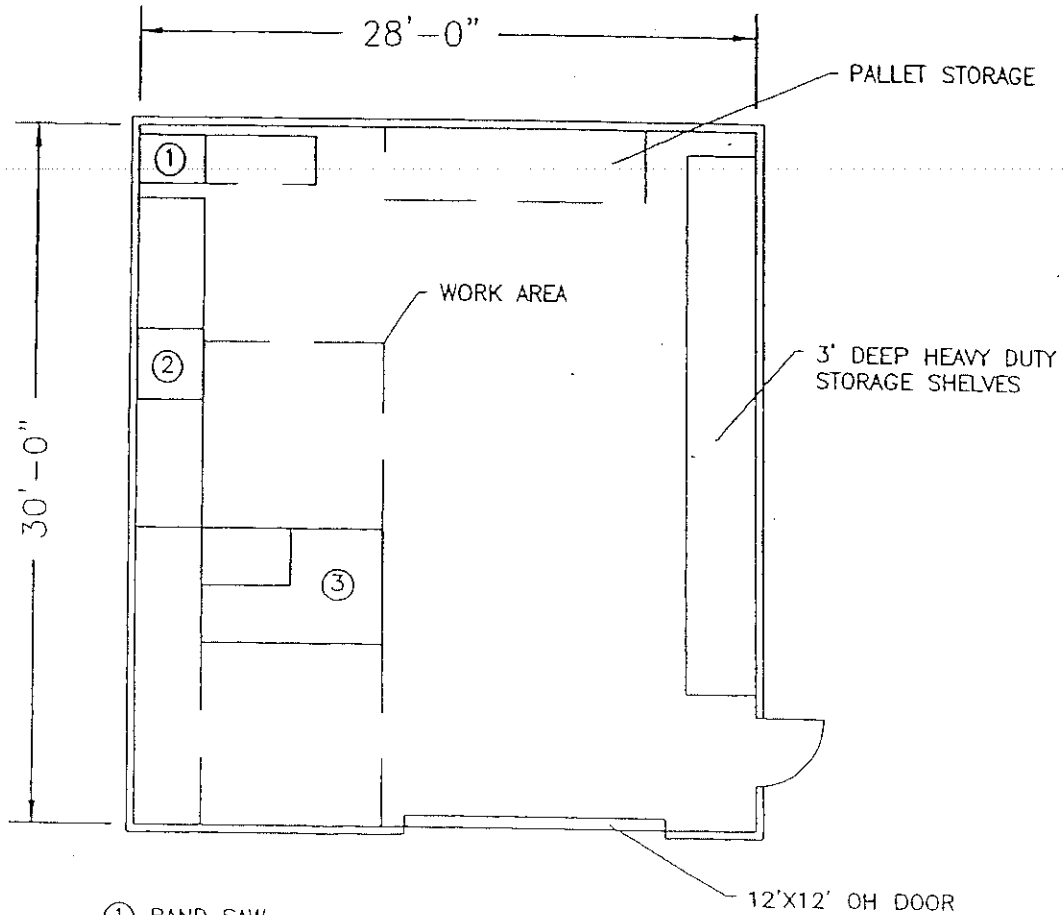


FEMALE LOCKER/SHOWER/TOILET
10' x 18' = 180 SF



WORK FORCE LUNCH ROOM
18' x 20' = 360 SF

GRANBY, CONNECTICUT
AUGUST 08
