

## Regular Board of Education Meeting

Wednesday, September 1, 2021 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. Sarah Thrall, 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 (5 min.)

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

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

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

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

### II. Public Comment (20 min.)

**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

**Attachments:**

Approved Minutes 6-16-21

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Approved Board Retreat Minutes - 8-25-21

7

**Rationale:** The Board will approve/amend the minutes of the June 16, 2021 Board of Education meeting as well as the minutes from the August 25, 2021 Board of Education Retreat.

### IV. Old Business

#### A. Vision of the Graduate Approval (10 min.)

**Attachments:**

VOG 8-20-21

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**Rationale:** The Board will discuss and consider the approval of the Vision of the Graduate.

### V. New Business

#### A. Summer School Programming (15 min.)

**Attachments:**

**Rationale:** Ms. Katie Busbey, Director of the Summer School Program, as well as Ms. Jennifer Parsons, will review the summer programming this past summer.

**B. Strategic Plan for 2021-2025 for Granby Public Schools (15 min.)**

**Attachments:**

Strategic Plan Draft 8-30-21

15

**Rationale:** The Board will discuss Goal Areas #4 and #5 of the draft Strategic Plan for 2021-2025 for Granby Public Schools.

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

**A. Board Standing Committee Reports**

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

**Goals:** *Professional Learning: Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities., 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., Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.*

**2. Finance/Personnel/Facilities**

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

**B. Other Board-Related Reports**

**1. CREC/CABE**

**Goals:** *Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.*

**2. Granby Education Foundation**

**Goals:** *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.*

**C. Calendar of Events**

**Attachments:**

Calendar of Events

27

**D. Board Member Announcements**

**E. Action Items**

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

## **Regular Board of Education Meeting – Approved Minutes**

**June 16, 2021, 7:00 p.m.**

**High School Auditorium/Zoom**

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

Absent Board Members: N/A

Sarah Thrall called the meeting to order at 7:02 p.m.

### **I. Administrative Reports**

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

Sarah Thrall, Board Chair, once again congratulated the Class of 2021. She stated the last day of school was on Friday, June 11<sup>th</sup> and it is officially summer. She wished teachers, staff, students, and families a nice summer.

#### **I.B. State Championship Recognitions**

The Board presented championship jackets to the boys' tennis team as well as to Lauren Roy, Class S Long Jump State Champion. Brian Maltese stated he is excited to be back to recognize state champions. Unfortunately, in the fall there were no state championships, however, we were able to participate in the spring. He stated Lauren Roy, who received the state championship for the long jump, also received this award in 2019.

#### **I.C. Superintendent's Announcements**

- Dr. Grossman welcomed everyone in person and on-line this evening.
- All end-of-year activities went well: 8<sup>th</sup> grade promotion, graduation, top scholars, and closing ceremonies.
- Congratulations to the BOE on the receipt of the CAFE Level II Leadership Award. This award will be presented at the CAFE/CAPSS Convention in November.
- Continuing to monitor Kindergarten enrollment and will continue to update the Board.
- Summer school will begin on Monday, June 28<sup>th</sup> and will run through July 30<sup>th</sup>.
- The last issue of the *Vision*, which is a celebratory issue, should be in mailboxes the end of June.
- A Reopening Task Force meeting was held on June 7<sup>th</sup>. The State of Connecticut is requiring our plan for next year be posted on our website next week as to how the Granby Public Schools will open. Currently, there is an Executive Order by the Governor for all school buildings to continue to mask within buildings when students are present. The Executive Order will run out the end of June/beginning of July and we are awaiting guidance from the State of Connecticut. If the Executive Order does not have anything regarding mask wearing, the FVHD will be contacted. Dr. Grossman stated he will update the community as soon as he can. With regard to quarantine for students who are vaccinated, again waiting for the guidance for quarantining. He also stated other districts may be announcing their plans; however, they are jumping ahead of the guidance anticipated.
- The next regularly scheduled Board Meeting will be held on Wednesday, September 1<sup>st</sup>.
- Dr. Grossman wished all students, staff and their families a great summer and he looks forward to welcoming everyone back in August.

