

Regular Board of Education Meeting

Wednesday, December 2, 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. Organizational Meeting - Election of Board Chair

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

II. Administrative Reports

A. Chairman's Corner (5 min.)

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

Rationale: The 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. Assistant Superintendent's Report (10 min.)

Rationale: Ms. Jennifer Parsons, Assistant Superintendent, will provide updates from the Assistant Superintendent's office.

D. 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.

III. 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.

IV. Consent Agenda (5 min.)

A. Minutes

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

Attachments:

Approved Minutes 11-18-20

3

Rationale: The Board will approve/amend the minutes of the November 18, 2020 Board of Education meeting.

V. Old Business

A. Second Reading and Approval of Draft Policy 4000.1 - Title IX - Personnel (5 min.)

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

Attachments:

Draft Policy 4000.1 - Title IX - Personnel

8

Rationale: The Curriculum/Policy/Technology/Communications Subcommittee recommends draft Policy 4000.1, Title IX - Personnel, to the Board for a second reading and approval.

B. Second Reading and Approval of Draft Policy 5145.44 - Title IX - Students (5 min.)

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

Attachments:

Draft Policy 5145.44 - Title IX - Students 12

Rationale: The Curriculum/Policy/Communications/Technology Subcommittee recommends draft Policy 5145.55, Title IX - Students, to the Board for a second reading and approval.

VI. New Business

A. School Counseling Department Improvement Plan (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:

2020_2021 School Counseling Strategic Improvement Plan 15
BOE School Counseling Improvement Plan Slides 12.2.20 20

Rationale: Ms. Julie Groene, Director of Guidance and Assistant Principal at Granby Memorial High School, will present the School Counseling Department Improvement Plan to the Board.

VII. Miscellaneous (20 min.)

A. Board Standing Committee Reports

1. Curriculum/Policy/Technology/Communication

2. Finance/Personnel/Facilities

Attachments:

Approved Finance SC Minutes 10-21-20 22

B. Other Board-Related Reports

1. CREC/CABE

2. Granby Education Foundation

C. Calendar of Events

Attachments:

Calendar of Events 23

D. Board Member Announcements

E. Action Items

VIII. Executive Session/Non-Meeting

**Regular Board of Education Meeting – Approved Minutes
November 18, 2020, 7:00 p.m.
Via Zoom Videoconference**

Present Board Members: Jenny Emery, Mark Fiorentino, Melissa Migliaccio, David Peling, Sarah Thrall, Rosemarie Weber, Brandon Webster, Jack DeGray and Jacob Scotto (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 stated this meeting was planned to be held via Zoom in order to share remote learning at Wells Road Intermediate School. Ms. Migliaccio thanked Jenny Emery for attending the Board of Selectmen (BOS) meeting on Monday night to present the GEA contract. The BOS took no action on the contract. The contract has been ratified by the BOE and GEA. Additionally, Ms. Migliaccio stated the BOE appreciates the herculean efforts to keep school running during Covid-19. She also congratulated the NCCC championship teams and athletes.

I.B. Superintendent's Announcements

- Dr. Grossman welcomed everyone to the first virtual Board Meeting in a long time. The BOE has met in person since July but since Wells Road teachers were presenting on remote learning today, we thought it would be fitting to do the meeting virtually.
- It is American Education Week and we celebrate being educators and thriving on what we do best.
- Ms. Aimee Martin, Director of Pupil Personnel Services, will present the continuous improvement plan for special education this evening.
- Since the last Board Meeting, Granby had Covid-19 positive cases which forced the district to react with the Stronger Together Plan. The plan was followed perfectly. Granby follows the guidance from the DPH and the FVHD. They are making recommendations to us and we need to follow those recommendations. The district sent communication to families. The message received by the DPH and the FVHD is to continue with the model of full in-person learning. This weekend the district went into remote learning with Kelly Lane students and staff for the safety of students and staff. There was not enough staff to open buildings until November 30th. Dr. Grossman stated it has been a seamless transition into a remote learning environment. He visited 7 classrooms yesterday and students did not miss a beat. He commended the staff and students as well as the parents for assisting students. As the district writes in all communications, staff and families need to be prepared to move at any time to any model and this is a perfect example. Dr. Grossman stated Assistant Superintendent Parsons will give an update as well this evening.
- Part 2 of the discussion of Waking Up White will be held on Monday, November 23rd at 5:00 p.m.
- Veterans Day went well last week and each school honored our veterans via writing letters, picture boards, virtual interviews, etc.
- Kelly Lane celebrated World Kindness Day last week to promote awareness around kindness.
- The CIAC Board of Control met this week and they postponed winter athletics until January 19th. Dr. Jordan stated he will update the Board when he has further information. Brian Maltese, Athletic Director, is scheduled to present at the next Board Meeting.
- The FY22 Budget is underway. The Plus One Budget will be presented at the Jan. 6th BOE Meeting.
- The Building Committee will meet tomorrow night at 5:30 p.m.
- Conferences will be held November 30-December 2. Please see the website for details.
- Next BOE meeting will be held on December 2nd.
- There will be an early release on November 23rd and no school on November 24th and 25th for the Thanksgiving holiday.
- Dr. Grossman wished a Happy Thanksgiving to all of our staff and families.

