

## Regular Board of Education Meeting

Wednesday, November 4, 2020 7:00 PM

High School Auditorium\* \*All attendees must wear face masks and maintain social distance.

This meeting is also available via Zoom. See the Granby Public Schools' website for details.

### I. Administrative Reports

#### A. Chairman's Corner (5 min.)

*Goals: Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Rationale:** Ms. Melissa Migliaccio, Board Chair, will share opening remarks.

#### B. Superintendent's Announcements (5 min.)

*Goals: Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Rationale:** Dr. Jordan Grossman, Superintendent, will provide district updates.

#### C. Student Representative Reports (5 min.)

*Goals: Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Rationale:** Mr. Jack DeGray and Mr. Jacob Scotto, Student Representatives, will report on activities taking place at the high school.

#### D. Elementary School Improvement Plans (20 min.)

*Goals: Student Achievement: Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness., Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

Elementary SIP 2020-2021 Summary Slides	4
Kelly Lane School Improvement Plan 20-21	7
Wells Road School Improvement Plan 20-21	12

**Rationale:** Ms. Pauline Greer, Wells Road Intermediate School Principal, and Ms. Colleen Bava, Kelly Lane Primary School Principal, will present their respective School Improvement Plans to the Board.

#### E. AP/SAT Testing Report (15 min.)

*Goals: Student Achievement: Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness., Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

SAT & AP Testing Report	17
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**Rationale:** Ms. Jennifer Parsons, Assistant Superintendent, and Mr. Michael Dunn, High School Principal, will present the AP/SAT Testing Report for the 2019-2020 school year.

### II. Public Comment

**Rationale:** Granby community engagement and attendance at BOE public meetings is welcomed. The Public Comment segment of the meeting agenda is set aside so the BOE may receive public comments. Procedurally, public remarks will be limited to about 5 minutes and citizens will be asked to identify themselves. Because the BOE is limited by the Freedom of Information Act to discussing only matters on the agenda, the BOE is not permitted to engage in a discussion of the comments presented.

### III. Consent Agenda (5 min.)

#### A. Minutes

**Goals:** *Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

Draft Minutes 10-21-20 28

**Rationale:**

The Board will approve/amend the minutes of the October 21, 2020 Board of Education meeting.

### IV. Old Business

#### A. Second Reading and Approval of Revised Policy 6159 - Individualized Education Program (5 min.)

**Goals:** *Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

Revised Policy 6159 - Individualized Education Program (Oct. 2020) 32

**Rationale:** The Curriculum/Policy/Technology/Communications Subcommittee recommends revised Policy 6159, Individualized Education Program, to the Board for a second reading and approval.

### V. New Business

#### A. Draft 2021-2022 School Calendar (10 min.)

**Goals:** *Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

Draft 2021-2022 Calendar 35

**Rationale:** The Board will review and discuss the draft 2021-2022 School Calendar.

#### B. Granby Education Association Contract Ratification (10 min.)

**Goals:** *Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

BOE Memo - GEA Contract Changes 36

**Rationale:**

The Board will ratify the Granby Education Association contract effective July 1, 2021 through June 30, 2024.

#### C. Superintendent's Goals (15 min.)

**Goals:** *Professional Learning: Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities., Budget Development and Fiscal Management: Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments., Student Achievement: Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness., Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias., Community Engagement: Enhance communication and build trusting relationships with all stakeholders., Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.*

<b>Attachments:</b> Superintendent Goals 2020-2021	37
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**Rationale:** Dr. Jordan Grossman will present the Superintendent's Goals for the 2020-2021 school year.

**VI. Miscellaneous (20 min.)**

**A. Board Standing Committee Reports**

**1. Curriculum/Policy/Technology/Communication**

**2. Finance/Personnel/Facilities**

**Attachments:**

Approved Finance SC Minutes 9-16-20	39
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Approved Special Finance SC Minutes 10-1-20	40
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**B. Other Board-Related Reports**

**1. CREC/CABE**

**2. Granby Education Foundation**

**C. Calendar of Events**

**Attachments:**

Calendar of Events	41
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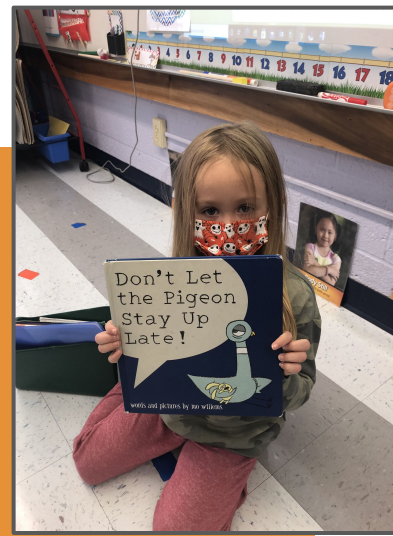
**D. Board Member Announcements**

**E. Action Items**

**VII. Executive Session/Non-Meeting**



# Elementary SIP 2020-2021



Board of Education November 4, 2020





# Wells Road Intermediate School



## **Vision, Mission, and District Achievement Goal:**

**Goal:** To enhance the school culture by focusing on building positive relationships for all students, staff and families and develop opportunities to create diverse experiences through literature.

## **Student Achievement Goal:**

**Goal:** By June 2021, at least 80% of students will make an average growth (SGP- 40%ile-60%ile) as recorded by the STAR assessment (reading and math).

## **Instruction Goal:**

**Goal:** Teachers will increase opportunities for students to engage and/or co-create real-world authentic projects (why) which incorporate clear standards (what). This will allow for students to take ownership for their learning and lead them to independently apply strategies.



# Kelly Lane Primary School

## **Vision, Mission, and District Achievement Goal:**

**Goal:** To support a positive, safe and collaborative environment by focusing on building and maintaining positive relationships with staff, students and families.

## **Student Achievement Goals:**

**Goal:** By June 2021, all students will increase achievement in literacy and numeracy standards, across disciplines as measured by the STAR Reading/Math and the BAS (Benchmark Assessment Systems).

## **Instruction Goal:**

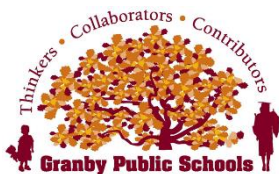
**Goal:** Teachers will increase opportunities for students to take ownership of their learning in order to foster an environment of independence and engagement.





Kelly Lane Primary School

School Improvement Plan 2020-2021



# Granby Public Schools

Vision, Mission, Achievement Goal, Learning Principles, Theory of Action



**Vision:** Every student educated in the Granby Public Schools will graduate on time, prepared for 21<sup>st</sup> Century Citizenship.

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

## Achievement Goal:

Students will demonstrate powerful thinking by systemically solving problems through analyzing and synthesizing information and articulating/defending a position.

## Learning Principles:

*Reflect our district's beliefs and values and describe the non-negotiable conditions required in every learning environment that are a guaranteed right for every student. These conditions constitute effective teaching and serve as guiding principles to which staff and students are held accountable.*

Students learn best when teachers provide opportunities for them to:

- Contribute to the creation of a positive, safe and supportive learning environment that personalizes learning, celebrates growth and fosters risk-taking, collaboration, discourse, and questioning;
- Take ownership and responsibility for their learning by setting and accomplishing personal learning goals and monitoring their growth by self-assessing, reflecting and applying meaningful and timely feedback;
- Have choices, engage in exploration and practice and demonstrate perseverance;
- Engage in authentic, real-world and relevant tasks that challenge them to demonstrate their understanding in varied and meaningful ways;
- Build upon prior knowledge, make connections and transfer learning to new situations; and,
- Understand clearly defined learning objectives that represent big ideas and that teachers model and structure to foster independence.

## Theory of Action:

We know teacher quality has the greatest impact on increasing student learning.

Therefore, if students are provided access to highly effective teachers who also develop caring responsive relationships, *AND* if the structures and culture of professional learning communities are used to support high expectations for student learning and improve instruction through the use of:

- standards-based curriculum,
- data driven decision making
- effective teaching strategies,
- ongoing monitoring, and
- flexible time for struggling learners,

*THEN* we will meet the needs of all learners and all students will achieve at high levels.

