

**Regular Board of Education Meeting
Wednesday, December 1, 2021 7:00 PM
Town Hall Meeting Room**

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.

Attachments:

Assistant Superintendent's Board of Education Update

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Rationale: Ms. Jennifer Parsons, Assistant Superintendent, will provide updates from the Assistant Superintendent's office including updates on the Anti-Bias/Anti-Racism Plan as well as the Granby Memorial High School Broadcast Studio.

D. Student Representative Reports (5 min.)

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

II. Public Comment

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

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

III. Consent Agenda (5 min.)

A. Minutes

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

Attachments:

Approved Minutes 11-17-21

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Rationale: The Board will approve/amend the minutes of the November 17, 2021 Board of Education meeting.

IV. Old Business

A. Second Reading of Revised Policy 0200 - Vision-Mission-Goals (5 min.)

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

Attachments:

Granby 0200 - Vision-Mission-Goals (Rev. Nov. 2021) 15

Rationale: The Curriculum/Policy/Technology/Communications Subcommittee recommends revised Policy 0200, Vision-Mission-Goals, to the Board for a second reading and approval.

B. Second Reading of Revised Policy 1110.1 - Communications with the Public (5 min.)

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

Attachments:

Granby 1110.1 - Comm with the Public-Parent Involvement (Rev. 11-24-21) 18

Rationale: The Curriculum/Policy/Technology/Communications Subcommittee recommends revised Policy 1110.1, Communications with the Public, to the Board for a second reading and approval.

C. Second Reading and Approval of 2022-2023 School Calendar (5 min.)

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

Attachments:

Draft 2022-2023 Calendar 20

Rationale: The Board will discuss and consider the approval of the 2022-2023 school calendar.

V. New Business

A. Superintendent's 2021-2022 Annual Goals

Attachments:

Superintendent Goals 2021-2022 21

Rationale: Dr. Jordan Grossman will present the Superintendent's goals for the 2021-2022 school year.

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.*

Attachments:

Approved Finance SC Minutes 10-20-21 23

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

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Calendar of Events

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D. Board Member Announcements

E. Action Items

VII. Executive Session/Non-Meeting

Assistant Superintendent's Board of Education Update

December 1, 2021



Granby Education Foundation & TV Production Studio

Proposal: To create a well-equipped TV production studio space at Granby Memorial High School that can be used at both the club and classroom levels to produce a school news channel as well as custom productions to support other classes, clubs, and students as well as the community at large.

2021-22: Work with students currently exhibiting interest at middle school and high school to start a news club

2022-23: Integrate news production into high school “Advanced Communication Technology and Broadcasting” course and continue club as production studio

2023-24: Revise the “Audio Visual Communications” high school course and continue club as production studio

GRANBY MEMORIAL HIGH SCHOOL



GRANBY EDUCATION FOUNDATION
EMPOWER STUDENTS. ENRICH EXPERIENCE. EXPLORE LEARNING.

August 2021

Granby Public Schools \$100,461.78

One Hundred Thousand, Four Hundred Sixty-One and 78/100

by GMHS TV Studio Kim Becker

TV Production Studio Updates

August 2021 - GEF presented Granby Public Schools (GPS) with a check for over \$100,000

September 2021 - GPS conducted internal planning meetings and a review of the current space

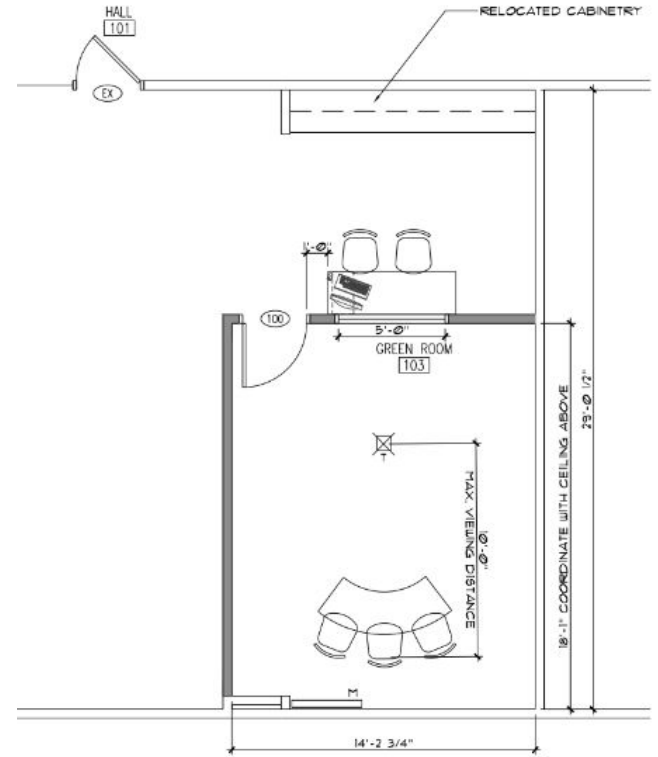
October 2021 - GPS selected local architects Erika Fairlie and Lorri DiBattisto to support the project