I.C. Schools in the Spotlight

Wells Road Intermediate School distance learning teachers, Mrs. Bovol, Mrs. Proto, Mrs. Lagano, Mrs. Martin, and Mrs. Clough, shared with the Board what remote learning looks like for students in Grades 3-5 and how it has developed since the start of the school year. Kristin Rice, Math Coach at Wells Road, and who is also working as a Remote Teacher Coach this year, stated when the opportunity came up to share what remote teachers are doing, she was excited to share what is happening in Grade 3-5 classrooms. Each teacher shared their experiences as well as what a typical day is like in their remote classroom. Additionally, some videos of students' experiences were shared with the Board. Ms. Rice concluded that distance learning is difficult but it can be done and it is amazing how much can be done with students over a computer screen. Rosemarie Weber thanked everyone for presenting and stated the BOE hears about the plan on paper but getting to see it in person, it is very impressive. She inquired how we are measuring students' progress in ELA or Math. Ms. Proto stated remote students are being assessed the same way as in-person learning students are and that all assessments are identical. Jenny Emery inquired if there are circumstances where remote learning is not working and are we able to identify that and make plans when able. Ms. Bovol stated remote teachers are still following the same intervention plans as in-person learning as well as following the same process. Students who have intervention plans are getting those services. Pauline Greer, Principal at Wells Road, stated she has had families say that remote learning is not working for them and is getting those students back into the building. Sarah Thrall inquired if there are any struggles or transition problems with regard to Grade 3 students going from iPads to Google Classroom. Ms. Bovol stated there is definitely a learning curve. The day is pretty structured. Students get a slideshow every day and all of their work is done in that slideshow so structure has been key. Ms. Thrall also inquired if there are technology needs that come along with remote learning that would be nice to have or that they do not have. Ms. Proto stated Ms. Greer, Ms. Parsons and Dr. Grossman have been very generous in getting items needed. Dr. Grossman publicly thanked Kristen Rice for leading this team of teachers. Ms. Rice is currently in a leadership program. Melissa Migliaccio inquired how teachers manage the distraction factor. Ms. Lagano stated you invite it, embrace it and move on. If you acknowledge it, students love it.

I.D. Assistant Superintendent's Report

Ms. Jennifer Parsons, Assistant Superintendent, provided updates from the Assistant Superintendent's office and commented that remote teachers doing a great job and are resident experts. Teachers were able to share the best remote strategies they have learned thus far during the last professional development day. Ms. Parsons gave the Board an update on Covid-19 stating Granby is extremely lucky to have put in over 2 months of school prior to getting its first case. The first case was discovered on November 4th at Wells Road with second case at Wells Road unrelated. This has had minimal staff impact. One quarantine ended and the class is back. On November 11th, one case was discovered at Kelly Lane followed by 2 more cases on Sunday, November 15th. Two classes have been quarantined; however, there was a major impact on staff. This week, on Monday, there were 2 cases discovered at the high school. The district reaches out to FVHD as well as medical advisors and all information is gathered and a list is put together of individuals before verifying with FVHD. Each individual is then reached out to in order to answer questions. Individuals are emailed information on how to quarantine then communication is sent to the community. Ms. Parsons stated everything in our plan came to fruition as well as the ability to follow exactly as written. Six cases in a community Granby's size is a minimal impact at this point. The district consults and ask sometimes multiple times a day or a week to see if we should stay the course. The best place for our students are in our buildings and we are going to try to keep that in place as long as possible. Melissa Migliaccio commented for parents who are comfortable sending their kids to school to please carry on good habits happening at school at home. She also stated Ms. Parsons and Dr. Grossman are doing a great job keeping the Board informed.

I.E. Student Representative Report

- Jacob Scotto reported that today was the Turkey Trot fundraiser and the high school raised \$612 for Food Share.
- Veterans Day was a success. Advisories watched a video of veterans in the community who were interviewed.
- Students are being extra conscious while at school with wearing masks and social distancing.
- The Coffeehouse is postponed until further notice due to reinstated restrictions.
- The Drama Club is still rehearsing but the play has been postponed until further notice.
- New NHS members have been notified and a slide show will be shown on Monday evening.
- Four teams made the championship game: Field Hockey, Girls' and Boys' Soccer and Volleyball.
- Volleyball and both soccer teams won their respected championship and will have banners updated in the gym.
- Congratulations to seven high school athletes who signed with colleges/committed to play a sport last week: Grady Kelly (Eastern Connecticut State University/Soccer); Abigail Maher (Wentworth Institute of Technology/Volleyball); Natalie Schock (St. Lawrence University/Soccer); Avery Bryanton (Bellarmine University/Field Hockey); Tyler Mackowski (Tufts University/Baseball); Luke McFarland (Stanford/Gymnastics); and, Lauren Roy (Lehigh University/Track).
- The CIAC announced yesterday and all winter sports will be on hold until January 19th.