## 2014-2019 Board of Education Goals

*The 2014-2019 five-year Board of Education goals to support the district's vision, mission and achievement goal:*

1. *Provide a rigorous and diverse 21<sup>st</sup> Century Curriculum.*
2. *Invest in the professional capital of the staff.*
3. *Develop an operational plan that ensures continued success in an environment of declining enrollment.*
4. *Promote positive engagement and communication with the community.*
5. *Explore opportunities for alternative revenue sources.*
6. *Influence local and state educational policy.*

## Vision, Mission & District Achievement Goal

**Goal: To support a positive, safe and collaborative environment by focusing on building and maintaining positive relationships with staff, students and families.**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Take inventory in the level of staff training with Responsive Classroom Practices. Ensure that all staff have received initial training in implementing RC and explore opportunities for advanced training with already trained staff, with a lens on “How to Bully Proof your Classroom”.	Teachers, Principal	Sept.-June	Professional Development	Classroom Observations
Utilize Collaborative & Proactive Solutions to support social and emotional needs of students in Tier 2 and Tier 3 as we review our SRBI process.	Principals, CPS team	Sept.-June	Meeting Schedule	BIT Meeting Notes/Sheets
Integrate Bullying Prevention unit and Anti Bullying practices, including Second Step Social Emotional Learning lessons.	Teachers K-2	October-June	Responsive Classroom Bullying Unit	Students will be able to share
Embed Kindness Activities into the school community	Principal, Teachers and Support Staff	October-June	Positive Office Referrals, National Bullying Month, World Kindness Day, Random Acts of Kindness Week, Can Drive/Sock Drive	Participation in School-wide Events, Feedback from School Climate Team, Positive Office Referral Data
Review, revise and implement a school-wide positive behavior system	Principal, Leadership Team, Teachers/Staff	August-June	Behavior Matrix Responsive Classroom resources and professional development	Reduction Discipline Referrals
Increase school-family communication	Principal, Teachers	August-June	Daily/Weekly E-blasts, Monthly Newsletters, Check in/Positive Phone Calls home	Feedback from families

## Student Achievement

**Goal: By June 2021, all students will increase achievement in literacy and numeracy standards, across disciplines as measured by the STAR Reading/Math and the BAS (Benchmark Assessment Systems).**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Review Tier 1 practices to ensure that all students are receiving quality instruction and opportunities, as evidenced by 80% of students achieving grade level expectations in STAR reading and Math and BAS reading benchmark according to May 2021 benchmark scores.	Teachers, Interventionists, Coaches	Sept.-June PLC Meetings	Meeting Schedule for Student Intervention SRBI 2.0 Resources	Intervention Data Sheets
Provide professional learning with a focus on development of reading workshop instruction with a consultant from Columbia Teachers College.	Principal, Coaches, Teachers	Sept.-June	Professional development schedule with focus	PLC minutes, observation And walkthroughs on new Learning
Familiarize and utilize ESGI for data collection in Kindergarten to help support focused math instruction.	Math Coach, Teachers, Principal	Sept.-June	Grade Level PLC	ESGI data sheets/Math unit work
Revisit and realign Math Workshop to allow for differentiated instruction for all students, use math assessments to inform instruction for differentiated planning and instruction.	Math Coach, Teachers, Principal	Sept.-June	Coaching PLC/Coaching Cycles	Curriculum pacing/ revisions; pre-assessment data, lesson planning

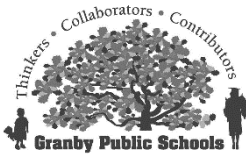
## Instruction

**Goal: Teachers will increase opportunities for students to take ownership of their learning in order to foster an environment of independence and engagement.**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Embed instructional practices that support student learning through exemplars, teacher modeling, rubrics, etc., so students know when they have met the learning target of the instruction presented.	Coaches, Teachers	Sept.-June	PLC Meetings	Classroom Observations
Develop practices for capturing student growth over time by creating and maintaining student portfolios through the SeeSaw platform, as well as to guide and facilitate student led conferences in March.	Principal, Teachers	Sept.-June	Technology PD Professional Resources	Student Portfolios/ Student-Led Conferences, March conferences, parent survey.
Build teacher capacity of social emotional practices and develop a toolkit for classroom strategies, including growth mindset practices, that build ownership and engagement in student learning.	Principal, CPS team, teachers	Sept.-June	Social Emotional PD	Implementation in SEL classroom Practices; school-wide language
Staff will receive training and engage in collaborative, courageous conversations around race and equity.	Teachers, Principal	Sept.-June	Equity PD, Faculty Meetings,	Collaborative conversations, continuous review of curriculum, participation in the building level PD and staff check ins.



Wells Road Intermediate School  
School Improvement Plan  
2020-2021



## Granby Public Schools

### Vision, Mission, Achievement Goal, Learning Principles, Theory of Action



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#### **Achievement Goal:**

Students will demonstrate powerful thinking by systemically solving problems through analyzing and synthesizing information and articulating/defending a position.

#### **Learning Principles:**

Reflect our district's beliefs and values and describe the non-negotiable conditions required in every learning environment that are a guaranteed right for every student. These conditions constitute effective teaching and serve as guiding principles to which staff and students are held accountable.

Students learn best when teachers provide opportunities for them to:

- Contribute to the creation of a positive, safe, and supportive learning environment that personalizes learning, celebrates growth, and fosters risk-taking, collaboration, discourse, and questioning;
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- Have choices, engage in exploration and practice, and demonstrate perseverance;
- Engage in authentic, real-world, and relevant tasks that challenge them to demonstrate their understanding in varied and meaningful ways;
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#### **Theory of Action:**

We know teacher quality has the greatest impact on increasing student learning.

Therefore, if students are provided access to highly effective teachers who also develop caring responsive relationships, AND if the structures and culture of professional learning communities are used to support high expectations for student learning and improve instruction through the use of:

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- data driven decision making,
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#### **2014-2019 Board of Education Goals**

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- Promote positive engagement and communication with the community.
- Explore opportunities for alternative revenue sources.
- Influence local and state educational policy.

Wells Road Intermediate School

**Vision, Mission & District Achievement Goal**

To enhance the school culture by focusing on building positive relationships student to student and staff to student.

Students learn best when teachers provide opportunities for them to:

- Contribute to the creation of a positive, safe, and supportive learning environment that personalizes learning, celebrates growth, and fosters risk taking, collaboration, discourse, and questioning;

**Goal:**

To enhance the school culture by focusing on building positive relationships for all students, staff and families and develop opportunities to create diverse experiences through literature.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Implement a schoolwide positive behavior system/philosophy	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Leadership Team</li> <li>• Faculty</li> <li>• School psychologist</li> </ul>	Prior to May 2021	TBD based on system	Completion of systematic school wide positive behavior system/philosophy (Tier I level)
Complete and analyze data from SAEBER (Social emotional screening tool) in order to help identify emotionally struggling students.	<ul style="list-style-type: none"> <li>• Faculty</li> <li>• School psychologist</li> </ul>	<ul style="list-style-type: none"> <li>• October/ November 2020</li> <li>• January/February 2021</li> <li>• May 2021</li> </ul>	Time (survey and scoring)	(see above)
Share and discuss data from Minute Meetings with a specific focus on students who report “no friends” and “no trusted adult” at school	<ul style="list-style-type: none"> <li>• School psychologist</li> </ul>	<ul style="list-style-type: none"> <li>• October/ November 2020</li> <li>• January/February (Students of concern) 2021</li> <li>• May (3<sup>rd</sup> and 4<sup>th</sup>) 2021</li> </ul>	Minute Meeting Survey (iPad)	100% of students report at least one friend and name at least one “trusted adult” in the building
Increase diverse book collection and implement “First 50” book challenge	<ul style="list-style-type: none"> <li>• Media Specialist</li> </ul>	<ul style="list-style-type: none"> <li>• “First 50” December 2020</li> <li>• “Next 50” May/June 2020</li> </ul>	Books	Increase of diverse books in the library.  Student discourse regarding different perspectives.

Wells Road Intermediate School

**Student Achievement**

**Goal:**  
By June 2021, at least 80% of students will make an average growth (SGP- 40%-60%) as recorded by the STAR assessment (reading and math).