November 2021 - GPS met with architects to finalize the design, crafted budget proposal to allow for curriculum revisions and club

January 2022 - Finalize all plans

Spring 2022 - Build desk and internal demolition

June 2022 - Build studio space (2-3 weeks)



PLAN

Equity Update

Granby Public Schools' Equity Statement:

Equity in the Granby Public Schools ensures practices that hold all students to high expectations for achievement, and that student outcomes are not predicted by race, religion, ethnicity, socioeconomic status, gender, gender identity, or sexual orientation; and barriers are removed to meet the needs of students of all abilities and backgrounds; thereby realizing the district vision for all students to become resourceful learners, effective communicators, and positive contributors.

Granby Equity Team Mission:

The Granby Equity Team will lead the district in creating and holding all stakeholders accountable for an Anti-Bias Anti-Racism action plan that increases consciousness, responsiveness, and advocacy around vital race and equity issues.

Equity Update



- Granby Equity Team (GET):
 - Mixed stakeholders that belong to networks outside of the GET
 - 6 meetings scheduled: 3 internally facilitated, 3 externally facilitated
 - Monitor, implement and suggest revisions to the Anti-Bias Anti-Racism Plan
- Partners for Educational Leadership (Formerly Center for School Change):
 - 3 GET Meetings: Developing an equity lens and tools for leading equity focused discussions
 - 2 Administrative Council Meetings: Developing tools to support school goals and staff
 - 2 Staff Sessions: Developing cultural proficiency and identifying biases

Anti-Bias Anti-Racism Plan

Highlights for the year:

- Bringing back and expanding “Bridges” and “Anytown” student trainings
- Open Choice recruitment and retention efforts
- Developing assured experiences for students
- Measurement and assessment of our efforts
- Communication with the community and our families
- Renewed focus on data conversations
- Integration with the Vision of a Graduate
- Connecting Equity Work with the work on Learning Environments
- Learning from survey data collected from students

Regular Board of Education Meeting – Draft Minutes
Wednesday, November 17, 2021, 7:00 p.m.
Town Hall Meeting Room

Present Board Members: Kristina Gilton, Monica Logan, Donna Nolan, Whitney Sanzo, Sarah Thrall, Rosemarie Weber, and Tess Bajek and Jacob Scotto (Student Representatives)

Absent Board Members: David Peling

Jordan Grossman called the meeting to order at 7:00 p.m.

I. Organizational Meeting - Election of Officers

Dr. Grossman called for nominations for the position of Board Chair and stated no second is needed. The by-laws for the Granby BOE call for written votes for Board elections. He stated after the Board Chair is elected, the meeting is handed off to the newly elected Board Chair. Rosemarie Weber nominated Sarah Thrall for Board Chair. Ms. Weber stated Sarah Thrall has the best interest of all children in Granby and that she should continue to be Board Chair. There were no other nominations. Votes were as follows: Kristina Gilton (Sarah Thrall); Monica Logan (Sarah Thrall); Donna Nolan (Sarah Thrall); Whitney Sanzo (Sarah Thrall); Sarah Thrall (Sarah Thrall); and, Rosemarie Weber (Sarah). This passed with 6-0 votes for Sarah Thrall as Board Chair.

Ms. Thrall stated she is looking forward to working with each and every Board member. She asked for nominations for Vice Chair. Donna Nolan nominated Rosemarie Weber for Vice Chair. There were no other nominations. Votes were as follows: Kristina Gilton (Rosemarie Weber); Monica Logan (Rosemarie Weber); Donna Nolan (Rosemarie Weber); Whitney Sanzo (Rosemarie Weber); Sarah Thrall (Rosemarie Weber); and, Rosemarie Weber (Rosemarie Weber). This passed with 6-0 for Rosemarie Weber as Vice Chair.

Ms. Thrall asked for nominations for Secretary. Kristina Gilton nominated Donna Nolan for Secretary. There were no other nominations. Votes were as follows: Kristina Gilton (Donna Nolan); Monica Logan (Donna Nolan); Donna Nolan (Donna Nolan); Whitney Sanzo (Donna Nolan); Sarah Thrall (Donna Nolan); and, Rosemarie Weber (Donna Nolan). This passed with 6-0 votes for Donna Nolan as Secretary.