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

Ms. Jennifer Parsons, Assistant Superintendent, provided updates from the Assistant Superintendent's office. She stated it is full speed ahead moving forward planning for next year and there is a lot to celebrate on this past year. An Administrative Retreat was held this week to discuss what went well and what we want to focus on next year. It was a very productive conversation. Additionally, a dedicated group of teachers have not checked out for the summer and will be doing 800 hours of curriculum development. Lastly, Ms. Parsons stated the Reopening Task Force reconvened for a meeting on June 7<sup>th</sup>.

#### **I.E. Student Representative Reports**

- Jacob Scotto stated students have been out of school for about a week.
- Prom and graduation were held and went extremely well. Students said prom was great.
- Choir and band performed at graduation. It was a beautiful graduation and beautiful evening.

Jenny Emery stated she heard from a few parents that they liked prom the night before graduation. Jacob Scotto stated he did not hear about anything personally; however, he did hear that some students normally would stay out late and have friends over but they did not since graduation was the following day.

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

Ms. Anna Robbins, Business Manager, presented the May statement of accounts and stated the forecast is slightly better than budget. As the month of May closes, continue to incorporate results from the beginning of June and are projecting \$80K better than budget which is better than the previous month by \$17K. Special education is over-budget by \$10K with a positive change from the previous month of \$7K. Regular education has a positive forecast of \$90K which is better than the previous month by \$7K. This incredibly busy time of year has budgetary impacts which have been accounted for in the forecast. The Quality & Diversity Fund balance is forecasted to be better than budgeted by (\$102K) and continues to reflect limited extracurricular activities and enrollment in the Asnuntuck and Suffield VoAg programs. Overall, revenue to the town is unfavorable \$47K which is better than last month by \$20K. Funds received for prior year's expenses in FY20 (\$140K) were returned to the town bringing the total expenses returned to the town in FY20 to \$1,036,358. Jenny Emery stated at the end of the day the revenue returned to the town is excess because one of the grants was received before everyone else knew to get in line for these funds. Closing the books with a likely positive forecast is nothing short of remarkable. She also stated we were starting to run a deficit for the lunch program at the beginning of the year and thanks to creative thinking by Anna and Jordan and collaboration with East Granby, we are down to a small number. Jenny thanked the Business Office for all the great work done this year.

## **II. Public Comment**

Mike Mercier, clearly stated that to defer to Governor's Executive Order regarding next year. Mr. Mercier inquired if the Board can adopt a resolution for the Governor to drop the requirement of mask wearing in school.

Ruth Mercier expressed her concern regarding critical race theory stating one of the premises is to try to create equal outcomes. She stated this is not possible due to different talents, different skills and different motivations and cited examples. Ms. Mercier stated she believes in equal opportunity not equal outcome.

## **III. Consent Agenda**

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

A motion was made by Rosemarie Weber and seconded by Jenny Emery to adopt the consent agenda. This motion passed with two abstentions (David Peling and Brandon Webster) at 7:33 p.m.

## **IV. Old Business**

### **IV.A. Food Services Update**

Ms. Anna Robbins, Business Manager, updated the Board on our new food service provider, Fresh Picks Café. She stated Fresh Picks began the year in this unprecedented time which caused the schools to span to multiple lunch waves as to the ways lunches were offered. The free breakfast and lunch program was implemented in Granby and this began a relationship with East Granby Public Schools which started in February 2021. As of April 2021 there were 140,000 meals served. Additionally, Ms. Robbins stated a good relationship with the Wellness Committee was established including great feedback from students. She also shared that there was great success with staff transitions and many staff members chose to stay with Fresh Picks. Ms. Robbins shared pictures of some of the food as well as many comments received by students about the food. For next school year, Ms. Robbins stated Fresh Picks is hoping to implement all of the aspects of their program which prides themselves on fresh food. Ms. Robbins stated that breakfast will be implemented at the high school and the free breakfasts and lunches will continue next year. Fresh Picks is anticipating the need for faster service lines and cashless service lines to get the students through the lines. Ms. Robbins stated Fresh Picks is also working with a design team on the new high school cafeteria. Ms. Robbins concluded that the district is very pleased with year one of this new vendor.