I.F. Business Manager's Report

Ms. Anna Robbins, Business Manager, presented the October statement of accounts and stated it reflects the forecast of the cost of reopening schools and a safe learning environment. It also projects the receipt of the Elementary and Secondary School Emergency Refund Grant and the Coronavirus Relief Fund Grant which are two big grants that Granby was expecting to receive. We have finally received award letters. After receipt of grant funds, the general forecast is still negative \$202K. Special education is over-budget \$171K and regular education is over-budget \$31K. Line items that contribute to the over-budget condition are Teaching Assistants, Custodial and Maintenance Salaries, Bus Monitors and Unemployment. The balance in the Q&D Fund is forecast to be higher than budgeted at \$22K. The overall projection of revenue to the town is unfavorable \$94K. The forecast for the Excess Cost Grant is better than projected last month but continues to fluctuate. Jenny Emery stated the bottom line message is the \$30K negative forecast for general education is a tremendous outcome given the extra expenses for Covid-19. The subcommittee will work to keep the Board of Finance up-to-date on exactly where we are on all of these pieces.

II. Public Comment

There were no public comments this evening.

III. Consent Agenda

III.A. Minutes

A motion was made by Melissa Migliaccio and seconded by David Peling to adopt the consent agenda. This motion passed at 8:22 p.m. with one abstention (Brandon Webster).

IV. Old Business

IV.A. Draft 2021-2022 School Calendar

The Board continued to discuss the approval of the 2021-2022 School Calendar. A motion was made by Melissa Migliaccio and seconded by Sarah Thrall that the Granby Board of Education adopt the calendar for the 2021-2022 school year. Dr. Grossman stated the only change in the calendar is that the graduation date was removed. Graduation date can be set during the year next year and he stated he would also recommend not setting a date for this year yet until the winter is over. Ms. Migliaccio inquired if the last day of school in June 2021 is June 7th. Dr. Grossman stated, yes, that is correct. This motion passed unanimously at 8:24 p.m.

V. New Business

V.A. Pupil Services Department Improvement Plan

Ms. Aimee Martin, Director of Pupil Services, presented the Pupil Services Department Improvement Plan for the 2020-2021 school year. She shared the Vision, Mission and District Achievement Goal; the Student Achievement Goal and the Instruction Goal. Ms. Martin reviewed the action steps under the Vision, Mission and District Achievement Goal to work with general education teachers and coaches to determine priority standards in each content area; target students with disabilities for increased participation in high-level courses; partner with newly formed Special Education Parent Teacher Organization (SEPTO) to foster relationships and improve communication between professionals and families; and, work with principals, teachers and specialist to develop preventative models of social and emotional learning. With regard to action steps under the Student Achievement Goal, she stated special education teachers need to be made aware of the critical skills that need to be mastered at each grade/content level in order to keep pace with the curriculum; use a state-approved dyslexia screener at the K-3 level; and increase the capacity of special educators to provide robust specialized instruction to their students. Action steps under the Instruction Goal include to evaluate current practices and new programs or instructional techniques that will elevate teaching and improve student outcomes; provide teachers the opportunity to write more effective IEPs utilizing the student's strengths to help mitigate their concerns; and, review current progress monitoring tools to determine whether the most important thing is being measured in providing formative feedback on which to base instruction. Ms. Martin stated it is important to note that all of this work is done while remaining compliant with the state and that the work is being done in a fiscally responsive way. This is due to having great professionals to work with our students. Brandon Webster inquire if monitoring tools are reviewed against CT standards. Ms. Martin stated, yes, and sometimes they are simple tools aligned with an instructional product, such as, the Wilson Program which has tools built within. Mark Fiorentino thanked Ms. Martin for going through the process and articulating a plan and inquired if there goals she was able to identify because of this new process. Ms. Martin stated it helped her to clarify her thinking of the work with general education staff, for example, as she does not have control over that as to when staff can meet. Ms. Migliaccio thanked Ms. Martin for her presentation.

V.B. First Reading of Draft Policy 4000.1 – Title IX – Personnel

The Curriculum/Policy/Technology/Communications Subcommittee recommended draft Policy 4000.1, Title IX – Personnel, to the Board for a first reading. Sarah Thrall stated this was reviewed in Subcommittee over several meetings. The district is currently compliant with this policy. The biggest issue was the preponderance of evidence versus clear and convincing argument. This policy for personnel and the policy for students are very similar. Jennifer Parsons stated these policies are required to be updated due to federal regulations changing around Title IX. The major change is how incidents can be reported is broader but the standard is higher by definition. Obtained legal counsel advice to stay with the preponderance of evidence and to also give an informal resolution process between students, not between students and staff. Regulations are very comprehensive.