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Increase use of coaches (math and literacy) to work with general and special education teachers to examine student work and identify next steps for instruction	<ul style="list-style-type: none"> <li>Classroom teachers/PLC teams</li> <li>Instructional coaches</li> <li>TC Staff Developer</li> </ul>	School year/ PLC- weekly meetings	Teachers College Staff Developer	
Co-create goals with students to understand their strengths and instructional needs to access the next level	Teachers	School year/ PLC- weekly meetings	<ul style="list-style-type: none"> <li>Literacy Continuum</li> <li>STAR instructional reports</li> <li>ELA coaches</li> <li>TC Staff Developer</li> <li>Reading Intervention</li> </ul>	Data sources: <ul style="list-style-type: none"> <li>BAS</li> <li>STAR reading/math reports</li> <li>Math unit assessments</li> <li>Interim Assessment (IAB)</li> </ul>
Plan and conduct guided reading and strategy groups based on reading data including running records, teacher observation, BAS and STAR instructional reports.	Teachers	School year	<ul style="list-style-type: none"> <li>STAR instructional reports</li> <li>ELA instructional coaches</li> </ul>	
Increase use of Interim Assessments (IAB)	Teacher	Monthly and/or length of Unit of Study	Instructional coaches Teachers	
Increase use of math strategies' progression (concrete-representational-abstract)	<ul style="list-style-type: none"> <li>Teachers</li> <li>Instructional coaches</li> </ul>	School year	Math instructional coach	
Increase math talk for strategy and problem solving	<ul style="list-style-type: none"> <li>Teachers</li> <li>Instructional coaches</li> </ul>	School year	Math instructional coach	

Wells Road Intermediate School

**Instruction**

**Goal:** *Students learn best when teachers provide opportunities for them to: Engage in authentic, real-world, and relevant tasks that challenge them to demonstrate their understanding in varied and meaningful ways.*

Teachers will increase opportunities for students to engage and/or co-create real-world authentic projects (why) which incorporate clear standards (what). This will allow for students to take ownership for their learning and lead them to independently apply strategies.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Strengthen instructional strategies to include clear learning targets, and personalized student learning goals	<ul style="list-style-type: none"> <li>• Teachers</li> <li>• Instructional coaches</li> <li>• TC Staff Developer</li> </ul>	School year	Time to work with instructional coaches, and/or literacy consultant	Lessons/instruction
Provide students with specific and actionable feedback (including repertoire of strategies for improvement)	<ul style="list-style-type: none"> <li>• Teachers</li> <li>• Students</li> </ul>	School year	Materials for charts, "Exit tickets," learning progressions, checklists etc.	Student made learning goals and self-evaluations
Enhance instruction to include authentic audience and purpose to increase engagement, choice and stamina	<ul style="list-style-type: none"> <li>• Teachers</li> <li>• Instructional coaches</li> </ul>	School year	Time to work with instructional coaches, PLC teams and/or TC Staff Developer	Increased student growth and/or proficiency on District and State assessments
Build teacher capacity through instructional coaching	<ul style="list-style-type: none"> <li>• Teachers</li> <li>• Instructional coaches</li> <li>• TC Staff Developer</li> </ul>	School year	Time to work with instructional coaches and TC Staff Developer	Granby Educator Growth Continuum-Focus Area 3.3
Anchor math instruction with a standards focus	<ul style="list-style-type: none"> <li>• Math teachers</li> <li>• Instructional coaches</li> </ul>	PLC meetings	Time to work with instructional coaches and PLC teams	Granby Educator Growth Continuum-Focus Area 1.3

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# SAT & AP Testing Report

— Granby Board of Education —  
November 4, 2020

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# Testing in 2020

## SAT:

- **Spring (Junior) School Day SAT Cancelled Due to COVID-19**
- **Make-up School Day SAT in Fall (Senior) - optional**
- **76% (114/150) of students tested in the Fall**
- **Availability of outside testing reduced**
- **Many post-secondary schools moving test optional this year**

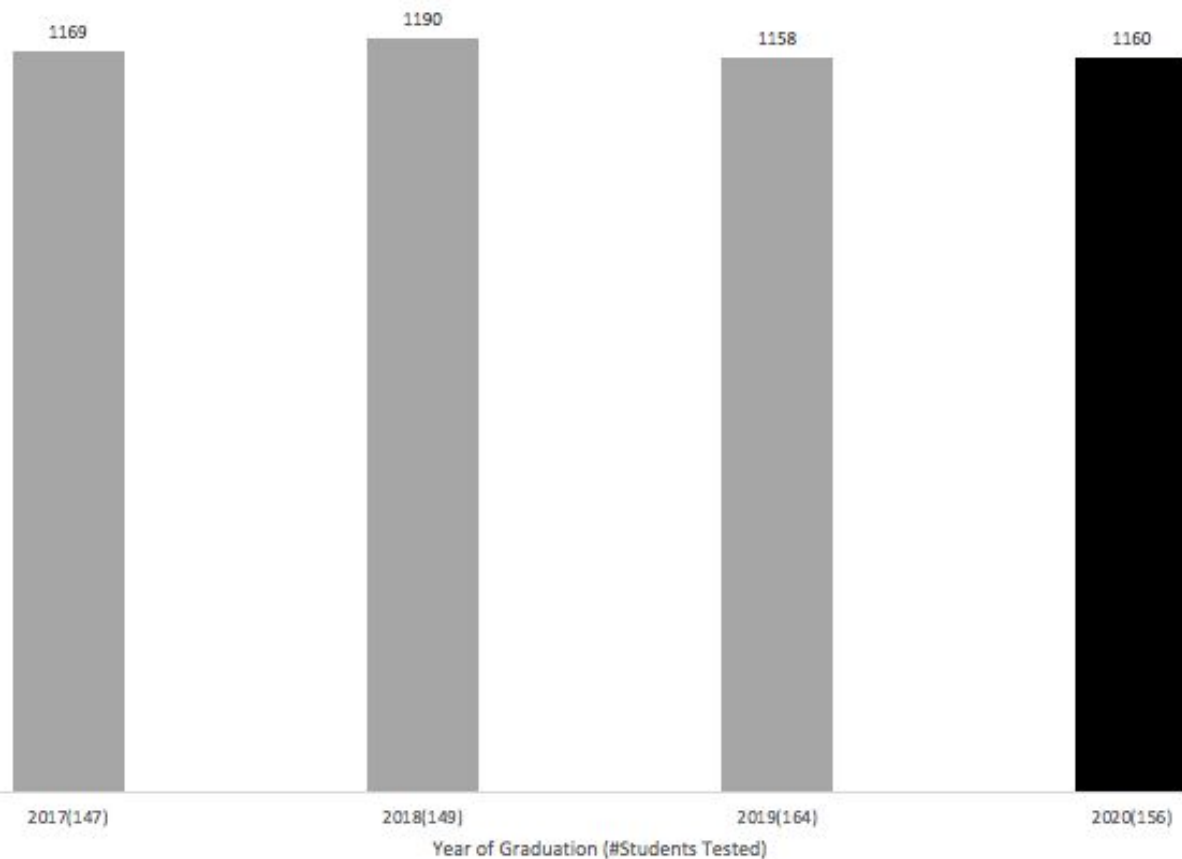
## AP:

- **Spring testing truncated and offered online**
- **45 minutes, no multiple choice**
- **Authentic student responses uploaded online with an individualize secure code**
- **AP Resources Updated 2019**
- **2nd year of Pre-AP English 9**

# Class of 2020 SAT Summary Report

<b>Class of 2020</b>	<b>ERW - Evidenced Based Reading and Writing</b>	<b>MATH</b>
<b>Granby Memorial High School</b>	<b>576</b>	<b>558</b>
<b>State of Connecticut</b>	<b>527</b>	<b>512</b>
<b>National Score Results</b>	<b>528</b>	<b>523</b>
<b>Benchmark</b>	<b>480</b>	<b>530</b>