I.A. Board Chair Subcommittee Assignments

Sarah Thrall informed the Board that assignments to the Curriculum Subcommittee as well as the Finance Subcommittee must be assigned. Ms. Thrall asked Rosemarie Weber if she would be willing to Chair the Finance Subcommittee and Ms. Weber stated that, yes, she would. Donna Nolan and Monica Logan were invited to serve on the Finance Subcommittee. Ms. Thrall stated David Peling has stepped up and offered to Chair the Curriculum Subcommittee. Whitney Sanzo and Kristina Gilton will serve as members.

II. Administrative Reports

II.A. Chairman's Corner

Sarah Thrall, Board Chair, welcomed everyone especially students performing from Wells Road. She also welcomed new Board members, Kristina Gilton, Monica Logan, Donna Nolan, and Whitney Sanzo who were officially sworn in this evening and also to Rosemarie Weber and student representatives Tess Bajek and Jacob Scotto.

II.B. Superintendent's Announcements

- Dr. Grossman welcomed everyone in attendance and virtually as well as on Zoom and a special welcome to Ms. Jessica Foskitt, Strings Teacher, as well as some of her 5th grade students, who are here to present for Schools in the Spotlight this evening as well as to Angela Ehrenwerth, Director of Pupil Personnel Services, who is here to present her Continuous Improvement Plan for the Pupil Services Department this evening.
- Congratulations to the Drama Club for their performance of *Radium Girls*. Dr. Grossman stated he attended this play in person and it was a wonderful experience for our students as well as the audience.
- Best Buddies had a Friendsgiving today at the high school. It was great to see students having fun together.
- Congratulations to the Board on receiving the CAFE Level Two Leadership Award as well as the Bonnie Carney Communications Award for our Stronger Together Plan. These awards were presented at the CAFE/CAPSS Conference this past Friday.
- The fall edition of the *Vision* is complete and will be in mailboxes in the next week or so.
- Taylor Wrye has been invited to participate in a series of focus groups to share thinking on what should be considered in the design of Virtual Learning Standards for Connecticut Public Schools. Focus groups will be held on November 18th and December 2nd.

- The high school will participate in a program Voice4change, a state-wide civic initiative. GMHS is the only Farmington Valley high school participating in this program.
- Still in need of bus drivers and substitute teachers. Please contact our business office.
- The FY23 Budget is underway and the Plus One Budget will be presented in January.
- Kelly Lane and Wells Road held outdoor celebrations for Veterans Day and the middle and high schools honored veterans during classroom time.
- The next regularly scheduled Board Meeting will be held on December 1st.

II.C. Assistant Superintendent's Report

Ms. Jennifer Parsons, Assistant Superintendent, provided updates from her office and stated last week the district announced the "Screen and Stay" program which was instituted by the Governor. This program allows students to remain in school while parents monitor symptoms for COVID-19. A signoff form needs to be completed and the nurse checks the form as well as the student. Ms. Parsons stated this does not apply to out-of-school exposures and areas where mask compliance may not be strong (i.e., lunch, chorus, band, PE). She also stated communications will shift to the building level and principals will communicate with families going forward. The dashboard will continue to be updated on the website. She informed the Board that an average of 6-7 cases per week are being reported. She stated a vaccination clinic was held this evening at the high school for 350 5-11 year olds. She reminded families to send in the vaccination card to the school nurse. She informed the Board there is continued discussion around the math program Grades K-10 as well as Readers' & Writers' Workshop up to Grade 6. She stated she was able to see the Illustrative Math consultant at the middle school this week who is working on how to implement lessons. She also stated she has wrapped up goal-setting and observation meetings and submitted the Perkins Grant which supports college and career. Granby has partnered with Canton this year on this grant.

II.D. Student Representative Reports

- Tess Bajek stated volleyball, field hockey and girls' soccer all made it to the semifinals but sadly lost. Also, boys' soccer made it to the quarter finals and sadly lost.
- Football has their last game this Friday at home and will go into the playoffs.
- Wrestling had a meeting this week to discuss the season.
- Indoor track, swimming, wrestling, hockey, cheerleading, and basketball are getting ready for their seasons.
- Assisted at the vaccine clinic tonight and entertained the kids who received their vaccinations.
- NHS held their annual Turkey Trot and collected \$813.
- The fall coffeehouse will be held this Saturday and tickets are \$5 online or at the door. This event will be livestreamed as well. Both Tess and Jacob will perform at the coffeehouse.
- Drama auditions for the spring musical, *Guys & Dolls* will be held on December 10th.
- Chamber singers will have first performance on December 10th for the senior men's breakfast.