## **V. New Business**

### **V.A. Annual Technology Report**

Mr. Jon Lambert, Director of Technology, presented the Annual Technology Report to the Board. Mr. Lambert stated it has certainly been a challenging year for technology and that his staff really rose to the occasion for distance and hybrid learning. He reviewed the types of technology supported: telecommunications, software systems, information management, instructional technology, assistive technology, and end-user support and training. Mr. Lambert stated his staff was able to distribute mobile devices to all students for remote learning and that Wells Road received 250 Chromebooks from a grant. Laptops were also given to all teachers to work at home or in school as well as web cameras, speakers and microphones to also assist with remote learning. Mr. Lambert reviewed the replacement technology, such as, security cameras, network switches, projectors, and printers. He stated projects this year included the website upgrade, a new phone system at Wells Road Intermediate School,

and security system improvements. Mr. Lambert reviewed some overall initiatives for FY22 including providing outstanding support, replacing phone systems at Kelly Lane and Central Services, updating town and school financial system, transitioning from classroom projects to interactive displays, and continuing the use of streaming live events. Sarah Thrall commented that Granby would not have been able to do what we did this year without Jon Lambert and his staff. Rosemarie Weber also thanked Mr. Lambert for all he and his staff have done for Granby students this year. She inquired how well was Granby set up for what was accomplished and what needed to be adjusted. Mr. Lambert stated the district was in really good shape due to the support of the BOE and the adoption of the 1-to-1 program. The district had devices in-house and did not receive help from the State until afterwards. Adjustments were made with the replacement cycles in order to get the teachers laptops and Chromebooks were on hand. Some additional funds were received for software which was great. Mr. Lambert stated he feels very supported with funding from the Board. David Peling commented that it was amazing how seamless the transition was to remote learning and that the infrastructure was in place. Brandon Webster thanked Mr. Lambert and his team for the efforts this year stating it was challenging at times but more problems were with Cox than the network. Mr. Webster inquired about the expansion of 1-to-1 computing and Mr. Lambert stated Granby is in a good place in this regard and he does not see additional increases in the near future.

### **V.B. Vision of the Graduate**

Ms. Jennifer Parsons, Assistant Superintendent, along with Lis Diemer, Second Grade Teacher, and Jennifer Miller, Special Education Teacher at Kelly Lane, presented the Vision of the Graduate (VOG) for the Granby Public Schools. Ms. Parsons stated the VOG is a portrait of the skills that every student should possess when leaving the Granby Public Schools. She stated all of the standards in English, Math Science and Social Studies were pulled together as well as the high school learning expectations and all of the work performed before the committee got together. All of this material was looked over and the committee had some really great conversations. The group committed to three meetings and ended up meeting 8 or 9 times. Ms. Parsons stated every word in this proposed VOG is intentional. There are three categories: Resourceful Learner, Effective Communicator and Positive Contributor. When these categories were broken down, they were broken down into individual indicators. Next steps will be looking at these indicators and breaking them down as to what they look like to be a resourceful learner, effective communicator and positive contributor. Jennifer Miller stated the most important element looked at is that it is acceptable for all students and that all students can achieve them. Lis Diemer stated what resonated with her the most is what will students do to make the world a better place and will have these skills in their toolbox. Ms. Parsons stated the group came together to wordsmith this document and it has been vetted through the administrative team and teacher leadership teams. Sarah Thrall inquired where this document will be seen and Ms. Parsons stated the course catalog and halls of high school. It will be a foundational document in the schools moving forward and we want our students and teachers to internalize it. David Peling inquired if there will be an opportunity for students progressing through the school system to evaluate along the way and remediate weak spots. Ms. Parsons stated this will be tied to Capstone experiences which will be based on these indicators. Melissa Migliaccio inquired if there is a plan for the Board to adopt this document. Dr. Grossman stated this is nothing the Board needs to adopt. It will be part of the strategic plan which will be reviewed at the Board Retreat. This is a document the committee put together which is grounded in the work of the committee two years ago. Ms. Migliaccio stated if this is a foundational document, she personally feels the Board should have a discussion and a motion to support this at some point. Dr. Grossman stated the ultimate goal is to give this document to the staff in the fall and inquired if this is something the Board might want to see as a motion on the September 1<sup>st</sup> Board Meeting. Rosemarie Weber stated this document should also probably be aligned with the Board goals and having the Board's endorsement will ensure they are explicitly on the same page. Dr. Grossman stated the committee looked at the Board goals to ensure the VOG was aligned with them. The Board agreed to endorse the VOG at the Board Retreat in order to assist in completing the strategic plan. Jenny Emery suggested to send Jennifer Parsons anything that Board members feel might be missing from the VOG. Ms. Parsons stated, yes, please ask questions or reach out if you feel something is missing. Mark Fiorentino suggested in order to demonstrate support and community feedback, the September 1<sup>st</sup> meeting might be best to endorse this document.