### SAT "Best Score" / Superscore Combined Reading & Math



# Regional Comparison SAT 2020

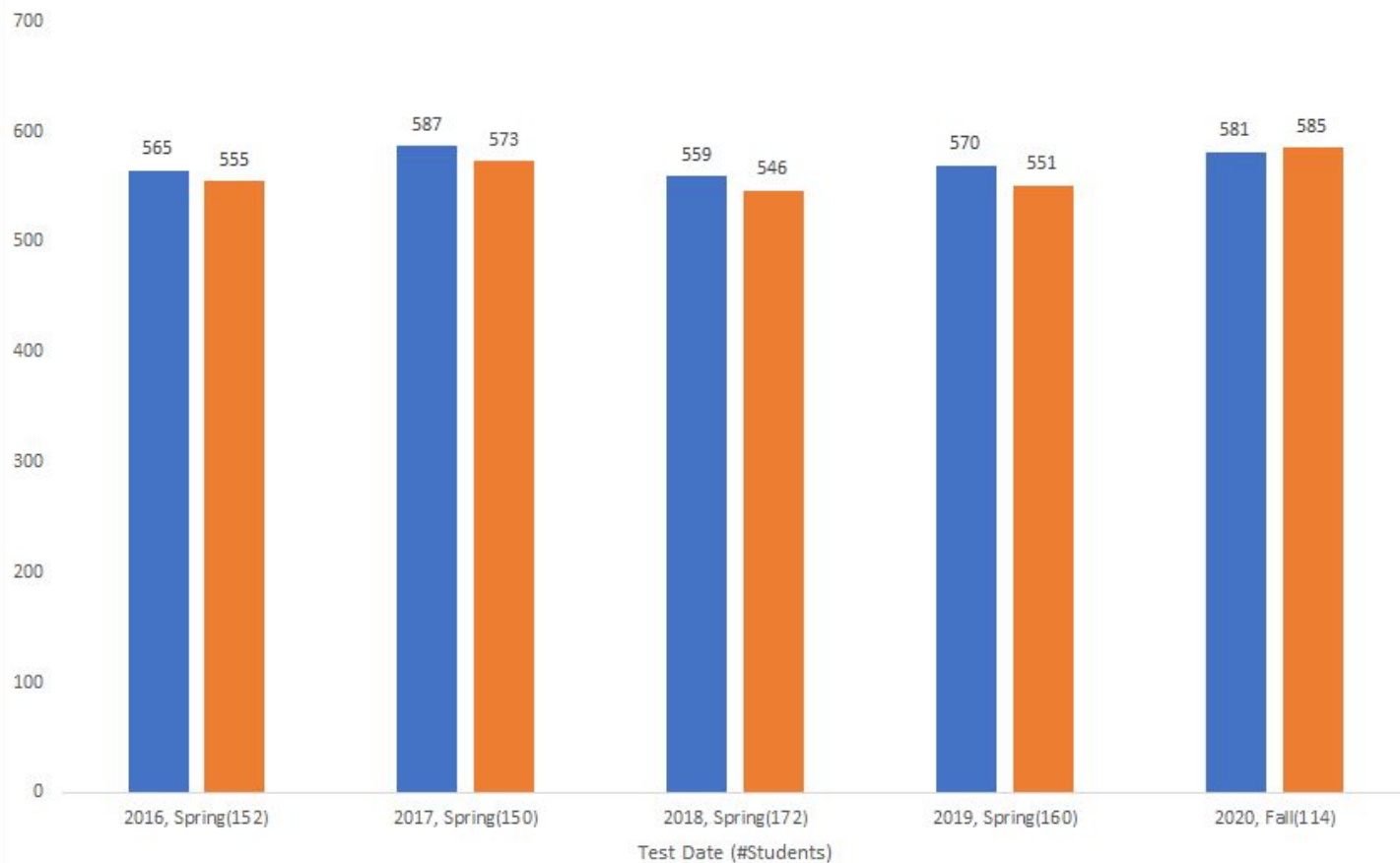
District	Test Takers	Total Score	EBRW	Math
Avon	228	1197	594	602
Simsbury	363	1175	592	583
Farmington	297	1169	588	581
Granby	160	1135	576	558
West Hartford	702	1131	571	560
Canton	112	1126	568	558
Region 7	156	1117	556	561
Region 10	155	1096	562	534
Suffield	181	1091	555	536
East Granby	51	1084	559	524

# DRG B Comparison SAT 2020

District	Test Takers	Total Score	EBRW	Math
Avon	228	1197	594	602
Madison	282	1175	590	586
Simsbury	363	1175	592	583
Glastonbury	499	1174	584	590
Greenwich	685	1170	586	584
Farmington	297	1169	588	581
Guilford	280	1164	588	575
Newtown	410	1158	580	578
Fairfield	727	1149	575	574
Region 5	365	1145	577	568
Cheshire	335	1144	579	565
Trumbull	480	1139	570	569
Region 15	317	1138	566	572
Monroe	226	1135	569	566
Granby	160	1135	576	558
West Hartford	702	1131	571	560
South Windsor	321	1121	562	559
Brookfield	193	1111	557	553
New Fairfield	190	1079	551	528

### SAT Connecticut Test Day: Spring, Grade 11 (2020 is Fall, Grade 12)

■ ELA ■ Math



# AP Testing 2020

Twenty-two different AP courses were taught at the high school in 2020 across disciplines: Art, English, Math (including computer science), Music, Science, Social Studies and World Language.

- In 2020, 192 students sat for a total of 389 AP exams across twenty-two subject areas.
- 34.2% of students enrolled at the high school sat for an AP Exam. (192/591)
- 81% of students earned a score of 3 or higher. (UP 2%--156 students)

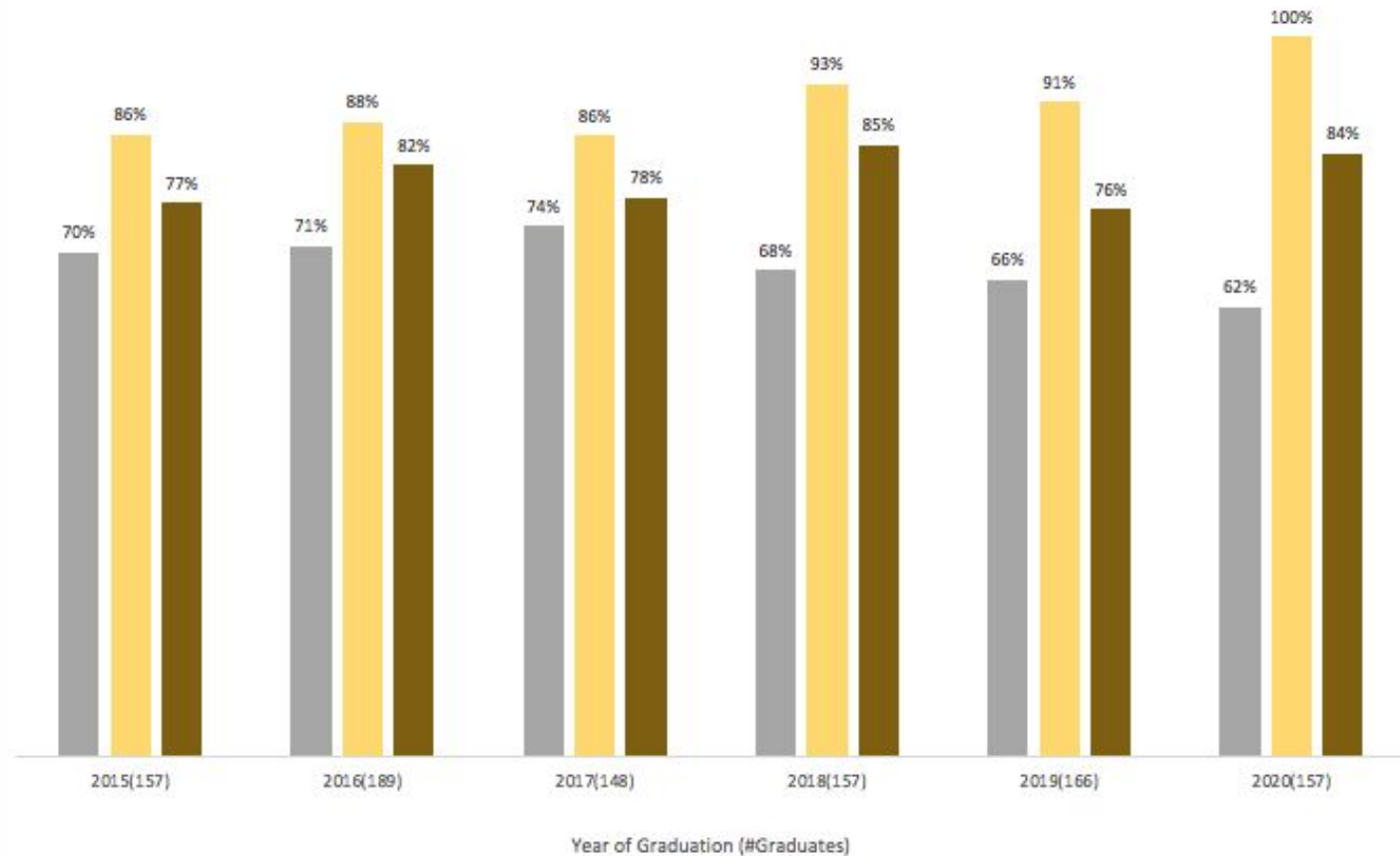
GMHS School Summary	2016	2017	2018	2019	2020
Total AP Students	209	195	196	197	192
Number of Exams	367	333	346	385	389
AP Students with Scores of 3 or higher	163	153	151	151	156
% of Total AP Students with Scores of 3 or higher	78.0 %	78.5%	77.0%	76.6%	81.3%