II.E. Business Manager's Report

Ms. Anna Robbins, Business Manager, presented the October statement of accounts and stated there is a positive forecast of \$161K which is better by \$43K over last month. Special education expenditures are projected to be unfavorable \$20K and regular education is projected to be favorable \$181K. The driving factor for the positive forecast in regular education continues to be turnover in personnel. The positive variance in special education is in out-of-district transportation, certified staff and teaching assistants have offset the over-budget condition in out-of-district tuition. The Q&D Fund is projected to be favorable at \$106K due to lower magnet school enrollment but also reflects a lower than budgeted enrollment in Open Choice students as well as not running summer school programs. Revenue to the town is better than projected by \$21K. Excess cost funding from the state is projected to be lower than budgeted. Projections for rental and pay-for-participation fees are uncertain at this time.

II.F. Schools in the Spotlight

Ms. Jessica Foskitt, Strings Teacher, and some of her 5th Grade students showcased the Strings Program at Wells Road Intermediate School. Mrs. Greer stated it is amazing how quickly students learn to play the violin. Katie Allshouse, Andrew Harvey, Britton Mahoney, Alana Maher, and Megan Rice informed the Board of various techniques when playing the violin. The group performed a few songs for the Board. Sarah Thrall inquired what grade they started playing and most students started in Second Grade. Ms. Foskitt informed the Board of her background in music. She is a freelance performer, taught at the Hartt School for 10 years and currently plays with the Hartford and Springfield Symphonies. Ms. Foskitt stated next year the viola and cello will be added to Wells Road and the Middle School with hopefully an orchestra assembled by the time these students get to high school.

III. Public Comment

Eileen Swan, Granby, stated if the district continually underbudgets special education they will always be overbudget. Ms. Swan also expressed her gratitude for Angela Ehrenwerth, the new Director of Pupil Personnel Services stating she is making positive and good changes in special education.

Gennie Busse, Granby, thanked Ms. Ehrenwerth for hiring Barbara Trinks the Out-of-District Facilitator. She also stated she is hosting a Sophomore foreign exchange student from Germany and expressed her gratitude for Colleen Nisbet, Guidance Counselor at the high school who has been very helpful, flexible and supportive.

Laura Matheos, 7 Candlewood Lane, Granby, commented about professional development training for teachers which focuses on the best ways to support kids with emotional and social needs and inquired what the best way is to continue this conversation beyond the public comment of this meeting. Ms. Matheos was told to contact either Ms. Angela Ehrenwerth or Ms. Jennifer Parsons.

IV. Consent Agenda

IV.A. Minutes

A motion was made by Rosemarie Weber and seconded by Sarah Thrall to adopt the consent agenda. This motion passed with one abstention (Kristina Gilton) at 7:56 p.m.

V. Old Business - There was no Old Business to report.

VI. New Business

VI.A. Pupil Services Department Continuous Improvement Plan

Ms. Angela Ehrenwerth, Director of Pupil Personnel Services, presented her Continuous Improvement Plan for the Pupil Services Department and stated she is excited to share the work done so far this year. There are many parallels to the school buildings across the district and presented her goals as follows: **Goal #1 Student Learning and Achievement** is for students with special needs to show measurable gains in academic achievement when provided effective core instruction, specialized instruction and ongoing progress monitoring of performance by continuing to build staff capacity in general education standards; design specialized instruction that is standards and curriculum aligned; and, providing instruction coaching to PK-5 special education teachers in literacy. Ms. Ehrenwerth reviewed some of the measures for identified students. She shared The shared the STAR fall baseline percentage of identified students as well as the spring goal for both Reading and Math. She also reviewed data for identified students for SBAC and SAT testing and shared the percentage of students showing a score increase in 2019-2021 and the goal for these students in 2021-2022. SAT scores were reviewed for identified students in the Class of 2023. **Goal #2 Community Engagement** is to partner with families to support engagement, ongoing communication and collaboration between staff and families by continuing to partner with Special Education Parent Teacher Organization; a monthly newsletter highlighting the work of the department; and ongoing collaboration with families. **Goal #3 Safety and Social Emotional Well-Being** is to support social/emotional/behavioral learning of students and staff to foster a positive learning environment that is responsive and encouraging by ongoing professional development in social/emotional learning; providing support and assistance for interventions; and, working with the district SEL Committee to examine curriculum, interventions and supports at all tiers. **Goal #4 Budget Development and Fiscal Management** is to aim to be fiscally responsible through careful identification of needs and appropriate spending to support student learning and growth by examining PK-12 special education service delivery; monitoring caseloads and assignments of staff; and, collaborating with neighboring towns to explore cooperative programming. **Goal #5 Embracing Diversity** is to support the implementation of the GPS anti-bias/anti-racism plan by promoting equitable practices and outcomes for all students by supporting the mission of Best Buddies and Unified Sports; continuing to build staff capacity to differentiate instruction and assessment; and, examining special education data for trends and patterns using an equity lens. **Goal #6 Professional Learning** is to provide meaningful professional learning opportunities to enhance practice and increase learning outcomes by working with the Great Schools Partnership to align and be consistent with learning environment and shared outcomes; providing quality IEP training; and, conducting needs assessment of professional training needs.