### **V.C. 2021-2022 BOE Meeting Schedule**

The Board discussed the Board of Education Meeting Schedule for the 2021-2022 school year. A motion was made by Sarah Thrall and seconded by Mark Fiorentino that the Granby Board of Education approve the Meeting Schedule for the 2021-2022 school year. Dr. Grossman stated he would like to return to the normal schedule for the Board Retreat happening just prior to when school opens which will include the strategic plan, board self-evaluation, etc. This motion passed unanimously at 8:35 p.m.

## **VI. Miscellaneous**

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

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

Rosemarie Weber stated this Subcommittee met this evening to discuss summer programming; hiring; issues with scheduling and staffing; success classes at the middle school for 6<sup>th</sup> grade next year; community outreach at vaccine clinics; GEF broadcast studio; Teacher of the Year; and, Reopening Taskforce. A match was found for the mentor in resident program and the teacher and mentor will be located at Wells Road Intermediate School next year. Ms. Weber stated the Subcommittee also discussed what next year will look at with regard to the Reopening Taskforce and what strategies may need to be put in place for students next year and that needs are met.

#### **VI.A.2. Finance/Personnel/Facilities**

Jenny Emery reported this Subcommittee met this evening to discuss a building committee update and the stairway and science classroom projects are kicking off at the high school. There is a Building Committee Meeting tomorrow to review the RFP for an architect for the high school roof. The State has pushed to progress with the high school roof along with the high school renovations in the summer of 2022. Anna Robbins is working on getting Granby options on security grants which require matching funds from us. The items relate to items which have been identified in security audits. The first ESSER Grant was received and spent. ESSER II will be spent on lost learning as well as a third federal round on another new grant. Ms. Emery stated kudos to Dr. Grossman and Anna Robbins for staying on top of these grant funds.

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

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

Mark Fiorentino reported CREC had their final meeting and discussed the cooperative purchasing program for supplies, etc. He stated he gave the report to Anna Robbins with regard to the savings Granby received. He also stated the House is expected to pass legislation and there are substantially more sessions related to education. He received one summary already which he will forward to Dr. Grossman to give to the Board. He also stated there is a CABE webinar next Tuesday which will also be posted on the website afterwards.

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

Dr. Grossman stated he is working with the GEF on the grant for the TV news studio and working out final details on the receipt of the possible award. He will report out in the next couple of weeks to the Board. Jenny Emery stated annually the GEF has a tribute program and honorees get their name mentioned.

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

Sarah Thrall stated she is looking forward to seeing everyone if not over the summer then at the Board Retreat on August 25<sup>th</sup>.

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

Sarah Thrall announced that the Teacher of the Year was announced on Friday and this year it is Mr. Jeff Stanwood, Business Teacher, from Granby Memorial High School. He was celebrated at convocation on Friday. Also a staff member of the year is awarded every year and this year the award went to Linda Powell. Congratulations!

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

There were no action items this evening.

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

There was no need for an Executive Session/Non-Meeting this evening. A motion was made by Melissa Migliaccio and seconded by Rosemarie Weber to adjourn the meeting. This motion passed unanimously at 8:47 p.m.

Respectfully submitted,

Rosemarie Weber  
Board Secretary

**Board Retreat – Approved Minutes**  
**August 25, 2021, 9:00 a.m.**  
**Senior Center**

Ms. Sarah Thrall called the meeting to order at 9:05 a.m.

**I. Superintendent’s Summer Updates**

Dr. Jordan Grossman updated the Board on the new hires for certified staff members as well as the status of building projects in the district and other work performed over the summer.