BOE SPACE NEEDS ASSESSMENT



CARPENTRY SHOP

28' x 30' = 840 SF

GRANBY, CONNECTICUT

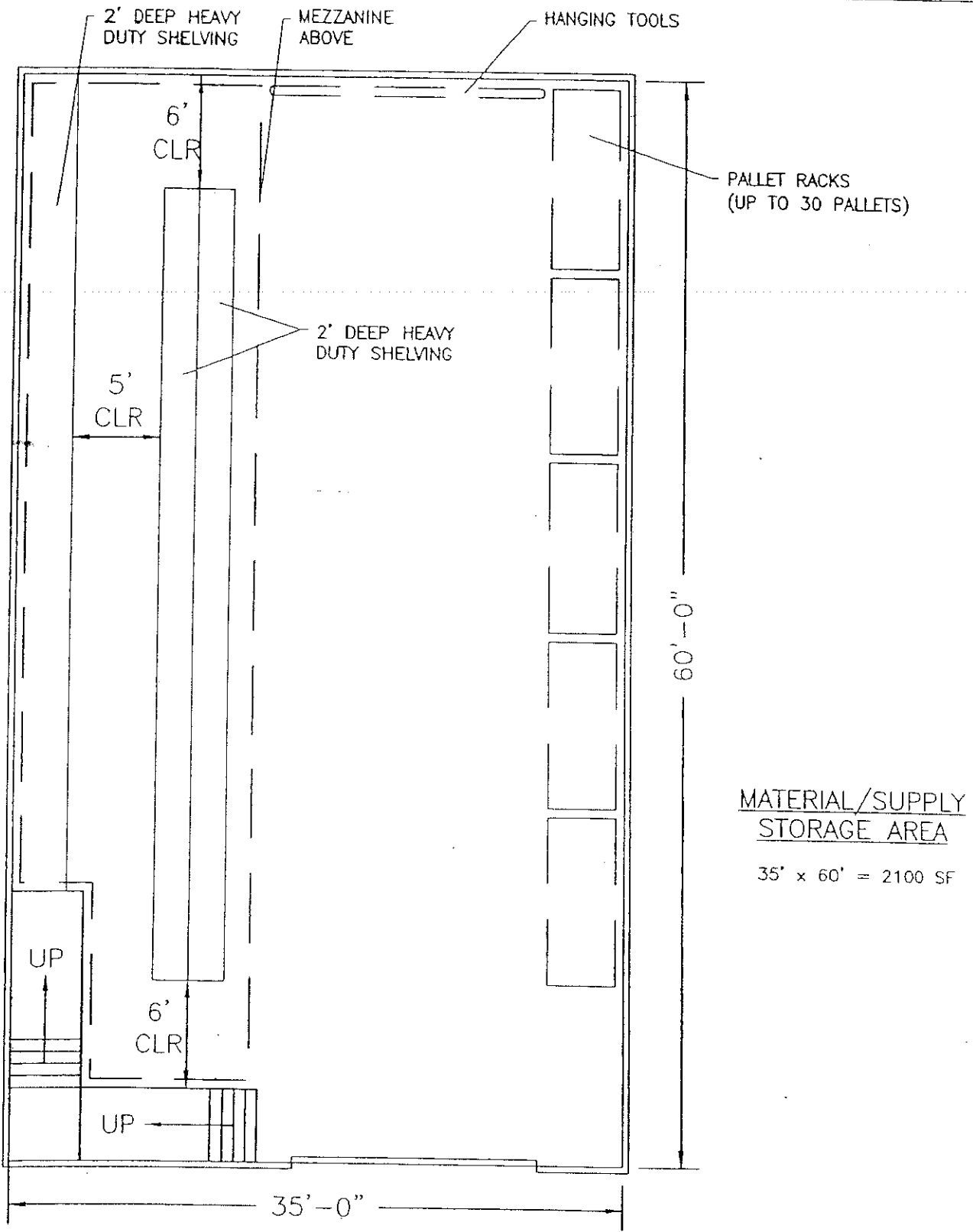
AUGUST 08

BOE SPACE NEEDS ASSESSMENT

Scale: 1/8"=1'-0"