Rosemarie Weber inquired if the STAR assessment data included 504 students and Ms. Ehrenwerth stated it does not. She also inquired if the assessment data is included in their IEP and the answer to that is yes. Ms. Weber also inquired under Goal #3 if there will be any changes to the curriculum regarding SEL and, if so, will those go through the Curriculum SC. Ms. Ehrenwerth stated a district-wide committee will come away with recommendations and Ms. Parsons stated the committee in process of making goals and she does not foresee

curriculum adoption being necessary. Sarah Thrall inquired about CASEL framework and perhaps the Board should take a deeper dive into this to be familiar with it as it is mentioned in all Continuous Improvement Plans. Ms. Parsons stated there may be goals to share with the Board around February. Ms. Thrall also inquired with regard to budget development, what was the average caseload. Ms. Ehrenwerth stated it varies per grade level. Monica Logan inquired with regard to collaboration, why East Granby, Suffield and Windsor Locks. Ms. Ehrenwerth stated she has no historical knowledge of why this is a group. Ms. Logan also inquired about the alternative education program. Ms. Ehrenwerth stated it would be for our students specifically to address social/emotional needs in a different way. Whitney Sanzo inquired if there will be a subcommittee to explore the alternative education program. Dr. Grossman stated it will be run out of the Superintendent's office and will be a long-range plan involving administration, parents and Board members. Ms. Sanzo also inquired if there have been any conversations with Hartland regarding collaboration. Ms. Ehrenwerth stated she does not know but thanked Ms. Sanzo for the suggestion.

VI.B. Draft 2022-2023 School Calendar

The draft 2022-2023 school calendar was presented to the Board. Dr. Grossman highlighted changes to the calendar as follows: School will start a few days later than last year (August 30th); the first two days of school will be early release days to help students and staff transition; and, the professional development day usually held in October will be held on March 10th. This calendar will go to the Board for approval at the next meeting.

VI.C. First Reading of Revised Policy 0200 - Vision-Mission-Goals

The Curriculum/Policy/Technology/Subcommittee recommended revised Policy 0200, Vision-Mission-Goals, to the Board for a first reading. This policy will go to the Board for a second reading and approval at the next meeting.

VI.D. First Reading of Revised Policy 1110.1 - Communications with the Public

The Curriculum/Policy/Technology/Subcommittee recommended revised Policy 1110.1, Communications with the Public, to the Board for a first reading. Ms. Parsons stated the major change is to incorporate a virtual component for parent conferences. This policy will go to the Board for a second reading and approval at the next meeting.

VII. Miscellaneous

VII.A. Board Standing Committee Reports

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

Sarah Thrall stated the minutes of the last meeting were attached and this Subcommittee has not met.

VII.A.2. Finance/Personnel Facilities

Sarah Thrall stated this Subcommittee met last Friday to review the statement of accounts.

VII.B. Other Board-Related Reports

VII.B.1. CREC/CABE

Sarah Thrall stated Mark Fiorentino used to provide an update on CREC. A new Board member will be assigned to be on CREC Council. Additionally, she stated Rosemarie Weber and Jenny Emery were honored for 10 years of service to the Board of Education at the CABE/CAPSS Convention this past Friday.

VII.B.2. Granby Education Foundation

Whitney Sanzo stated the GEF is working with the high school on the broadcast studio; the GranBee will be held on April 22nd; and, GEF will be a judge for the high school poetry jam in January. Sarah Thrall stated a new Board member will be appointed to the GEF.

VII.C. Calendar of Events

Sarah Thrall stated early release for middle school/high school tomorrow, fall coffeehouse and conferences.

VII.D. Board Member Announcements - There were no Board member announcements this evening.

VII.E. Action Items - There were no action items this evening.

VIII. Executive Session/Non-Meeting

There was no need to enter into an Executive Session this evening. A motion was made by Rosemarie Weber and seconded by Donna Nolan to adjourn the meeting. This motion passed unanimously at 8:46 p.m.