**II. Board of Education Self-Evaluation and Community Survey Results**

The Board reviewed the results of the BOE Self –Evaluation Survey as well as the results of the Community Survey results taken by certified staff, non-certified staff and parents.

**III. Strategic Plan**

The Board had a lengthy discussion on the draft of the Strategic Plan for 2021-2025. It was decided to continue the review of this plan at the September 1, 2021 Board Meeting.

Following the Board Retreat, the Board toured all of the school buildings prior to school opening on Thursday. A motion was made by Sarah Thrall and seconded by Rosemarie Weber after the building tours were completed to adjourn the meeting. This motion passed unanimously at 3:15 p.m.

Respectfully submitted,

Rosemarie Weber  
Board Secretary

**DRAFT:**  
**GRANBY PUBLIC SCHOOLS**  
**Vision of a Graduate**

*All Granby Public Schools students will become resourceful learners and effective communicators who are prepared to positively contribute at the local, national and global levels.*

<b>Resourceful Learners</b>	<ul style="list-style-type: none"> <li>❖ Ask questions and identify problems or challenges</li> <li>❖ Identify strategies and methods for personal success</li> <li>❖ Explore and connect areas of interest</li> <li>❖ Set goals and persist in achieving these goals</li> <li>❖ Gather and evaluate a variety of sources and perspectives</li> <li>❖ Synthesize information and create solutions</li> <li>❖ Solve complex problems by applying approaches from multiple disciplines</li> </ul>
<b>Effective Communicators</b>	<ul style="list-style-type: none"> <li>❖ Listen closely and respectfully participate in discourse</li> <li>❖ Value diverse voices and viewpoints</li> <li>❖ Prepare a message for an identified purpose and audience</li> <li>❖ Express ideas clearly in a variety of ways</li> <li>❖ Support arguments with evidence</li> <li>❖ Adapt and adjust thinking based on feedback and new learning</li> <li>❖ Use tools and technology flexibly and strategically</li> </ul>
<b>Positive Contributors</b>	<ul style="list-style-type: none"> <li>❖ Develop meaningful connections with others</li> <li>❖ Collaborate for a common goal</li> <li>❖ Exhibit compassion and empathy</li> <li>❖ Make healthy and responsible decisions</li> <li>❖ Use personal talents and knowledge to contribute to society</li> <li>❖ Demonstrate civic responsibility</li> <li>❖ Understand that actions have impact on the local community, the country and our global society.</li> </ul>

# Granby Summer Programming 2021



# A summer like no other...again



Purpose was to provide continued instructional learning for students with Individualized Education Plans (IEPs) as recommended through PPTs in accordance with state laws.

- Most of our programs (K-12) were offered remotely this summer to our IEP students through a synchronous format.
- A small group of students received in-person programming or a combination of in-person and remote instruction
  - Pre-K/Kindergarten
  - Students receiving multiple services
  - High school credit recovery
  - Social Skills Camp





## Social Skills Camp/Support

- Conducted in-person for two weeks
- Targeted Goals and Objectives related to social skill development for students
- Total participants: 12 students

## Camp Kelly

- 5 weeks of in-person instruction
- Preschool students
- OT, PT, and Speech provided during the hours of the program
- Total participants: 9 students

## Get Ready for Kinder

- 4 weeks of in-person instruction (2 hours per day)
- Entering kindergarten students
- OT, PT, Speech provided during the program hours
- Total participants: 8 students



## Tutoring

- Individualized in-person or remote instruction based a student's goals and objectives in the IEP
- Total participants: 22 students

## Credit Recovery

- Conducted in-person and remote for 4 weeks
- To complete or regain credit toward graduation requirements
- Total participants: 14 students

## Academic Classes

- 4 weeks of in-person or remote instruction targeting core academic skills from the previous year and previewing early skills from the upcoming grade level
- Total participants: 184 students

# Enrollment Across All Services

- **High School (Credit Recovery): 14 students**
- **High School (per IEP): 12 students**
- **GMMS: 52 students**
- **Wells Road: 81 students**
- **Kelly Lane: 62 students**
- **Kelly Lane (PreK/ entering K): 23 students (includes Related Services only)**