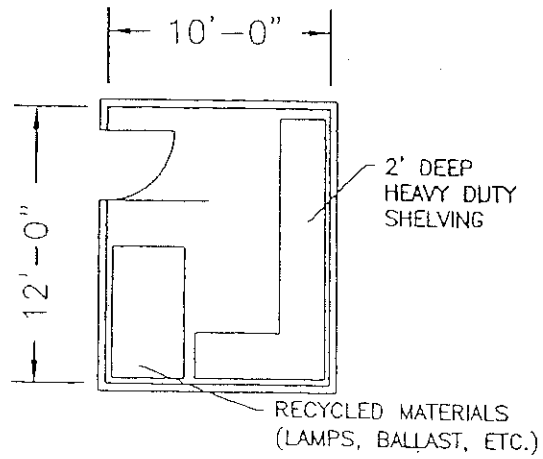
Sheet 6

d



GRANBY, CONNECTICUT
AUGUST 08
BOE SPACE NEEDS ASSESSMENT

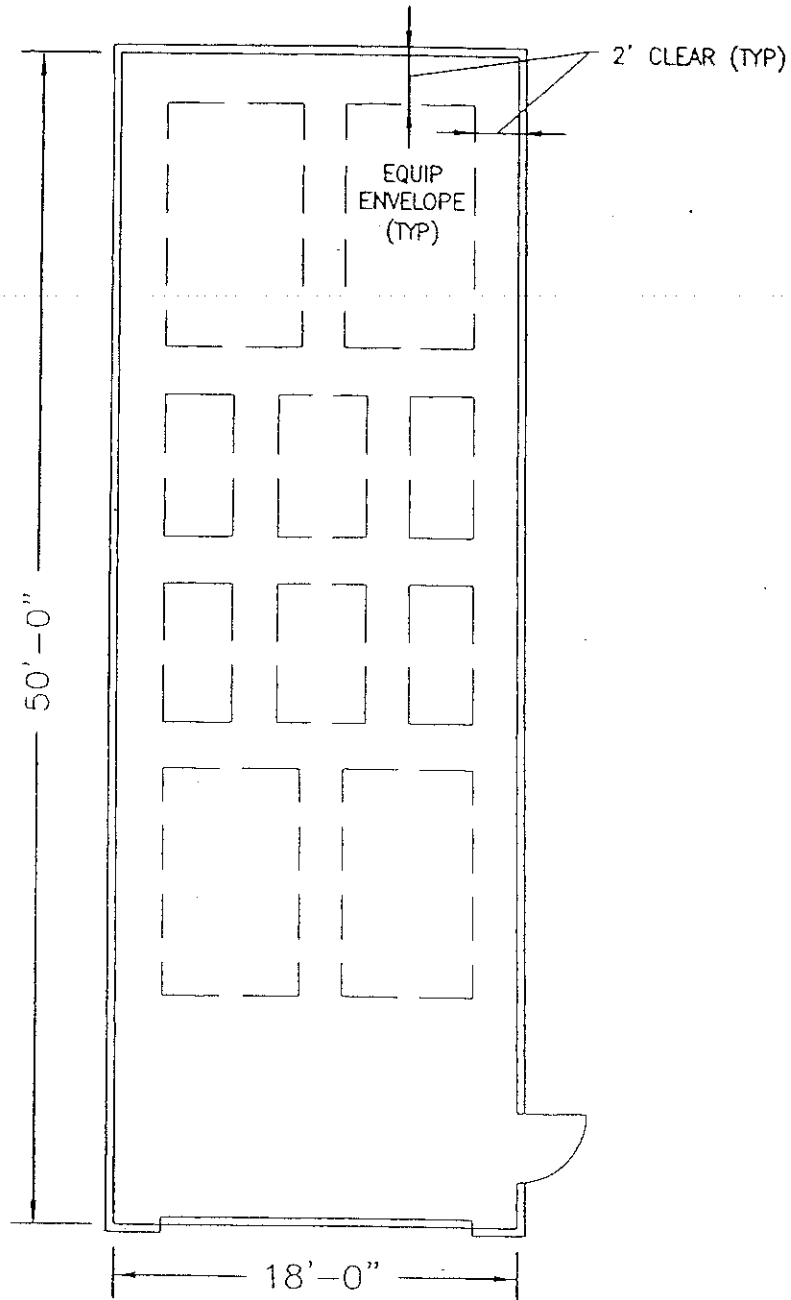
e



HAZARDOUS MATERIAL ROOM