V.C. First Reading of Draft Policy 5145.44 – Title IX – Students

The Curriculum/Policy/Technology/Communications Subcommittee recommended draft Policy 5145.44, Title IX – Students, to the Board for a first reading. Sarah Thrall stated this policy is basically the same with the updates noted in the above policy. Melissa Migliaccio stated these policies will go to the Board at the next meeting for a second reading and approval.

VI. Miscellaneous

VI.A. Board Standing Committee Reports

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

Sarah Thrall stated there was a Special Curriculum Subcommittee Meeting held last Monday. Reviewed a few highlights from Jen's monthly report; Brandon Webster and Rosemarie Weber are reviewing the new text for the Pre-AP English Course; a new course proposal for a science class, Natural Disasters, will continue to be discussed at the next meeting; World Language review in light of schedule at the

middle school, specifically, the Chinese program and how that impacts the high school as well as Spanish in the elementary schools and how it is all being aligned; inclusion of the PSAT test in Grade 8 which is a recommendation of the administration; and a report from the Guidance Department to the full Board with the progress on the strategic plan they put together. Jenny Emery inquired when the Pre-AP Program will be reviewed and evaluated. Ms. Thrall stated this was brought up at the last meeting and Ms. Parsons stated this program is in Year 2 of implementation and working through what are the hard and fast parameters of the course. The English Department has had positive feedback on the instructional strategies from teaching a novel to teaching standards. This course is closely connected to the PSAT which can help to closely monitor the impact of this course over time.

VI.A.2. Finance/Personnel/Facilities

Jenny Emery reported this subcommittee met this evening. The food service situation is being monitored and the move to the federal program with the combination of delicious food has recently reduced any loss that was happening; however, it is expected that by next month some deficit will be forecasted. It is a tough one especially if students are not in school. Discussed health benefits and money is needed for each year's claim. The fund for self-insured benefits has the right balance and also money for OPEB (other post-employment benefits) which is basically an unfunded liability for retiree benefits other than pension. Ms. Emery stated this may or may not impact the operating budget but there is more to come. Fee structures were also discussed for Pre-K, pay-to-participate, and facility rental fees. It was unanimous by the Subcommittee not to increase fees this year.

VI.B. Other Board-Related Reports

VI.B.1. CREC/CABE

CREC has not met.

VI.B.2. Granby Education Foundation

Jenny Emery stated a grant was put together for students who are livestreaming sports and other events and the GEF and Granby Athletic Boosters joined forces to get that funded. Equipment was purchased in time for the Coffeehouse but, unfortunately, the Coffeehouse has been postponed.

VI.C. Calendar of Events

The Coffeehouse is postponed and conferences will be held virtually November 30-December 2.

VI.D. Board Member Announcements

Melissa Migliaccio stated it is with mixed emotions that it is her last night as Board Chair informing the Board that has come to realize that she cannot do it all. She will stay on the Board but will step down as Board Chair. She stated if any Board members are interested in the role of Chair, please speak to Mark Fiorentino. Rosemarie Weber thanked Ms. Migliaccio for her leadership through a Superintendent Search, Assistant Superintendent Search, Covid-19, successful budgets, while keeping what is best for our students at the forefront. She stated her knowledge and experience will continue to help the Board in the many months to come. Ms. Migliaccio stated she appreciated the kind words.

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 Brandon Webster to adjourn the meeting and enter into an Executive Session to discuss a contractual item. This motion passed unanimously at 9:10 p.m. The Executive Session adjourned at 9:33 p.m.

Respectfully Submitted,

Rosemarie Weber
Board Secretary

Personnel -- Certified/Non-Certified

Title IX

The District prohibits any form of sex discrimination or sexual harassment in the District's education programs and activities, whether by students, District employees or third parties subject to substantial control by the District. It is the policy of the District to maintain a working environment free from harassment, insults or intimidation on the basis of an employee's sex and free from discrimination based on sex. Verbal or physical conduct by a supervisor or co-worker relating to an employee's sex that has the effect of creating an intimidating, hostile or offensive work environment, unreasonably interfering with the employee's work performance, or adversely affecting the employee's employment opportunities is prohibited.

The District does not discriminate on the basis of sex in the education programs or activities that it operates and the District is required by Title IX of the Education Amendments of 1972 and its implementing regulations ("Title IX") not to discriminate in such a manner. Students, District employees and third parties are required to adhere to a standard of conduct that is respectful of the rights of all parties. Any employee or student who engages in conduct prohibited by this Policy shall be subject to disciplinary action, up to and including termination or expulsion, respectively. Third parties who engage in conduct prohibited by this Policy shall be subject to other sanctions, which may include exclusion from District property and/or activities. Individuals who engage in acts of sex discrimination or sexual harassment may also be subject to civil and criminal penalties.