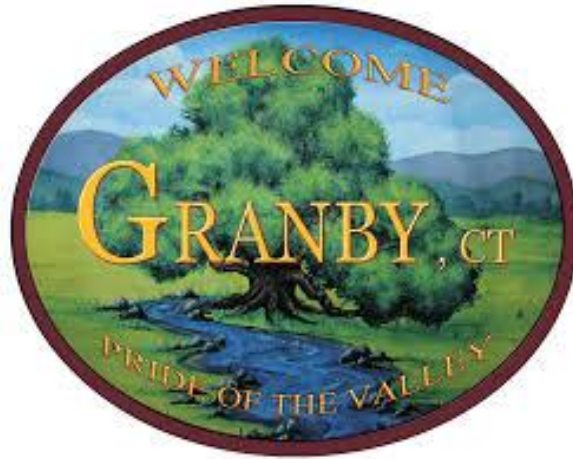


# Moving Forward

- Streamline times for sessions so families know when their child will be attending summer programming earlier in the year



# Granby Public Schools



## MOVING FORWARD TOGETHER STRATEGIC PLAN

2021-2025





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## MESSAGE FROM THE BOARD OF EDUCATION

### Board of Education Members:



Sarah Thrall  
Board Chairman



Mark Fiorentino  
Vice Chairman



Rosemarie Weber  
Secretary



Jenny Emery  
Board Member



Melissa Migliaccio  
Board Member



David Peling  
Board Member



Brandon Webster  
Board Member

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## SUPERINTENDENT OF SCHOOLS



Jordan E. Grossman, Ed.D.  
Superintendent of Schools



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## CORE VALUES

The Board of Education's core values are the non-negotiable principles, shared beliefs and collective commitments that must be demonstrated by the Board of Education and district staff in order to advance the district vision and mission.

### **SUCCESS FOR ALL STUDENTS**

WE BELIEVE the success of every student matters; outcomes should not be predictable by race, ethnicity, or socioeconomic status; and, equity demands the elimination of all achievement gaps and meeting the needs of students of all abilities and backgrounds.

### **SAFE ENVIRONMENT**

WE BELIEVE providing a safe, secure and personalized learning environment is essential for students' physical, emotional and intellectual development.

### **CONTINUOUS IMPROVEMENT**

WE BELIEVE in a commitment to continuous improvement through holding our practice to the highest standards of performance, effectiveness and efficiency.

### **ACCOUNTABILITY**

WE BELIEVE accountability to the community for performance and results matters and that it is a reciprocal process requiring the provision of resources and support for staff to meet the expectations. Being accountable and reliable in our actions and commitments demonstrates responsibility, helps evaluate our effectiveness and informs practice.

### **DIVERSITY**

WE BELIEVE in inclusiveness, that each individual's differences and contributions are valued and the diversity of cultures, abilities and backgrounds is an asset to the district.

### **ETHICAL BEHAVIOR**

WE BELIEVE each individual's contributions add value to our learning community; fair treatment, honesty, openness, and integrity are essential.

### **ECONOMIC VALUE**

WE BELIEVE in the wise stewardship and investment of funds and resources and in the realization of a high return on investment from the use of taxpayer funds.

# VISION OF THE GRADUATE

## DRAFT: GRANBY PUBLIC SCHOOLS Vision of a Graduate

*All Granby Public Schools students will become resourceful learners and effective communicators who are prepared to positively contribute at the local, national and global levels.*

<b>Resourceful Learners</b>	<ul style="list-style-type: none"><li>❖ Ask questions and identify problems or challenges</li><li>❖ Identify strategies and methods for personal success</li><li>❖ Explore and connect areas of interest</li><li>❖ Set goals and persist in achieving these goals</li><li>❖ Gather and evaluate a variety of sources and perspectives</li><li>❖ Synthesize information and create solutions</li><li>❖ Solve complex problems by applying approaches from multiple disciplines</li></ul>
<b>Effective Communicators</b>	<ul style="list-style-type: none"><li>❖ Listen closely and respectfully participate in discourse</li><li>❖ Value diverse voices and viewpoints</li><li>❖ Prepare a message for an identified purpose and audience</li><li>❖ Express ideas clearly in a variety of ways</li><li>❖ Support arguments with evidence</li><li>❖ Adapt and adjust thinking based on feedback and new learning</li><li>❖ Use tools and technology flexibly and strategically</li></ul>
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*Revised August 20, 2021*