10' x 12' = 120 SF

f



SMALL EQUIPMENT STORAGE

18' x 50' = 900 SF

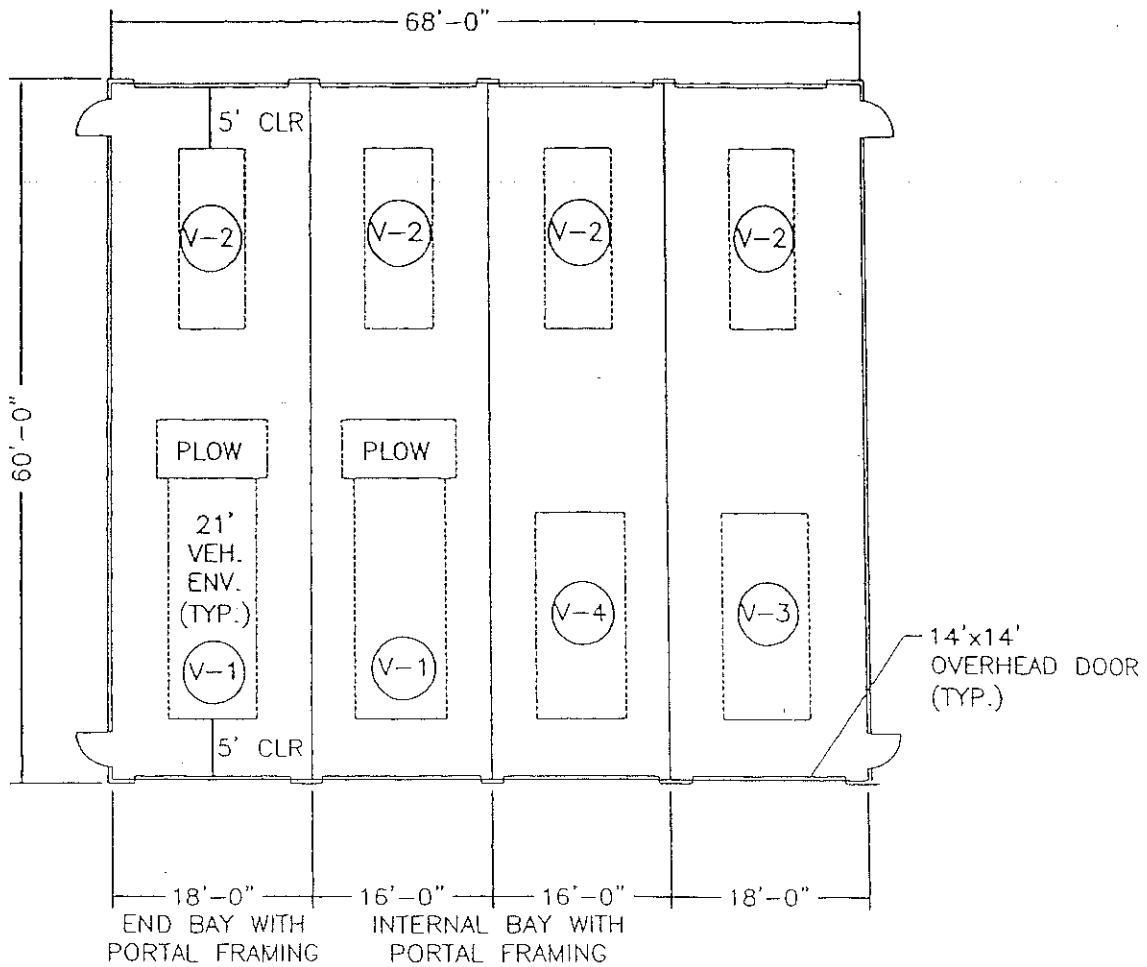
GRANBY, CONNECTICUT

AUGUST 08

BOE SPACE NEEDS ASSESSMENT

Scale: 1/8"=1'-0"