Respectfully submitted,

Donna Nolan, Board Secretary

Vision-Mission-Goals

The Board of Education believes that the effectiveness of the educational program of the district is guided by a Vision of a Graduate and Board of Education's Strategic Plan, Goals and Core Values. Developing coherence and alignment of programs and instructional practices around these guiding documents provides the best conditions and opportunities for continuous district improvement. To guide the continuous improvement efforts of the superintendent, administrators, teachers, and staff, the Board has adopted the following:

Vision of a Graduate

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

Resourceful Learners:

- ❖ Ask questions and identify problems or challenges
- ❖ Identify strategies and methods for personal success
- ❖ Explore and connect areas of interest
- ❖ Set goals and persist in achieving these goals
- ❖ Gather and evaluate a variety of sources and perspectives
- ❖ Synthesize information and create solutions
- ❖ Solve complex problems by applying approaches from multiple disciplines

Effective Communicators:

- ❖ Listen closely and respectfully participate in discourse
- ❖ Value diverse voices and viewpoints
- ❖ Prepare a message for an identified purpose and audience
- ❖ Express ideas clearly in a variety of ways
- ❖ Support arguments with evidence
- ❖ Adapt and adjust thinking based on feedback and new learning
- ❖ Use tools and technology flexibly and strategically

Positive Contributors:

- ❖ Develop meaningful connections with others
- ❖ Collaborate for a common goal
- ❖ Exhibit compassion and empathy
- ❖ Make healthy and responsible decisions
- ❖ Use personal talents and knowledge to contribute to society
- ❖ Demonstrate civic responsibility
- ❖ Understand that actions have impact on the local community, the country and our global society

Board of Education Goals

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.

Goal 2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders

Goal 3: Safety and Social Emotional Well-Being

Foster a safe and positive social emotional environment for everyone.

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.

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.

Goal 6: Professional Learning

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

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.

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.

Core Values (Cont'd)

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.

Policy adopted: December 15, 2010

Policy revised:

**GRANBY PUBLIC SCHOOLS
Granby, Connecticut**

Community Relations

Communications with the Public

Parent Involvement

Considerable experience and related evidence indicates that meaningful involvement of parents, guardians, and other care-givers in the schooling of children improves the quality of education significantly. The District believes that closer connections of parents and others responsible for the home care of the children with our schools can result in enhanced academic performance, improved behavior, and reduced absenteeism.

Therefore, all parents, guardians, and care-givers of students enrolled in our school district are encouraged to take an active role in the education of their children.

Further, the District believes that the professional staff must take whatever steps are necessary to facilitate a broad variety of opportunities for parents to connect frequently with the schools in which their children are enrolled, and with the overall system. These steps should include the following:

- Parenting skills should be promoted and supported.
- Communication between home and school is regular, two-way, and meaningful. (Such communication may include monthly newsletters, electronic communications, required regular contact with all parents, two required flexible parent-teacher conferences for each school year and drop in hours for parents, home visits and use of technology, including but not limited to, ~~homework hotlines~~ electronic platforms.)
- Parents should play an integral role in assisting student learning.
- Parents should be welcome in every school and their support and assistance sought.
- Parents input should be sought regarding decisions that affect children and families.
- Community resources should be made available to strengthen school programs, family practices and student learning.
- The two required parent-teacher conferences per year, beginning July 1, 2021 and each school year thereafter, can be fulfilled by the District offering parents the option of attending any parent-teacher conference by the use of telephonic, video, or other conferencing platforms.
- An additional parent-teacher conference, in addition to the two required conferences shall be conducted during periods when the District provides remote learning for more than three consecutive weeks and one additional parent-teacher conference every six months thereafter for the duration of such period of remote learning.

Policy
1110.1 (b)

The District will request from the parent/guardian of each student the name and contact information of an emergency contact person who may be contacted if the student's parent/guardian cannot be reached to schedule a parent-teacher conference required when the District is providing remote learning for a period of three consecutive weeks or more.

In situations in which the teacher is unable to contact a student's parent/guardian after three attempts to schedule the required parent-teacher conference during a period of remote learning provided by the District for three consecutive weeks or more, such teacher is directed to report such inability to the principal, school counselor, or other school administrator designated by the District. Such principal, counselor, or administrator is to contact the student's emergency contact to determine the student and family's health and safety.

The District shall utilize the document developed by the State Department of Education (by 12/1/21) that provides information concerning education, safety, mental health and food insecurity resources and programs available to students and their families.

The Superintendent will report to the Board of Education annually on parent involvement opportunities.

Legal Reference: Connecticut General Statutes
 10-221(f) Boards of Education to prescribe rule(s), policies, and procedures as amended by PA 97-290 and by P.A. 10-111, and P.A. 21-46, An Act Concerning Social Equity and the Health, Safety, and Education of Children.