## OUR SCHOOLS



**Kelly Lane Primary School**  
Grades PK-2  
Enrollment: 371



**Wells Road Intermediate School**  
Grades 3-5  
Enrollment: 360



**Granby Memorial Middle School**  
Grades 6-8  
Enrollment: 446



**Granby Memorial High School**  
Grades 9-12  
Enrollment: 569

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## GOAL AREAS

### **Goal 1: Student Learning and 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.*

#### **Strategic Initiatives:**

- 1.A. Establish a clear and concise instructional and curricular framework which is vertical aligned across the district.
- 1.B. Align standards, instruction, assessment and professional development for all curricular areas.
- 1.C. Continue to integrate digital learning tools and support technology infrastructure.
- 1.D. Support all students in achieving at proficiency levels or higher on the state assessments by monitoring their growth and performance over time and providing high-quality effective instruction.
- 1.E. Ensure all students have the same access to instruction and supports and eliminate any barriers to success.
- 1.F. Explore additional certificate based programs and international programs that expands students' global competency.
- 1.G. Continue to develop the college and career process for grades 6<sup>th</sup> through 12<sup>th</sup>.
- 1.H. Investigate early childhood educational programming.
- 1.I. Develop a culture of data in which teachers gather and analyze a variety of data sources to inform instruction for their class as a whole as well as individual students.
- 1.J. Implement a data system that can store and collect formal and informal assessment information in an easy to view format and analyze multiple data points across time and subjects.
- 1.K. Analyze course offerings and utilization of courses offered including enrollments and staffing implications.
- 1.L. Enhance developmental guidance and advisory structures to support college and career opportunities and the creation of Student Success Plans.
- 1.M. Embed the Vision of the Graduate in capstone projects and curriculum/ learning expectations. Revise capstone projects to allow students an opportunity to exhibit learning in relation to the Vision of a Graduate at key grades.
- 1.N. Build SRBI systems to support all learners and match students with appropriate intervention programs and structures to accelerate progress for all learners.
- 1.O. Develop coaching philosophy and structures that lead to the expectation that each teacher will participate in a minimum of 1 job-embedded formal coaching cycle each year.

## **Goal 2: Community Engagement**

*Enhance communication and build trusting relationships with all stakeholders.*

### **Strategic Initiatives:**

- 2.A. Develop a communication plan to engage families and stakeholders for the purpose of gathering input, providing information, increasing transparency and building capacity that strengthens to support student learning.
- 2.B. Continue to review transition process for new students entering the Granby Public Schools.
- 2.C. Partner with college/university and other post-secondary institutions to develop transition opportunities for students.
- 2.D. Develop a plan to engage alumni in the happenings of the Granby Public Schools.
- 2.E. Utilize technology to facilitate communications that reach all stakeholders in a timely fashion and utilize the most recent methods and platforms including live streaming.
- 2.F. Collaborate with the PTO, PAC and SEPTO and create partnerships in supporting students and working with families to keep them apprised of school events and their child's learning.
- 2.G. Develop a district wide plan for branding the district and each school individually in regards to logos, colors, mottos.
- 2.H. Grow the School to Career program to form bonds with community businesses that could providing mentoring and shadowing experiences to students.



### **Goal 3: Safety and Social Emotional Well-Being**

*Foster a safe and positive social emotional environment for everyone.*

#### **Strategic Initiatives:**

- 3.A. Fully implement a social and emotional well-being curriculum and behavioral expectations that provide a common experience for all learners and plans for intervention supports and crisis management for our students in need.
- 3.B. Increase efforts to expand student access to more social and emotional health service.
- 3.C. All school leaders will have a well-developed, effective strategies to promote positive and productive school climates and integrate restorative practices where appropriate.
- 3.D. Provide all staff with ongoing professional learning opportunities which focuses on student social and emotional well-being.
- 3.E. Continue to seek ways to enhance the quality of athletics, visual and performing arts.
- 3.F. Strengthen ways to use advisee programs and initiate a new system to evaluate student experiences.
- 3.G. Continually review and enhance all safety and security protocols.