### GMHS Graduates: AP Participation

■ Graduated that passes at least one AP course

■ AP students that took at least one AP exam

■ AP students that passed at least one AP exam



# AP Awards 2020

- 38% of the students who took an AP exam this year earned an AP award (see chart below).
- 74 students recognized for score performance (74/192 students overall who participated) with their average score 3.74
- Two seniors earned National AP Scholar recognition
- **2020 AP Seminar and Research Certificate: 1 student earned this distinction for the first time**

YEAR	AP Scholar	AP Scholar w/Honor	AP Scholar w/Distinction	National AP Scholar	TOTAL
<b>2020</b>	<b>35</b>	<b>13</b>	<b>25</b>	<b>2</b>	<b>74</b>
<b>2019</b>	<b>28</b>	<b>21</b>	<b>25</b>	<b>2</b>	<b>74</b>
<b>2018</b>	<b>33</b>	<b>12</b>	<b>16</b>	<b>1</b>	<b>61</b>
<b>2017</b>	<b>28</b>	<b>11</b>	<b>19</b>	<b>3</b>	<b>58</b>
2016	29	16	23	1	68
2015	28	12	14	2	54

# Moving Forward

## SAT:

- Move to PSAT 8-11
- Examine curriculum alignment
- Promote linked individualized practice through Khan Academy

## AP:

- Deep data dive at class level
- Monitor Pre-AP implementation
- Utilize use of updated resources
- Review AP philosophy
- Balance with ECE-credit
- Review fall enrollment for testing
- AP Boot-Camp proposed

**Regular Board of Education Meeting – Draft Minutes**  
**October 21, 2020, 7:00 p.m.**  
**High School Auditorium**

Present Board Members: Jenny Emery, Mark Fiorentino, Melissa Migliaccio, David Peling, Sarah Thrall, Rosemarie Weber, Brandon Webster, Jack DeGray, and Jacob Scott (Student Representatives)

Absent Board Members: There were no absent Board members.

Melissa Migliaccio called the meeting to order at 7:01 p.m.

**I. Administrative Reports**

**I.A. Chairman's Corner**

Melissa Migliaccio, Board Chair, shared opening remarks and thanked the technology team, Jon Lambert and John Kroninger, for their efforts in broadcasting these meetings. She also thanked all staff members for their work in reopening schools. Granby is about to finish the fifth full week of in-person learning.

**I.B. Superintendent's Announcements**

- Dr. Grossman welcomed everyone and extended a special welcome to middle school staff and students who attended to present for Schools in the Spotlight tonight.
- Bus drivers were celebrated this week for Bus Driver Appreciation Week.
- October is National Principals' Month and all of our principals were honored last week.
- Granby is in fifth full week of school and all is well. Attendance average is consistently in the mid-90% range for both in-person and remote learning.
- A reminder was sent out last week regarding protocols in place. When making decisions regarding full in-person, remote or hybrid, Granby is looking at the Farmington Valley, Hartford, and Hartford County.
- The food service program is doing very well due to a grant through the U.S. Department of Agriculture children under the age of 18 free breakfast and lunch. The district is working on free breakfast at the high school.
- Weekly meetings are held with the Farmington Valley Health District (FVHD) and the medical advisor team to monitor metrics going on across the state of Connecticut.
- Awaiting word from the Commissioner of Education regarding inclement weather days and giving local decisions to superintendents to have remote learning on these days.
- Attendance at athletic events has been increased from 100 to 150 outside. Students are also able to attend games if they have a pass from a player.
- There is a tentative schedule for winter sports to begin in late November. Awaiting guidelines. The CIAC will meet with the Department of Public Health on Thursday.
- Congratulations to Luke McFarland, Senior, who is a semi-finalist in the National Merit Scholarship Program as well as a 2020-2021 Hispanic Scholar for excellence in academic achievement. Additionally, Aidan Goodrow, Chase McGee and Colby Milbrandt, Seniors, were recognized with a Letter of Commendation for outstanding performance on the PSAT National Merit Scholarship Qualifying Test in 2019.
- The FY22 Budget is well underway. Site budgets are due on October 30<sup>th</sup> and meetings with administrators will begin in November.
- The Building Committee continues to meet on the high school commons and media center projects. The next meeting will be held tomorrow night at 5:30 p.m.
- There is no school on November 3<sup>rd</sup>. Professional development will focus on technology.
- The next regularly scheduled Board Meeting will be held on Wednesday, November 4<sup>th</sup>.

Jenny Emery inquired about police coverage for the Route 189 section of the high school entrance. Dr. Grossman stated the Town Engineer looked at the situation and we are awaiting his recommendations. The Police Department has been directing traffic in the morning and afternoon as a tentative solution. David Peling inquired about the predetermined COVID cases rate for the Farmington Valley. Dr. Grossman stated we are now looking at a 14-day average as well as the threshold of over 10 cases per 100,000. Last week the average was a little bit higher than 2.6%. The Farmington Valley will make the recommendation to us if we need to pivot into a different learning model. Brandon Webster inquired if there are plans to send out another letter to the public with an overview of what learning model would be enacted and when. Dr. Grossman stated the district will give as much notification as we can give to families. Sarah Thrall inquired with almost 5 weeks in is there any movement in numbers of students requesting to come back. Dr. Grossman stated Jennifer Parsons will give these statistics in her upcoming report.

### **I.C. Assistant Superintendent's Report**

Ms. Jennifer Parsons, Assistant Superintendent, provided updates from the Assistant Superintendent's office and stated to-date there are zero cases in Granby Public Schools. The community was reminded in a letter last week that Granby is looking at the Farmington Valley, Granby, Hartford County, and the State. Ms. Parsons stated as Dr. Grossman mentioned, he has no less than three meetings every week with the FVHD and that she is on the phone with them multiple times a day. The FVHD has a multitude of information and know-how and why people test positive or contract the virus. She informed the Board if they start to see more community spread, they will let us know. She stated the rise in cases in the Hartford County is related to specific towns. Ms. Parsons provided an update on remote learners and stated 16% of students are learning remotely. Elementary is coming up to the end of the first trimester and 12 students are coming back. A minimum of two-weeks' notice is required to re-enter. Jenny Emery inquired how the district is managing space if everyone comes back. Ms. Parsons stated the district can handle it if everyone comes back as that is what was planned for; however, if this cannot happen, classes will be moved to larger spaces. David Peling inquired if the 2.7% rate is based on people getting tested or the population. Ms. Parsons stated it is the percentage on positive cases. Ms. Parsons informed the Board the Farmington Valley is in a good place at this time.

### **I.D. Student Representative Report**

- Jacob Scotto reported the success of the free lunch program and that lunches are getting exponentially better every day. The lunch staff is doing great keeping up with the demand.
- Coffeehouse auditions will be held next week.
- Drama auditions for the fall play, *It's a Wonderful Life*, were on Monday with the first rehearsal this evening.
- Applications for the National Honors Society opened this week for all qualified Juniors and Seniors are due tomorrow and will be reviewed in November.
- Seniors have finished their intake meetings for the first two college deadlines and met with Guidance Counselors for recommendations, essays, resumes, etc.
- All seniors who took the SAT received their scores this past Friday. Granby had 5 students receive a perfect score in Math.
- Juniors and Sophomores took the PSAT two weeks ago and should get their scores back in the next week. Freshmen will take the PSAT on Wednesday, October 28<sup>th</sup>.
- Sports: Field Hockey vs. Canton tonight (senior night)–they have 9 seniors with a record is 4-2; boys' soccer lost to Suffield and celebrated senior night last night with 12 seniors and a record of 4-2-1; girls' soccer has an away game at Suffield entering with an undefeated 5-0 record; volleyball team played SFSA today with a record of 6-0; and, the cross country team is 5-1.

Melissa Migliaccio inquired about the play and how that is going to work. Jacob Scotto stated the Drama Club is going to try to offer a radio show where the characters will be conversing with a talk show host on stage and instead of a stage set will work on sound effects. Ms. Migliaccio inquired if this will be available via Zoom. Jacob Scotto stated, yes, for the play as well as Coffeehouse.