Sheet 9



VEHICLE LIST

- V-1 : PICKUP TRUCK WITH PLOW
- V-2 : VAN
- V-3 : STUDENT TRANSPORT VAN
- V-4 : TRAILER

VEHICLE STORAGE AREA

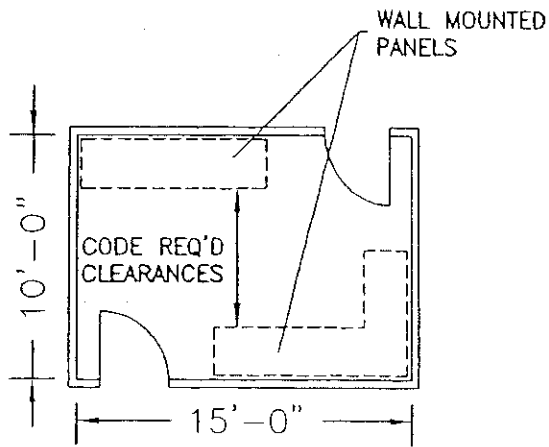
60' x 68' = 4080 SF

NOTE: KITCHEN VAN
AND TECHNOLOGY VAN STORED
OUTSIDE

GRANBY, CONNECTICUT

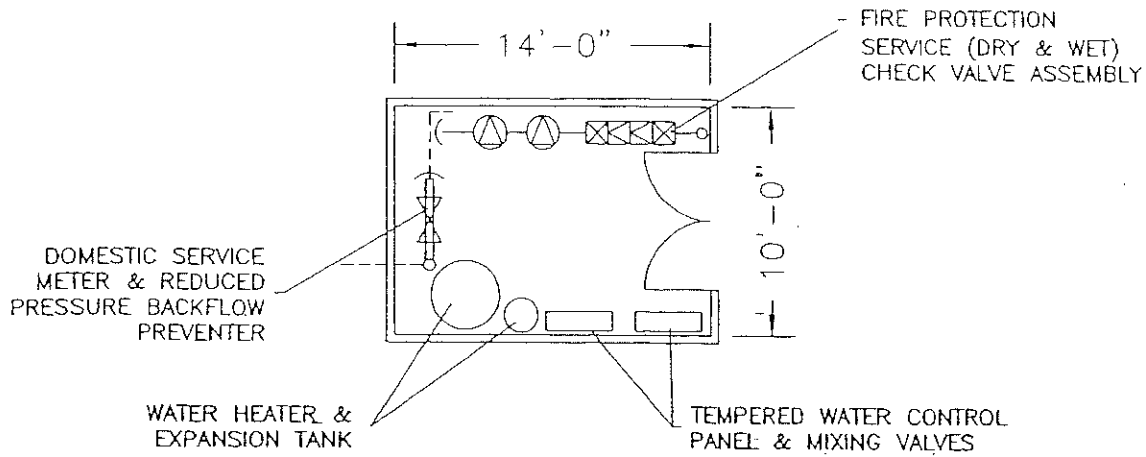
AUGUST 08

BOE SPACE NEEDS ASSESSMENT



ELECTRIC ROOM

10' x 15' = 150 SF



PLUMBING/FIRE PROTECTION ROOM

10' x 14' = 140 SF

Town of Granby CT
 Department of Public Works / Board of Education
 Space Needs Summary
 August 2008

Building Requirements

Area	Description	Size (SF)	Sheet No.	Ref No.	Room / Area Dimensions		
					length	width	size
DPW Space Needs	Vehicle Storage Area	1,540	1	D 0.00	22	70	1,540
	Wash Bay	1,750	2	D 4.03 **	25	70	1,750
	Wash Equipment Room	360	2	D 4.03 **	18	20	360
	Small / Towed Equipment Storage	5,600	3	D 0.00	70	80	5,600
	Subtotal:	9,250					
	Area Grossing Factor (5%):	463					
	Circulation:	(included)					
	TOTAL:	9,713					
	Requested:	8,480					
BOE Space Needs	Male Locker/Shower/Toilet	598	4	B 1.09	23	26	598
	Female Locker/Shower/Toilet	180	5	B 1.11	10	18	180
	Workforce Lunch Room	360	5	B 2.07	18	20	360
	Carpentry Shop	840	6	C 1.05	28	30	840
	Material/Supply Storage Area	2,100	7	D 0.00	35	60	2,100
	Hazardous Material Storage Area	120	8	C 9.16 **	10	12	120
	Small Equipment Storage Area	900	9	C 9.02 **	18	50	900
	Vehicle Storage Area	4,080	10	D 2.08	60	68	4,080
	Electric Room	150	11	B 5.01	10	15	150
	Plumbing/Fire Protection Room	140	11	B 5.02	10	14	140
	Subtotal:	9,468					
	Area Grossing Factor (10%):	947					
	Circulation (10%):	1,041					
	TOTAL:	11,456					
Requested:	8,060					(plus lunchroom/restrooms/lockerspace)	

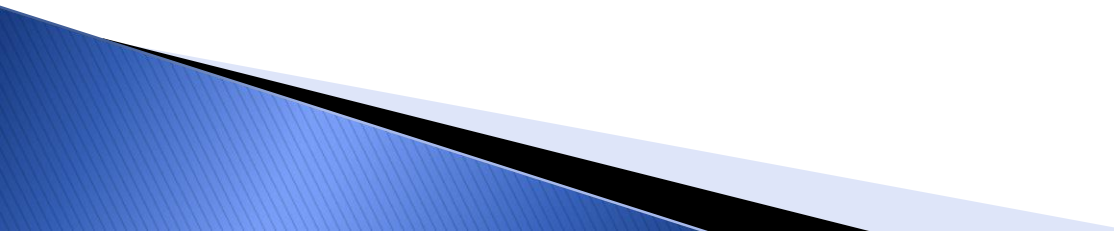


CONNECTICUT STATE DEPARTMENT OF EDUCATION

Connecticut's New Accountability System: Metrics and School Classification

No Child Left Behind Waiver (Approved by USDE on May 29th)