## **Goal 4: 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.*

### **Strategic Initiatives:**

- 4.A. Examine all new state mandates to determine funding sources and identify significant unfunded mandates as part of the district's legislative efforts.
- 4.B. Develop a marketing plan to continue to promote employment in the Granby Public Schools with recruitment and retaining currently employees at the core.
- 4.C. Ensure the use of cross-training processes across the district for ongoing, efficient operations across the district.
- 4.D. Implement facility condition assessment and educational suitability assessment analyses to provide a foundation for the district five-year capital outlay plan to provide safe, healthy and efficiently operated schools.
- 4.E. Continue to create a long-term financial plan which aligns with the vision of the Board of Finance.
- 4.F. Continue to seek regional partnerships.
- 4.G. Utilize grant opportunities to maximize tax payer dollars and supplement services and programming in innovative ways.
- 4.H. Develop replacement cycles for items such as textbooks, uniforms, musical instruments, furniture, and technology to allow for predictable expenses.



## **Goal 5: 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.*

### **Strategic Initiatives:**

- 5.A. Ensure system-wide practices and structures are in place to support implementation of the Granby Public Schools Anti-Bias/Anti-Racism Plan.
- 5.B. Ensure that individualized plans for students are written and implemented in a way that provides the appropriate levels of support while allowing the greatest access to the curriculum and classroom instruction.
- 5.C. Develop systems and structures that allow students to explore their interests and enrich their learning.
- 5.D. Work to involve families of all students including those attending the Granby Public Schools as Hartford or Hartland residents.



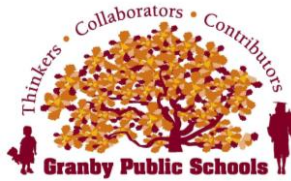
## **Goal 6: Professional Learning**

*Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities.*

### **Strategic Initiatives:**

- 6.A. Define, explain, and implement a professional growth system that is based on individual, school, and district needs.
- 6.B. Build employee capacity to collaborate and share accountability for outcomes.
- 6.C. Develop an educator evaluation plan process for targeted areas of growth, deliberate practice in order to increase teacher effectiveness.
- 6.D. Implement a common instructional framework that aims to increase student engagement utilizing clear shared outcomes, practices and feedback to promote complex thinking and transfer.
- 6.E. Ensure alignment with adopted programs by providing ongoing professional development, job-embedded coaching, and feedback from assessment data.
- 6.F. Create opportunities for PK=12 vertical teams in all of the content areas to allow conversations and alignment with the discipline standards and ensure through lines in curriculum and instructional approaches.
- 6.G. Research and develop a leadership structure that most effectively and efficiently creates point people for each content area across multiple grades so that leadership can be provided in PLC meetings, curriculum development, resource selection, as well as in supporting teacher development.
- 6.H. Explore ways to utilize the expertise of our staff to provide opportunities for peer-to-peer learning and develop leadership in staff.
- 6.I. Utilize Professional Learning Communities as structures to enable collaboration around best teaching and learning practices based on data conversations.





## UPCOMING DISTRICT EVENTS

September 1	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services HS Auditorium
September 2	High School Curriculum Night	6:30-8:30 p.m.	
September 6	Holiday - No School		
September 7	Grade 1 Curriculum Night	6:30-8:00 p.m.	
September 9	Senior College Planning (AM Session) Senior College Planning (PM Session)	7:35-8:20 a.m. 6:30-7:30 p.m.	
September 9	Grade 2 Curriculum Night	6:30-8:00 p.m.	
September 13	PreK/Kindergarten Curriculum Night	6:30-8:00 p.m.	
September 14	Middle School Curriculum Night	6:00-8:00 p.m.	
September 15	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services TBD
September 16	Holiday - No School		
September 20	Grade 3 Curriculum Night	6:15-8:00 p.m.	
September 21	Grade 4 Curriculum Night	6:15-8:00 p.m.	
September 23	Grade 5 Curriculum Night	6:15-8:00 p.m.	
September 23	Financial Aid Night	7:00-9:00 p.m.	