## **I.E. Business Manager's Report**

Ms. Anna Robbins, Business Manager, presented the September statement of accounts stating it reflects a comprehensive forecast of the cost of reopening schools. The forecast projects the cost of the reopening including two grants. Before the application of the grant funds the forecast was negative \$723K. Regular education is over-budget \$640K and special education is over-budget \$83K. The major line items that cause the over-budget conditions are Custodial & Maintenance Salaries, Bus Monitors and General Supplies for Maintenance. The CRF grant allows expenditures up to December 30, 2020 but due to this date constraint, the general fund continues with a negative forecast of \$124K. In Q&D, forecast expenses are lower than budgeted due to the summer school program; however, the fund is projected to be favorable \$10K. The projection for revenue to the town continues to reflect additional revenue from regular education tuition from other towns and the excess cost funding from the state is projected to be lower than budgeted. Rental and pay-for-participation fees are uncertain at this time; however, fall pay-for-participation fees are anticipated to be \$20K. Overall projection of revenue to the town continues to be unfavorable. Jenny Emery stated the Finance Subcommittee reviewed the statement of accounts this evening in detail and administration is being prudently conservative in forecasting what it could cost to keep the schools open all year which we hope we can do. Because of the great work done in securing the large grant, even if we are over budget, it is much less due to the this grant.

## **I.F. Schools in the Spotlight**

Ms. Leanne Sullivan, 8th Grade Science Teacher, and 8th Grade students, Jasmine Burnham, Ava Gallinelli, Hailey Mills, and Isabella Therion presented how the garden grant is used during academic enrichment and science. Ms. Sullivan stated she is very proud of the students and their efforts in the classroom. She stated academic enrichment focused on creating a native habitat and that there is much potential for future cluster endeavors. Bella spoke about composting and weeding and stated students enjoy working with their hands. Hailey informed the Board that she never had a class like this before and hopes the Granby 4H group can get involved in the garden. Ava stated this is a weird year and being able to go outside is refreshing and an escape. It helps students in science and all classes including art. Lastly, Jasmine spoke what she has learned about monarch butterflies.

## **II. Public Comment**

There were no public comments this evening.

## **III. Consent Agenda**

### **III.A. Minutes**

A motion was made by Brandon Webster and seconded by David Peling that the Granby Board of Education adopt the consent agenda. This motion passed with one abstention (Rosemarie Weber) at 7:59 p.m.

## **IV. Old Business**

There is no Old Business to report.

## **V. New Business**

### **V.A. Draft Revised Board of Education Goals**

The Board discussed the draft revised Board of Education goals. A motion was made by Jenny Emery and was seconded by David Peling that the Granby Board of Education adopt the revised Board of Education goals as presented. Dr. Grossman reviewed the categories of the goals: Student Learning and Achievement; Community Engagement; Safety and Social Emotional Well-Being; Budget Development and Fiscal Management; Embracing Diversity; and Professional Learning. Melissa Migliaccio stated she is pleased with these goals but inquired if there could be clarification to innovative investments which will be changed to "innovative educational investments". This motion passed unanimously at 8:06 p.m.

## **V.B. First Reading of Policy Revised Policy 6159 - Individualized Education Program**

The Curriculum/Policy/Technology/Communications Subcommittee recommended Revised Policy 6159, Individualized Education Program, to the Board for a first reading. The only change in this policy is an age change from 21 years of age to 22 years of age due to a change in statute. This policy will go for a second reading and approval at the next Board Meeting.

## **VI. Miscellaneous**

### **VI.A. Board Standing Committee Reports**

#### **VI.A.1. Finance/Personnel/Facilities**

Jenny Emery reported this Subcommittee met this evening and discussed the finances; food service program – the numbers are very good but need to see what the dollars are compared to reimbursement from the federal government; Nursing services through Farmington Valley VNA contract will be coming up for renewal; earlier planning at the end of each year to put a schedule together to be above to work with professional resources.

### **VI.B. Other Board-Related Reports**

#### **VI.B.1. CREC/CABE**

Mark Fiorentino reported CREC met today. Very brief legislative report – CABE is starting to message the next legislative session to basically leave us alone.

#### **VI.B.2. Granby Education Foundation**

Jenny Emery reported the GEF met this week but she did not attend. JG attended said he attended and they are trying to put a program together to benefit the schools.

### **VI.C. Calendar of Events**

The calendar of events is as presented. Jack DeGray clarified that each student gets 4 passes for parents, siblings, or students. It was originally two passes but it just got bumped up to 4. Brandon Webster inquired about the sports being live streamed. Jack DeGray stated, yes, soccer games are livestreamed on the GMHS Boosters channel on YouTube. The link is available under the athletics section on the website.

### **VI.D. Board Member Announcements**

Melissa Migliaccio thanked all Board members for their service in these extraordinary times and to Jenny Emery, Sarah Thrall and Mark Fiorentino for their work on the GEA negotiations meetings.

### **VI.E. Action Items**

There were no action items this evening.

## **VII. Executive Session/Non-Meeting**

A motion was made by Melissa Migliaccio and seconded by Jenny Emery to adjourn the meeting and enter into an Executive Session to discuss a collective bargaining agreement. This motion passed unanimously at 8:13 p.m. The Executive Session adjourned at 8:30 p.m.

Respectfully submitted,

Rosemarie Weber  
Board Secretary

## **Instruction**

### **Special Education**

In accordance with the Individuals with Disabilities in Education Act (“IDEA”) and Connecticut law, the Board provides a free appropriate public education (“FAPE”) to all students, ages 3 to 22, who are eligible for special education and related services. In order to be eligible for special education and related services under the IDEA and Connecticut law, a student must receive an evaluation and qualify under one or more of thirteen categories of disabilities. Eligible students will receive special education and related services through an Individualized Education Program (“IEP”).

A student’s Planning and Placement Team (“PPT”) is charged with determining whether a student requires an evaluation and, if so, the content of such evaluation. The PPT is further charged with reviewing such evaluation, determining the student’s eligibility, and planning an appropriate program for the student including transition goals required by statute. The PPT consists of the following individuals: the parent(s)/guardian(s); not less than one regular education teacher of the child (if the child is, or may be participating in the regular education environment); not less than one special education teacher of the child; a representative of the Board who is qualified to provide, or supervise the provision of, specially designed instruction, is knowledgeable about the general education curriculum, and knowledgeable about available resources; an individual who can interpret the instructional implications of the evaluation results; at the discretion of the parent or Board, other individuals who have knowledge or particular expertise regarding the child, including related service providers; and whenever appropriate, the child.

A member of the student’s PPT shall meet with the student's parents/guardians, upon the request of the parents/guardians, prior to the referral PPT meeting for the student. The sole purpose of such meeting is to discuss the PPT process and any concerns the parent/guardian has about the student. Parents/guardians may also request that copies of assessments and evaluations be provided to them at least three (3) school days before the initial eligibility PPT meeting.

A referral to special education may be made by completing a Referral Form, found at [www.granby.k12.ct.us](http://www.granby.k12.ct.us) (on the Pupil Services page). Assistance completing the Referral Form or questions about the process can be directed to the Principal of the school your child attends. A hardcopy of this form is also available in the main office of each school.

Eligible students and their parents, and students in the process of being evaluated and their parents, are entitled to various procedural safeguards under the IDEA and Connecticut law. The procedural safeguards can be found at [www.granby.k12.ct.us](http://www.granby.k12.ct.us), or a hard copy can be obtained in the main office of your child’s school. Connecticut State Department of Education information and resources relating to IEPs and special education can be found in Appendix A.

## **Instruction**

### **Alternate Assessment**

The Board will, in all respects, comply with the requirements of state and federal law with regard to the special education of students with disabilities. Decisions about whether a student with a disability eligible for special education and related services under the IDEA shall participate in alternative assessment(s) for particular statewide or district-wide assessments shall be made by each student's PPT in accordance with applicable state and federal law.

The Board authorizes the Superintendent and administration to develop procedures to implement the requirements of the IDEA and Connecticut law relating to special education and related services.

#### Legal Reference:

##### Federal Law:

Individuals with Disabilities Education Act, 20 U.S.C. § 1400 *et seq.*

34 C.F.R. § 300.1 *et seq.*

##### Connecticut General Statutes:

10-14q Exceptions

10-76a Definitions

10-76b State supervision of special education programs and services.  
Regulations. (as amended by PA 12-173)

10-76d Duties and powers of Boards of Education to provide special education programs and services.

10-76g State aid for special education.

10-76h Special education hearing and review procedure. Mediation of disputes.