The waiver enables the CSDE and districts to:

- ▶ Use Title I funding more flexibly
 - ▶ Replace annual yearly progress (AYP) under NCLB with CT-designed annual performance targets
 - ▶ Replace NCLB sanctions for schools and districts with more effective interventions
- 

Timeline

2011-12

- AYP
- No NCLB Sanctions
- Baseline data for new performance targets (averaged with previous two years)
- New funding flexibilities

- AYP
- NCLB Sanctions

2010-11

- New performance targets
- School Classification

2012-13

Major shifts:

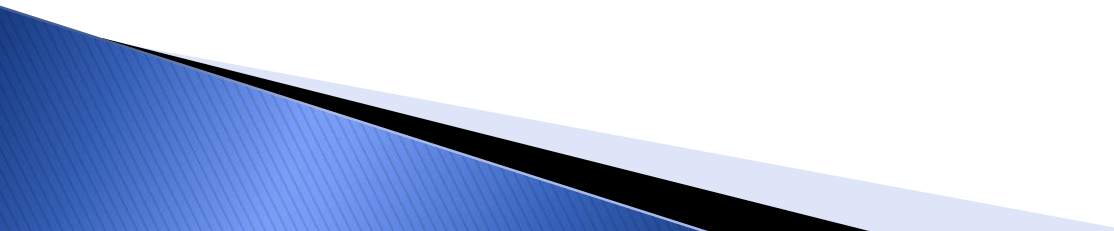
<u>NCLB</u>	<u>CT's new indicators</u>
Target is Proficient	Target is – on average – at Goal
Get to 100% by 2014	Halfway to target by 2018
Only math and reading count	Math, reading, writing, and science count
Only capture progress from Basic to Proficient	Count progress between all levels
School progress only measured by standardized test scores	School progress also measured by high school graduation rates (4-year and extended)
Accountable for subgroups of students, “n” size = 40	Still accountable for subgroups of students, “n” size = 20; majority of subgroups approach

NCLB


Connecticut's New Indicators

Advanced	Advanced
Goal	Goal ★
Proficient ★	Proficient
Basic	Basic
Below Basic	Below Basic

New Terminology

- ▶ IPI = Individual Performance Index (Student)
 - ▶ SPI = School Performance Index
 - ▶ DPI = District Performance Index
- 

Performance Index

- ▶ Index between 0 and 100
 - ▶ Counts performance in all tested **grade levels**
 - ▶ Captures performance across **performance bands**
 - ▶ Includes **all tested subjects**: reading, writing, math, and science
 - ▶ Incorporates **all tested students**, including students who take the MAS and the Skills Checklist
 - ▶ Provides subject-specific indices and overall index
 - ▶ Calculated for “**all students**” group and subgroups: ELL, SWD, Black, Hispanic, F/R lunch
- 

Performance Index

Students who take CMT/CAPT

Level of Performance	Subject IPI
Goal, Advanced	100
Proficient	67
Basic	33
Below Basic	0

Connecticut State Targets: following 2018

Component	Measures	State Target
Student and Subgroup Achievement	School Performance Index	88
Achievement Gaps	School Performance Index Gaps	<10
Graduation Rate	4-year grad rate	94%
	Extended grad rate	96%

School Classification:

▶ **Excelling** → Met all state targets

▶ **Progressing** → Meeting annual targets

▶ **Transition** → Not meeting annual targets

▶ **Review (inc. Focus)**

▶ **Turnaround**

Need the most support: eligible for Commissioner's Network; otherwise, district-led interventions and redesign

Sample Schools with Subject Performance Index = 88

	School A	School B	School C
% G or A	82%	80%	65%
% P	0%	10%	35%
% B	18%	5%	0%
% BB	0%	5%	0%
SPI	88	88	88

Schools of Distinction

Highest Performing Subgroups

- Highest performing ELL, SWD, Black students, Hispanic students, or students eligible for free or reduced price lunch

Highest Progress

- Greatest increase in achievement for the “all students” group
 - School Performance Index
 - % Advanced