For conduct to violate this Policy, the conduct must have occurred in an education program or activity of the District; the conduct must have occurred within the United States of America; and the complainant must be participating in or attempting to participate in the education program or activity of the District. Conduct that does not meet these requirements still may constitute a violation of another District policy.

The Superintendent of Schools shall develop Administrative Regulations implementing this Policy and in accordance with Title IX (the "Administrative Regulations").

Sex discrimination occurs when an employer refuses to hire, disciplines or discharges any individual, or otherwise discriminates against an individual with respect to his or her compensation, terms, conditions, or privileges of employment on the basis of the individual's sex. Sex discrimination also occurs when a person, because of the person's sex, is denied participation in or the benefits of any education program or activity receiving federal financial assistance.

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- (1) An employee of the District conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct (*i.e.*, *quid pro quo*);
- (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the Board's education programs or activities; or
- (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Reporting Sex Discrimination or Sexual Harassment

It is the express policy of the District to encourage victims of sex discrimination and/or sexual harassment to report such claims. Employees are encouraged to report complaints of sex discrimination and/or sexual harassment promptly in accordance with the appropriate process set forth in the Administrative Regulations. The District directs its employees to respond to such complaints in a prompt and equitable manner.

Violations of this Policy by employees will not be permitted and may result in discipline up to and including discharge from employment. Individuals who engage in acts of sex discrimination or sexual harassment may also be subject to civil and criminal penalties. Retaliation against any employee for complaining about sex discrimination or sexual harassment is prohibited under this Policy and illegal under state and federal law.

Any District employee with notice of sex discrimination and/or sexual harassment allegations shall immediately report such information to the building principal and/or the Title IX Coordinator, or if the employee does not work in a school building, to the Title IX Coordinator.

The Granby Public Schools administration (the "Administration") shall provide training to Title IX Coordinator(s), investigators, decision-makers, and any person who facilitates an informal resolution process (as set forth in the Administrative Regulations). Such training will include information on the definition of sex discrimination and sexual harassment, the scope of the District's education program and activity, how to conduct an investigation and implement the grievance process, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. The Administration shall make the training materials used to provide these trainings publicly available on the District's website. The Administration shall also periodically

**Policy
4000.1(c)**

provide training to all District employees on the topic of sex discrimination and sexual harassment under Title IX, which shall include but not be limited to when reports of sex discrimination and/or sexual harassment must be made. The Administration shall distribute this Policy and the Administrative Regulations to employees, union representatives, students, parents and legal guardians and make the Policy and the Administrative Regulations available on the District's website to promote an environment free of sex discrimination and sexual harassment.

The District's Title IX Coordinator is the Assistant Superintendent. Any individual may make a report of sex discrimination and/or sexual harassment directly to the Title IX Coordinator using any one, or multiple points of contact:

15-B North Granby Rd, Granby, CT
assistantsuperintendent@granbyschools.org
(860) 844-5261

Any individual may also make a report of sexual harassment and/or sexual discrimination to the U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921 (Telephone: 617-289-0111).

Employees may also make a report of sexual harassment and/or sex discrimination to the Connecticut Commission on Human Rights and Opportunities, 450 Columbus Boulevard, Hartford, CT 06103-1835 (Telephone: 860-514-3400).

Legal References:

Civil Rights Act of 1964, Title VII, 42 U.S.C. § 2000e-2(a).

Equal Employment Opportunity Commission Policy Guidance on Current Issues of Sexual Harassment (N-915.050), March 19, 1990.

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.

Title IX of the Education Amendments of 1972, 34 CFR § 106, et seq.

Meritor Savings Bank, FSB v. Vinson, 477 U.S. 57 (1986)

Conn. Gen. Stat. § 46a-54 - Commission powers Connecticut

Conn. Gen. Stat. § 46a-60 - Discriminatory employment practices prohibited.

**Policy
4000.1(d)**

Conn. Gen. Stat. § 46a-81c - Sexual orientation discrimination:
Employment

Conn. Gen. Stat. § 10-153 - Discrimination on the basis of sex, gender
identity or expression or marital status prohibited

Conn. Agencies Regs. §§ 46a-54-200 through § 46a-54-207

ADOPTED: _____

REVISED: _____

Students -- Certified/Non-Certified

Title IX

The District prohibits any form of sex discrimination or sexual harassment in the District's education programs and activities, whether by students, District employees or third parties subject to substantial control by the District. The District does not discriminate on the basis of sex in the education programs or activities that it operates and the District is required by Title IX of the Education Amendments of 1972 and its implementing regulations ("Title IX") not to discriminate in such a manner. Students, District employees and third parties are required to adhere to a standard of conduct that is respectful of the rights of students, employees and third parties. Any student or employee who engages in conduct prohibited by this policy shall be subject to disciplinary action, up to and including expulsion or termination, respectively.