10-76ee Administrative representative required for planning and placement team meetings

10-76ff Procedures for determining if a child requires special education

##### Regulations of Connecticut State Agencies:

10-76a-1 through 10-76l-1

**Policy adopted: February 27, 2013**

**GRANBY PUBLIC SCHOOLS**

**Policy revised: September 18, 2019**

**Granby, Connecticut**

## Appendix A

### Information and Resources Relating to Individualized Education Programs

Pursuant to Connecticut law, the Granby Board of Education must provide parents of students eligible for special education and related services with information and resources, created by the Connecticut State Department of Education (the "Department"), relating to individualized education programs ("IEPs"). In accordance with this requirement, the Board provides the following list of information and resources to assist parents.

- Bureau of Special Education Resources, <https://portal.ct.gov/SDE>
- A Parent's Guide to Special Education in Connecticut, [https://portal.ct.gov/-/media/SDE/Special-Education/Parents\\_Guide\\_SE.pdf?la=en](https://portal.ct.gov/-/media/SDE/Special-Education/Parents_Guide_SE.pdf?la=en)
- Planning and Placement Team (PPT) Process and Individualized Education Program (IEP) Forms, <https://portal.ct.gov/SDE/Special-Education/Planning-and-Placement-Team-PPT-Process-and-Individualized-Education-Program-IEP-Forms>
- A Tool to Assist PPTs in Addressing the Unique Communication Needs of Students Who are Deaf or Hard of Hearing, Language and Communication Plan, [https://portal.ct.gov/-/media/SDE/Special-Education/Language\\_and\\_Communication\\_Plan.pdf?la=en](https://portal.ct.gov/-/media/SDE/Special-Education/Language_and_Communication_Plan.pdf?la=en)
- Promoting School Success for Children with Disabilities:
  - PPT 101, <https://portal.ct.gov/-/media/SDE/Special-Education/PPT101.pdf>
  - PPT Process, [https://portal.ct.gov/-/media/SDE/Special-Education/PPT\\_Process.pdf?la=en](https://portal.ct.gov/-/media/SDE/Special-Education/PPT_Process.pdf?la=en)
- Secondary Transition, <https://portal.ct.gov/SDE/Special-Education/Secondary-Transition-Resources-for-Special-Education-Students>
- Helpful CT Resources for Families, <https://portal.ct.gov/SDE/Special-Education/Special-Education-Resources-for-Families>

AUGUST (4 days)				
M	T	W	T	F
16	17	18	19	20
23 <sup>PD</sup>	24 <sup>PD</sup>	25 <sup>PD</sup>	26*	27
30	31			

SEPTEMBER (20 days)				
M	T	W	T	F
		1	2♦	3
6 <sup>H</sup>	7	8	9♦	10
13	14	15	16 <sup>H</sup>	17
20	21	22	23♦	24
27	28	29	30♦	

OCTOBER (19 days)				
M	T	W	T	F
				1
4	5	6	7♦	8
11 <sup>H</sup>	12 <sup>PD</sup>	13	14♦	15
18	19	20	21♦	22
25	26	27	28♦	29

NOVEMBER (19 days)				
M	T	W	T	F
1	2 <sup>PD</sup>	3	4♦	5
8	9	10	11♦	12
15	16	17	18 <sup>ES</sup>	19
22	23	24	25 <sup>H</sup>	26 <sup>V</sup>
29	30			

DECEMBER (16 days)				
M	T	W	T	F
		1	2♦	3
6 <sup>EE</sup>	7 <sup>EE</sup>	8 <sup>EE</sup>	9♦	10
13	14	15	16♦	17
20	21	22	23 <sup>V</sup>	24 <sup>V</sup>
27 <sup>V</sup>	28 <sup>V</sup>	29 <sup>V</sup>	30 <sup>V</sup>	31 <sup>V</sup>

JANUARY (20 days)				
M	T	W	T	F
3	4	5	6♦	7
10	11	12	13♦	14
17 <sup>H</sup>	18	19	20♦	21
24	25	26	27♦	28
31				

FEBRUARY (18 days)				
M	T	W	T	F
	1	2	3♦	4
7	8	9	10♦	11
14	15	16	17♦	18
21 <sup>H</sup>	22 <sup>V</sup>	23	24♦	25
28				

MARCH (23 days)				
M	T	W	T	F
	1	2	3♦	4
7	8	9	10♦	11
14	15	16	17♦	18
21	22 <sup>EE</sup>	23 <sup>EE</sup>	24	25
28	29	30	31♦	

APRIL (16 days)				
M	T	W	T	F
				1
4	5	6	7♦	8
11 <sup>V</sup>	12 <sup>V</sup>	13 <sup>V</sup>	14 <sup>V</sup>	15 <sup>H</sup>
18	19	20	21♦	22
25	26	27	28♦	29

MAY (20 days)				
M	T	W	T	F
2	3	4	5♦	6
9	10	11	12♦	13
16	17	18	19♦	20
23	24	25	26♦	27 <sup>PD</sup>
30 <sup>H</sup>	31			

JUNE (5 days)				
M	T	W	T	F
		1	2	3
6	7*	8+	9+	10+
13+	14+	15	16	17
20	21	22	23	24
27	28	29	30	

- \* First/Last Day of School
- Holiday/Vacation/PD - No School
- ♦ HS PLC Late Arrival
- / Early Release All Schools
- EE Early Dismissal Elementary Only
- ES Early Dismissal Secondary Only
- + Emergency Days

**School Breaks: Dec. 23, 2021-Dec.31, 2021 ♦ February 21-22, 2022 ♦ April 11-15, 2022**

**Kelly Lane Primary School**

- Aug. 25 PK-Grade 2 Meet & Greet
- Sept. 7 Grade 1 Curriculum Night
- Sept. 9 Grade 2 Curriculum Night
- Sept. 13 Pre-K/K Curriculum Night
- Dec. 6-8 Early Release (Conf.)
- Dec. 6 Evening Conferences
- Jan. 10 Early Release (Prof. Dev.)
- Mar. 21-23 Early Release (Conf.)
- Mar. 21 Evening Conferences
- Mar. 24 Early Release (Prof. Dev.)

**Wells Road Intermediate School**

- Aug. 25 Grades 3-5 Meet & Greet
- Sept. 20 Grade 3 Curriculum Night
- Sept. 21 Grade 4 Curriculum Night
- Sept. 23 Grade 5 Curriculum Night
- Dec. 6-8 Early Release (Conf.)
- Dec. 7 Evening Conferences
- Jan. 10 Early Release (Prof. Dev.)
- Mar. 21-23 Early Release (Conf.)
- Mar. 22 Evening Conferences
- Mar. 24 Early Release (Prof. Dev.)

**Granby Memorial Middle School**

- Aug. 25 Grade 6 Meet & Greet
- Sept. 14 Curriculum Night
- Nov. 18 Early Release (Conf.)
- Nov. 18 Afternoon/Evening Conf.
- Jan. 10 Early Release (Prof. Dev.)
- Mar. 21 Early Release (Conf.)
- Mar. 24 Early Release (Prof. Dev.)
- June 6 Gr. 8 Moving Up Ceremony

**Granby Memorial High School**

- Aug. 25 Freshman Orientation
- Sept. 2 Curriculum Night
- Nov. 18 Early Release (Conf.)
- Nov. 18 Afternoon/Evening Conf.
- Jan. 10 Early Release/Prof. Dev.
- Mar. 21 Early Release (Conf.)
- Mar. 24 Early Release (Prof. Dev.)
- June 7 Graduation



To: Board of Education  
 From: Mark Fiorentino, Vice Chairman, Board of Education  
 Date: November 4, 2020  
 Re: Granby Education Association (GEA) Contract

The following is a summary of the major changes in the negotiated contract between the Granby Board of Education and the Granby Education Association (GEA) for the period July 1, 2021 through June 30, 2024:

**Health Benefits:**

Effective July 1, 2021, the PPO insurance plan will not be available to any employee in the bargaining unit. The Board will maintain a High Deductible Health Plan (HDHP). Other changes to the health care plan include a prescription co-pay and additional managed care parameters.

Employee share of premiums are as follows:

	2020-2021	2021-2022	2022-2023	2023-2024
<b>HDHP</b>	17.25%	17.25%	18.25%	19.25%
<b>Dental</b>	21%	22.25%	22.50%	22.75%

**Salaries:**

The cumulative cost of the contract over the three years is 8.73%. An additional step was added to the salary scale in order to allow for a manageable distribution of salary increases.

**Year 1 (2021-2022)**

2.52% overall increase which includes a step increase and 1.5% general wage increase at top step only.

**Year 2 (2022-2023)**

3.10% overall increase which includes a step increase and 1.5% general wage increase at top step only.