Highest Performing

- Highest performing for the “all students” group

Schools of Distinction

Highest Overall Performance

- ▶ CMT/ CAPT 2012 SPI for the ‘all students’ group is among the highest 10 percent in the State and is greater than 88
- ▶ Gaps between subgroups (students with disabilities, English language learners, Black students, Hispanic students and students eligible for free or reduced-price lunch) and the ‘all students’ group is less than 10 SPI points based on CMT/CAPT 2012
- ▶ For high schools, four-year cohort graduation rate greater than 94 percent in 2011
- ▶ For high schools, an extended graduation rate greater than 96 percent in 2011

Schools of Distinction

Kelly Lane School

- ▶ Highest Overall Performance
- ▶ Highest Performing Subgroup: Students with Disabilities

Curriculum/Policy/Technology/Communications Subcommittee Meeting Minutes
November 28, 2012, 5:30 p.m.
Central Services

Present:

Alan Addley
Diane Dugas
Pat Law
Jenny Emery
Bob Gilbert
Ben Perron
Rosemarie Weber

Meeting commenced at: 5:45 p.m.

Meeting adjourned at: 7:00 p.m.

- I. PLC Time: Dr. Law presented her Capstone Project on PLC time - the amount of time given to collaborate and how we can better support our teachers through PLC. A proposal from this project will be forthcoming in January.
- II. Curriculum Director's Report: Discussion regarding teacher evaluation and where we are in the process. We will have a presentation from the consultant/facilitator next meeting.
- III. Textbooks: Discussion of several requests that will wind up coming through the budget process: 2 additional classes – Mandarin Chinese IV and Spanish for 3rd and 4th graders. Discussed math resources to support the common core standards.
- IV. Intermediate School Update: Parent meetings and surveys have been completed. Administration is pulling the results from that as well as transportation and other budgetary implications.
- V. Policies: The following policies were presented for review: Draft Policy 1110.1 Community Relations; Draft Policy 4118.11 Personnel Non-Discrimination Policy; Draft Policy 5145.4 Student Nondiscrimination; and, Draft Policy 6159 Individualized Education Program. These policies will be continued to be discussed at the next meeting on December 5, 2012.
- VI. Other: N/A

**Finance/Personnel/Facilities Subcommittee Meeting Minutes
November 28, 2012
6:30 p.m.**

Attendance:

Ed Ohannessian	Present	Alan Addley	Absent
Ron Walther	Present	Harry Traver	Present
Lynn Guelzow	Absent		

Meeting commenced at: 6:30 p.m.

Meeting adjourned at: 7:00 p.m.

1. Solar Project Alternatives Discussion – Moved to next meeting.
2. October Statement of Accounts – Budget looks favorable for the year. Special Education net positive; \$30K over for magnet school tuition; pre-school is \$19K negative Hartland tuition down 2 students +\$5K reconciliation difference.
3. Other - Church lease discussed for \$75K; CPPAC will be discussed at the next meeting; Wells Road building project - \$200K potentially returned to the town; Kelly Lane building audit – state potentially wants \$560K returned.

December 3	Winter Sports Parents' Night	7:30-9 p.m.	HS Auditorium
December 5	Athletic Boosters Shopping Night	5-8:30 p.m.	HS Commons
December 5	Curriculum Subcommittee Meeting Finance Subcommittee Meeting BOE Meeting	5:30 p.m. 5:30 p.m. 7:00 p.m.	Central Services Central Services Central Services
December 7	MS Drama Spotlight	7-9 p.m.	MS Cafeteria
December 13	KL 3 rd /4 th Grade Chorus to sing at Granby Senior Center	12:15-1:00 p.m.	Granby Senior Center
December 13	HS Chorus Concert	7:00 p.m.	HS Auditorium
December 14	MS Toys for Tots Dance	6:30-8:30 p.m.	MS Gym
December 18	WR Chorus Concert	7:00 p.m.	WR Gymnasium
December 20	HS Band Concert	7:00 p.m.	HS Auditorium
December 21	Early Release – All Schools		
December 21	Kearns Sing-a-Long	9:00-9:30 a.m.	Kearns All-Purpose Room
December 24- January 1	Winter Break – No School		Offices Closed Dec. 24-25 and January 1
January 2	Curriculum Subcommittee Meeting BOE Meeting	5:30 p.m. 7:00 p.m.	Central Services Central Services
January 16	Finance Subcommittee Meeting BOE Meeting	5:30 p.m. 7:00 p.m.	Central Services Central Services
January 18	WR Band Concert	7:00 p.m.	WR Gymnasium
January 21	Martin Luther King - No School		Offices Closed