For conduct to violate this Policy, the conduct must have occurred in an education program or activity of the District; the conduct must have occurred within the United States of America; and the complainant must be participating in or attempting to participate in the education program or activity of the District. Conduct that does not meet these requirements still may constitute a violation of another District policy.

The Superintendent of Schools shall develop Administrative Regulations implementing this Policy and in accordance with Title IX (the "Administrative Regulations").

Sex discrimination occurs when a person, because of the person's sex, is denied participation in or the benefits of any education program or activity receiving federal financial assistance.

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- (1) An employee of the District conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct (*i.e.*, *quid pro quo*);
- (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education programs or activities; or
- (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

**Policy
5145.44(b)**

Reporting Sex Discrimination or Sexual Harassment

It is the express policy of the District to encourage victims of sex discrimination and/or sexual harassment to report such claims. Students are encouraged to report complaints of sex discrimination and/or sexual harassment promptly in accordance with the appropriate process set forth in the Administrative Regulations. The District directs its employees to respond to such complaints in a prompt and equitable manner. The District further directs its employees to maintain confidentiality to the extent appropriate and not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of sex discrimination and/or sexual harassment. Any such reprisals or retaliation will result in disciplinary action against the retaliator, up to and including expulsion or termination as appropriate.

Any District employee with notice of sex discrimination and/or sexual harassment allegations shall immediately report such information to the building principal and/or the Title IX Coordinator, or if the employee does not work in a school building, to the Title IX Coordinator.

The Granby Public Schools administration (the “Administration”) shall provide training to Title IX Coordinator(s), investigators, decision-makers, and any person who facilitates an informal resolution process (as set forth in the Administrative Regulations) on the definitions of sex discrimination and sexual harassment, the scope of the District’s education program and activity, how to conduct an investigation and grievance process, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. The Administration shall make the training materials used to provide these trainings publicly available on the District’s website. The Administration shall also periodically provide training to all District employees on the topic of sex discrimination and sexual harassment under Title IX, which shall include but not be limited to when reports of sex discrimination and/or sexual harassment must be made. The Administration shall distribute this Policy and the Administrative Regulations to staff, students and parents and legal guardians and make the Policy and the Administrative Regulations available on the District’s website to promote an environment free of sex discrimination and sexual harassment.

The Board’s Title IX Coordinator is the Assistant Superintendent. Any individual may make a report of sex discrimination and/or sexual harassment directly to the Title IX Coordinator using any one, or multiple, of the following points of contact:

15-B North Granby Road, Granby, Connecticut 06035
assistantsuperintendent@granbyschools.org
(860) 844-5261

Any individual may also make a report of sexual harassment and/or sex discrimination to the U.S. Department of Education: Office for Civil Rights, Boston Office, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921 (Telephone (617) 289-0111).

**Policy
5145.44(c)**

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
Title IX of the Education Amendments of 1972, 34 C.F.R § 106.1, et seq.
Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)

ADOPTED: _____
REVISED: _____



Granby Memorial High School and Granby Memorial Middle School
Counseling Department

Strategic 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 21st 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 providing 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 21st 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.*

Academic

Goal: Review the current school counseling curriculum to align with the state and national standards and the needs of our students.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<ul style="list-style-type: none"> ● Counselors at GMMS and GMHS will document the school counseling lessons in Eduplanet 21 	<ul style="list-style-type: none"> ● Julie Groene ● School counselors 	<ul style="list-style-type: none"> ● June, 2020 and the 2020/2021 school year via PD time. 	<ul style="list-style-type: none"> ● Coach consult ● Consult with Assistant Superintendent for professional development time in June, 2020 and 20/21. 	<ul style="list-style-type: none"> ● Written curriculum artifacts
<ul style="list-style-type: none"> ● Explore technology resource to house student success plan artifacts (Grades 6-12) 	<ul style="list-style-type: none"> ● Julie Groene and School Counselors 	<ul style="list-style-type: none"> ● 2020/2021 and 2021/2022 	<ul style="list-style-type: none"> ● GPS Technology Consult, ● HS Library Media Specialist ● Review use of current resources such as Naviance, ● Google platform 	<ul style="list-style-type: none"> ● Decision made on where to house student success plan artifacts
<ul style="list-style-type: none"> ● Review credit and performance standards for graduation 	<ul style="list-style-type: none"> ● Julie Groene and high school counselors ● Consult with Academic Leaders, HS Administration, ● Asst. Superintendent 	<ul style="list-style-type: none"> ● 2020/2021 School year 	<ul style="list-style-type: none"> ● Consult with high school leadership team 	<ul style="list-style-type: none"> ● BOE review of proposed edits of exit standards
<ul style="list-style-type: none"> ● Implementation of a School Counseling Advisory Council to provide input into the delivery of school counseling services <ul style="list-style-type: none"> ○ Begin with separate advisory councils GMMS, GMHS 	<ul style="list-style-type: none"> ● Julie Groene and School Counselors 	<ul style="list-style-type: none"> ● 2020-2021 and 2021-2022 		<ul style="list-style-type: none"> ● Artifact review based on meeting agendas, minutes and meeting outcomes GMHS meeting held 11/12/20 GMMS Meeting: Dec. 2020