**Year 3 (2023-2024)**

3.11% overall increase which includes a step increase and 1.75% general wage increase at top step only.

**Summary:**

Total increase in salary over 3 years is \$1,210,000.

**Other:**

The following changes were made to the contract language:

- Curricular, athletic and extra-curricular stipends increased by 1.3% for each of the 3 years.
- Teachers may use up to 5 days per year of his/her accumulated sick leave for illness of a member in the immediate family who resides in his/her household.
- Non-birth/parental leave up to 3 weeks for purposes of child bonding. Additional time beyond the 3 weeks is available at the discretion of the Superintendent. Such leave is paid if the employee has sufficient accrued sick days. If not, the leave is available without pay.
- 15 minutes was added to the teacher work day.



## Memorandum

**Date:** November 4, 2020  
**To:** Granby Board of Education  
**From:** Jordan E. Grossman, Ed.D., Superintendent of Schools  
**Subject:** Superintendent Goals: 2020-2021 School Year

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Below you will find the six Board of Education goal areas and the Superintendent of Schools goals for 2020-2021 school year.

### **BOE GOAL AREA: STUDENT LEARNING AND ACHIEVEMENT**

#### **Superintendent-Specific Goals:**

1. Review student achievement data and achievement gaps for all student populations and analyze ways to improve student achievement with Administrative Team.
2. Work to improve Math Student Achievement across all grade levels.
3. Continue to assess current and future practices in the area of special education services.
4. Work with Granby Memorial Middle School administration on the development of a new schedule.
5. Establish a formative relationship with Columbia University Teachers College in the area of reading and writing.
6. Restructure the sequence of World Language at Granby Memorial Middle School.

### **BOE GOAL AREA: COMMUNITY ENGAGEMENT**

#### **Superintendent-Specific Goals:**

1. Advance and assist the Board of Education in the development of new Board goals.
2. Work with the Granby Public Schools community on the development of a new Granby Public Schools' Strategic Plan and Vision of a Graduate.
3. Enhance the climate and culture across the district by building positive relationships and increasing presence in the schools.
4. Maintain a high level of communication and visibility within the community.
5. Maintain the Board of Education policies and develop new ones that align with local, state and federal guidelines.
6. Continue to develop a clear understanding of responsibilities, expectations and communication systems to promote an effective Superintendent of Schools/Board of Education working relationship.
7. Meet with business leaders, civic leaders, faith leaders, political leaders, police, and other community leaders to promote the success of Granby Public Schools.

**BOE GOAL AREA: SAFETY AND SOCIAL EMOTIONAL WELL-BEING**

**Superintendent-Specific Goals:**

1. Implement the Stronger Together: A Working Plan for a Responsive Return to the Granby Public Schools.
2. Revise the Granby Public Schools' Emergency Operations Plan.

**BOE GOAL AREA: BUDGET DEVELOPMENT AND FISCAL MANAGEMENT**

**Superintendent-Specific Goals:**

1. Work with the Business Manager to obtain all state and federal grants that are offered to the Granby Public Schools.
2. Review financial projections, allocations and the process used to develop the annual budget.
3. Develop a budget that supports the Board's goals, district's mission and is reflective of the economic climate.
4. Work with Building Committee on bonded projects.
5. Work with Board of Education on contract negotiations.
6. Work with the Business Manager on the implementation of the new food service program.
7. Work collaboratively with the Town Manager to discuss shared services.

**BOE GOAL AREA: EMBRACING DIVERSITY**

**Superintendent-Specific Goals:**

1. Develop and implement the Granby Public Schools' Anti-Bias and Anti-Racism Plan.
2. Support minority recruitment by collaborating with CREC Teacher In-Service Program.
3. Participate with members of the staff and the Board of Education in professional learning on equity.
4. Investigate the development of a teacher minority recruitment program with current students enrolled in the Granby Public Schools.

**BOE GOAL AREA: PROFESSIONAL LEARNING**

**Superintendent-Specific Goals:**

1. Mentor and model professional leadership for our new administrative team members.
2. Participate in CAPPS Early Career Advanced Leadership Program.
3. Participate by State Senate appointment in the Commission on Women, Children, Seniors, Equity, and Opportunity.

**Finance Subcommittee Meeting – Approved Minutes**  
**September 16, 2020, 5:30 p.m.**  
**Central Services/Zoom**

Attendance:

Jenny Emery	Via Zoom	Jordan Grossman	Present
Mark Fiorentino	Present	Anna Robbins	Present
David Peling	Present	Chris Faro – Fresh Picks	Guest
Melissa Migliaccio	Present		

Meeting commenced at 5:20 p.m. Meeting adjourned at 6:45 p.m.

1. Public Comment: None

2. Food Service Review: To accommodate our guest, this item was moved to the front of the agenda. Numbers were presented showing food service participation very low; other schools are seeing the same problem. Options to reduce the loss include participating in the extended federal SSO (School Summer Option) program and reducing expenses by moving to a single kitchen. The committee encouraged the administration to come back with its recommendation for how to reduce expenses and increase participation. There was also discussion of Sodexo's cost-over-runs from the spring SSO program; the program should have been break even. Anna is working to resolve this.

3. Approve Minutes from the August 18, 2020 Meeting: Dave moved, and Mark seconded approval. Passed unanimously.

4. June Statement of Accounts: We reviewed the year-end statement, as well as the final transfers required to be approved by the Board, to close the books. The final surplus returned to the town, generated because of closing the schools, was \$902k. This is after spending \$195k on Covid-related capital needs (such as tables and tents for outdoor activity) in June.

5. July/August Statement of Accounts: Anna reviewed the statement of accounts. The over-budget general education situation was expected and relates to adding temporary custodians and bus monitors for Covid-related safety. Some of this may be offset by a CT Recovery grant we have been awarded; Anna is working to validate this.

6. Reopening Expenditures: This was addressed during the previous discussions. As of now, we are on top of our needs, but the situation can change at any time and we should expect new un-budgeted expenses will emerge.

7. FY20 Year-End Budget Transfers: This will be recommended to the Board for final approval. The committee noted the good work by Anna and others managing expenses during these unprecedented times.

8. Building Committee Update: The committee will meet with the architects on Sept. 23 to begin "visioning" the major renovations.

With no other business, Mark moved and Dave seconded adjournment at 6:45 p.m.

**Special Finance Subcommittee Meeting – Approved Minutes**

**October 1, 2020, 4:00 p.m.**

**Via Zoom**

Attendance:

Jenny Emery	Present	Jordan Grossman	Present
Mark Fiorentino	Present	Anna Robbins	Present
David Peling	Present	Stephanie Noto – Consultant Guest	

Meeting commenced at 4:05 p.m. Meeting adjourned at 4:50 p.m.

1. Public Comment: None

2. Food Service Update: Anna reviewed the memo outlining the situation and went through 4 scenarios for reducing the daily financial loss that is resulting from the dramatically reduced participation in the food service program at the schools. The federal SSO program option has been extended, and the analysis is that participating in it is financially beneficial to Granby under any scenario. In addition, the experience of others is that when food is offered for free, to all, the participation increases significantly. The administration's recommendation is to start the fall SSO program, promote it aggressively, and continue to work with Fresh Picks to reduce expenses short of consolidating to the single kitchen model. The consultant advises this is the best way to assure healthy and attractive food, and get the student body exposed to it, in the belief that when SSO goes away, kids will continue to buy the food at least at the levels they did under the old food program. There was agreement that the situation would be monitored closely, and we would see what the numbers look like in two to three weeks. Absent substantial improvement in the numbers, the next step would be to dramatically reduce expense through a single-kitchen approach.

With no other business, Mark moved and Jenny seconded adjournment at 4:50 p.m.



## UPCOMING DISTRICT EVENTS

November 2	Field Hockey vs. Farmington	4:00 p.m.	Home
November 3	No School – Professional Development		
November 4	Girls’ Soccer vs. Canton	5:00 p.m.	Home
November 4	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services HS Auditorium
November 4	Boys’ Soccer vs. Canton	7:00 p.m.	Home
November 5	Granby Spirit Day @ Kelly & Wells		
November 5	Girls’ Soccer vs. SMSA/Bulkeley	4:00 p.m.	Home
November 5	Girls’ Volleyball vs. SMSA	5:30 p.m.	Home
November 13	World Kindness Day @ Kelly Lane		
November 18	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Via Zoom
November 25	Early Release – All Schools		
November 26-27	Thanksgiving Recess		
November 30	Early Release – All Schools (Conferences)		