Policy adopted: January 23, 2013

GRANBY PUBLIC SCHOOLS
Granby, Connecticut

Draft

Granby Public Schools
2022-2023 Calendar

Draft

Calendar grid for August (2 days) with dates 15-19 and 22-26, including PD days and a school break on the 30th.

Calendar grid for September (21 days) with dates 1-30, including school breaks on the 1st, 8th, 22nd, and 29th.

Calendar grid for October (19 days) with dates 3-7, 10-14, 17-21, 24-28, and 31, including school breaks on the 5th, 13th, 20th, and 27th.

Calendar grid for November (19 days) with dates 1-4, 7-11, 14-18, 21-25, and 28-30, including school breaks on the 3rd, 8th, 10th, 23rd, and 25th.

Calendar grid for December (17 days) with dates 1-2, 5-9, 12-16, 19-23, and 26-30, including school breaks on the 1st, 23rd, and 27th.

Calendar grid for January (20 days) with dates 2-6, 9-13, 16-20, 23-27, and 30-31, including school breaks on the 11th, 19th, 26th, and 31st.

Calendar grid for February (18 days) with dates 1-3, 6-10, 13-17, 20-24, and 27-28, including school breaks on the 2nd, 9th, 16th, 21st, and 28th.

Calendar grid for March (22 days) with dates 1-3, 6-10, 13-17, 20-24, and 27-31, including school breaks on the 10th, 21st, 22nd, 23rd, and 24th.

Calendar grid for April (14 days) with dates 3-7, 10-14, 17-21, and 24-28, including school breaks on the 11th, 13th, 14th, and 27th.

Calendar grid for May (21 days) with dates 1-5, 8-12, 15-19, 22-26, and 29-31, including school breaks on the 11th, 18th, 25th, and 31st.

Calendar grid for June (7 days) with dates 1-2, 5-9, 12-16, 19-23, and 26-30, including school breaks on the 7th, 8th, and 9th.

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

School Breaks: Dec. 26, 2022-Jan. 2, 2023 ◆ February 20-21, 2023 ◆ April 10-14, 2023

Kelly Lane Primary School

Aug. 29 PK-Grade 2 Meet & Greet
Sept. 19 Pre-K/K Curriculum Night
Sept. 20 Grade 2 Curriculum Night
Sept. 22 Grade 1 Curriculum Night
Sept. 28 Early Release (Prof. Dev.)
Dec. 7-9 Early Release (Conf.)
Dec. 7 Evening Conferences
Jan. 11 Early Release (Prof. Dev.)
Mar. 22-24 Early Release (Conf.)
Mar. 22 Evening Conferences
June 9 Last Day of School

Wells Road Intermediate School

Aug. 29 Grades 3-5 Meet & Greet
Sept. 12 Grade 4 Curriculum Night
Sept. 13 Grade 5 Curriculum Night
Sept. 15 Grade 3 Curriculum Night
Sept. 28 Early Release (Prof. Dev.)
Dec. 7-9 Early Release (Conf.)
Dec. 8 Evening Conferences
Jan. 11 Early Release (Prof. Dev.)
Mar. 23-25 Early Release (Conf.)
Mar. 23 Evening Conferences
June 9 Last Day of School

Granby Memorial Middle School

Aug. 29 Grade 6 Meet & Greet
Sept. 8 Curriculum Night
Sept. 28 Early Release (Prof. Dev.)
Nov. 17 Early Release (Conf.)
Nov. 17 Afternoon/Evening Conf.
Jan. 11 Early Release (Prof. Dev.)
Mar. 21 Early Release (Conf.)
June 8 Gr. 8 Moving Up Ceremony
June 9 Last Day of School

Granby Memorial High School

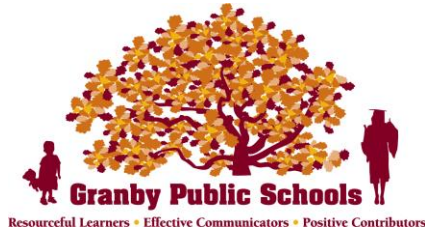
Aug. 29 Freshman Orientation
Sept. 1 Curriculum Night
Sept. 28 Early Release (Prof. Dev.)
Nov. 17 Early Release (Conf.)
Nov. 17 Afternoon/Evening Conf.
Jan. 11 Early Release/Prof. Dev.
Mar. 21 Early Release (Conf.)
June 9 Last Day of School*

* Please note that the date for graduation will be set at a later date.