College and Career Planning

Goal: Increase exposure to career exploration in Grades 6-12.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<ul style="list-style-type: none"> Expanded use of Naviance in every grade 6, 7, 8 at GMMS (90% participation rate) 	<ul style="list-style-type: none"> GMMS Counselors: TIm Cunningham and Caryn Neff 	<ul style="list-style-type: none"> 2020/2021 school year 	<ul style="list-style-type: none"> Naviance Professional Development Release time to write curriculum 	<ul style="list-style-type: none"> Eduplanet 21 artifacts Review of GMMS Naviance platform
<ul style="list-style-type: none"> Reexamine roles and responsibilities of our College Career Assistant and Career and Technical Education Coordinator 	<ul style="list-style-type: none"> Julie Groene 	<ul style="list-style-type: none"> December 1, 2020 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Updated job descriptions for the College and Career Assistant and Career and Technical Education Coordinator
<ul style="list-style-type: none"> Identify the needs of the College and Career Center to operate effectively for students and families for in an ever-changing world 	<ul style="list-style-type: none"> Julie Groene and Mara Henze 	<ul style="list-style-type: none"> Spring 2020- November 2020 	<ul style="list-style-type: none"> Flexible seating - tables and chairs 	<ul style="list-style-type: none"> Needs addressed in 2021/22 high school budget
<ul style="list-style-type: none"> Expand opportunities for career exploration 	<ul style="list-style-type: none"> Julie Groene School Counselors College Career Center Assistant 	<ul style="list-style-type: none"> 2020-2021 and beyond 	<ul style="list-style-type: none"> To be determined 	<ul style="list-style-type: none"> Survey teachers and students to identify areas of interest for career panel conversations and professional speakers that support the high school curriculum College and Career Center artifacts
<ul style="list-style-type: none"> Institute a workshop model in the College and Career Center to support the individual needs of students and parents in the post-secondary planning process. 	<ul style="list-style-type: none"> Mara Henze and Julie Groene School Counselor consult 	<ul style="list-style-type: none"> Pilot workshop model for seniors/ parents in the fall, 2020. Topics include: the Common Application, the college search, college essay writing, creating a resume, interviewing skills, financial planning, Naviance 101, careers in the military. 	<ul style="list-style-type: none"> Consultation with high school counselors and Jeff Stanwood CTE Coordinator 	<ul style="list-style-type: none"> College Career Center artifacts, survey results
<ul style="list-style-type: none"> Use developmental guidance scope and sequence to drive assured points of contact in the College Career Center. 	<ul style="list-style-type: none"> Julie Groene, Mara Henze and HS counseling staff 	<ul style="list-style-type: none"> Spring 2021 	<ul style="list-style-type: none"> Financial support of curriculum writing to aid in program development 	<ul style="list-style-type: none"> Review of CCC program delivery documents

Social and Emotional Supports

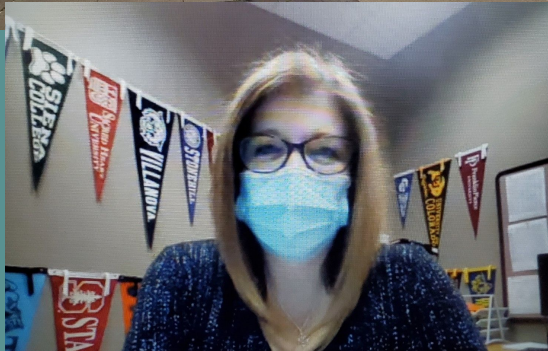
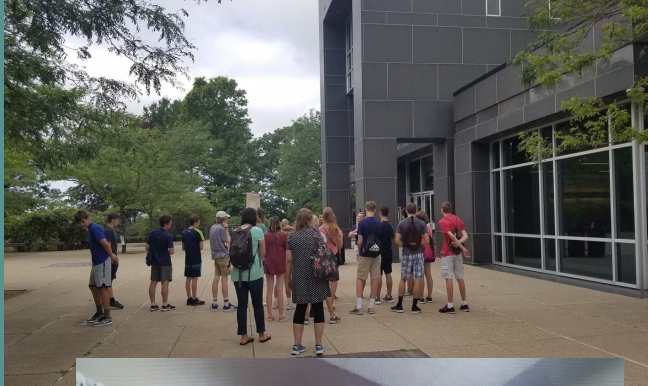
Goal: Create opportunities for additional contacts with school counselors to effectively support social/emotional learning needs.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<ul style="list-style-type: none"> ● Implement a survey mechanism at GMMS and GMHS for parental feedback 	<ul style="list-style-type: none"> ● Juile Groene ● School counselors 	<ul style="list-style-type: none"> ● 2020-2021 	<ul style="list-style-type: none"> ● Use of Google forms 	<ul style="list-style-type: none"> ● Review survey results to drive next steps ● June 2020 Survey Sent and results reviewed in Parent Advisory Council Meetings
<ul style="list-style-type: none"> ● Continue to support the implementation of updated SRBI (Scientific Research Based Interventions) protocols which began in 19/20 academic year ● (Social/Emotional/Academic) 	<ul style="list-style-type: none"> ● Julie Groene and HS School Counselors 	<ul style="list-style-type: none"> ● 2019-2020 and 2020-2021 school years 	<ul style="list-style-type: none"> ● 	<ul style="list-style-type: none"> ●
<ul style="list-style-type: none"> ● Collaborate with staff across the district to explore alternative programming opportunities that support our students with the highest level of social emotional need. 	<ul style="list-style-type: none"> ● Support staff, Pupil Personnel Director, administration, Assistant Superintendent 	<ul style="list-style-type: none"> ● Multi-year goal 	<ul style="list-style-type: none"> ● TBD 	<ul style="list-style-type: none"> ●

Granby Public Schools

School Counseling Department Strategic Improvement Plan

2020-2021



SCHOOL COUNSELING SERVICES 6-12

ACADEMIC GOAL

Goal: Review the current school counseling curriculum to align with the state and national standards and the needs of our students.

COLLEGE AND CAREER PLANNING GOAL

Goal: Increase exposure to career exploration in grades 6-12.

SOCIAL AND EMOTIONAL SUPPORT GOAL

Goal: Create opportunities for additional contacts with school counselors to effectively support social/emotional learning needs.

Finance Subcommittee Meeting – Approved Minutes
October 21, 2020, 5:30 p.m.
Central Services

Attendance:

Jenny Emery	Present	Jordan Grossman	Present
Mark Fiorentino	Present	Anna Robbins	Present
David Peling	Present		
Melissa Migliaccio	Present		

Meeting commenced at 5:31 p.m. Meeting adjourned at 6:32 p.m.

1. Public Comment: None

2. Approve Minutes from the September 16, 2020 Finance Subcommittee Meeting and the October 1, 2020 Special Finance Subcommittee Meeting: Mark moved, and Dave seconded approval. Passed unanimously.

3. September Statement of Accounts: Anna reviewed, and the committee discussed in detail the statement of accounts through September. Approximately \$600k of federal grants are reasonably expected to offset the over \$750k of unbudgeted expenses expected to be incurred because of Covid-19, assuming we can keep schools open. These grants can only be used to cover expenses incurred up until 12/31/2020. There are numerous moving targets; the accounts are intended to be as transparent as possible. The administration is also keeping Mike Guarco apprised of the situation. Should there be a deficit at the end of the budget year, it is expected that the Board of Finance and Board of Selectmen will approve an appropriation to cover it; the committee was reminded that the BOE returned over \$900k in surplus, which developed as a result of closing the schools, to the Town at the end of the last budget year.

4. Food Service Program: Granby's adoption of the federal program to fund school meals for all kids has led to numbers of meals served greater than our pre-Covid participation numbers. This should result in reducing or eliminating a financial loss; however, we still need to see that the food is being delivered at or below the federal reimbursement rate. Anna and the consultant are watching this closely and we should have a clearer picture by next month.

5. Contract Negotiations Update: Jordan advised the committee that our contract with the Farmington Valley Nursing Association (FVNA) for nursing services at the four schools is up for renewal this year. The administration is collecting benchmark data in anticipation of this renewal and will keep the committee apprised.

6. Building Projects Update: The Building Committee meets later this week. The administration has begun meeting regularly with the architects on the major projects. There is nothing else to report at this time.

7. Other: There was a discussion of having a reflective meeting regarding the recent contract negotiations, and to add planning for the subsequent year negotiations to the Finance Committee agenda in June of each year.

With no other business, Dave moved and Mark seconded adjournment at 6:32 p.m.



UPCOMING DISTRICT EVENTS

November 30	Early Release - All Schools (Conferences) Evening Conferences for Kelly Lane	5-7 p.m.	Virtual Virtual
December 1	Early Release Elementary Only (Conf.) Evening Conferences for Wells Road	5-7 p.m.	Virtual Virtual
December 2	Early Release Elementary Only (Conf.)		Virtual
December 2	MS/HS Evening Conferences	5:30-8 p.m.	Virtual
December 2	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services HS Auditorium
December 16	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services HS Auditorium
December 23	Early Release (All Schools)		
December 24-31	No School - Winter Break		
January 1	Holiday - No School		Offices Closed
January 6	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services HS Auditorium
January 11	Early Release - All Schools (Prof. Dev.)		
January 18	Holiday - No School		Offices Closed
January 20	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services HS Auditorium