Table with 5 columns: SCHOOL, STUDENT/REGULAR HOURS, TEACHER/REGULAR HOURS, EARLY RELEASE, DELAYED OPENING. Lists hours for Middle School/High School, Wells Road Int. School, Kelly Lane Primary School, Pre-School (A.M.), and Pre-School (P.M.).

*AM Pre-School will be cancelled if there is a 2-hour delay due to inclement weather.

**PM Pre-School will be cancelled if there is an unscheduled early release due to inclement weather.



Memorandum

Date: December 1, 2021

To: Granby Board of Education

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

Subject: Superintendent Goals: 2021-2022 School Year

Below you will find the six Board of Education goal areas and the Superintendent of Schools goals for 2021-2022 school year.

BOE GOAL AREA: STUDENT LEARNING AND ACHIEVEMENT

Superintendent-Specific Goals:

1. Implement new data driven decision making processes across the district. (Strategic Initiative 1I, J)
2. Work to improve English/Language Arts and Math Student Achievement across all grade levels. (Strategic Initiative 1D)
3. Continue to assess current and future practices in the area of special education services. (Strategic Initiative 1E)
4. Continue to focus on learning recovery and learning acceleration for all students. (Strategic Initiative 1E)
5. Partner with the Great School Partnership to bring the Elements of Effective Instruction to our staff as a model for lesson design and to create a common language for instructional conversations. (Strategic Initiative 1A)
6. Work with the staff to implement the new Vision of the Graduate in daily practice including curriculum development, student tasks and assignment and teacher planning processes. (Strategic Initiative 1L)

BOE GOAL AREA: COMMUNITY ENGAGEMENT

Superintendent-Specific Goals:

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

BOE GOAL AREA: SAFETY AND SOCIAL EMOTIONAL WELL-BEING

Superintendent-Specific Goals:

1. Implement the Stronger Together: A Working Plan for the Granby Public Schools. (Strategic Initiative 3A, C, G)
2. Implement the new Granby Public Schools' Emergency Operations Plan. (Strategic Initiative 3G)

BOE GOAL AREA: BUDGET DEVELOPMENT AND FISCAL MANAGEMENT

Superintendent-Specific Goals:

1. Investigate the possibility of creating an alternative school within the Granby Public Schools. (Strategic Initiative 4F)
2. Work with the Business Manager to obtain all state and federal grants that are offered to the Granby Public Schools. (Strategic Initiative 4G)
3. Review financial projections, allocations and the process used to develop the annual budget. (Strategic Initiative 4E, F, G)
4. Develop a budget that supports the Board's Strategic Plan that is reflective of the economic climate. (Strategic Initiative 4E, F, G, I)
5. Work with Building Committee on bonded projects. (Strategic Initiative 4I)
6. Work with Board of Education on contract negotiations. (Strategic Initiative 4B)
7. Work with the Business Manager on the negotiations of school bus contract. (Strategic Initiative 4F)
8. Work collaboratively with the Town Manager to discuss shared services. (Strategic Initiative 4F)

BOE GOAL AREA: EMBRACING DIVERSITY

Superintendent-Specific Goals:

1. Continue to implement the Granby Public Schools' Anti-Bias/Anti-Racism Plan. (Strategic Initiative 5A)
2. Continue to support minority recruitment by collaborating with CREC on the Teacher In-Service Program. (Strategic Initiative 4B, 5A)
3. Continue the development of a teacher minority recruitment program with current students enrolled in the Granby Public Schools. (Strategic Initiative 5C)

BOE GOAL AREA: PROFESSIONAL LEARNING

Superintendent-Specific Goals:

1. Mentor and model professional leadership for our new administrative team members. (Strategic Initiative 6A)
2. Chair CAPSS Early Childhood State Committee. (Strategic Initiative 6I)
3. Participate in CAPSS Early Career Advanced Leadership Program. (Strategic Initiative 6I)
4. Participate by State Senate appointment in the Commission on Women, Children, Seniors, Equity, and Opportunity and Chair Commission on Children. (Strategic Initiative 6I)

Finance Subcommittee Meeting – Approved Minutes

October 20, 2021, 5:30 p.m.

Central Services

Attendance:

Jenny Emery	Present	Jordan Grossman	Present
Mark Fiorentino	Present	Anna Robbins	Present
Melissa Migliaccio	Present		
Sarah Thrall	Present		

Meeting commenced at 5:35 p.m. Meeting adjourned at 6:40 p.m.

1. Public Comment: none

2. Approve Minutes from the September 15, 2021 Meeting: A motion was made by Mark and seconded by Melissa to approve the minutes from the September 15, 2021 Finance Subcommittee Meeting. Motion passed.

3. September 2021 Statement of Accounts: Anne reviewed the SOA. General fund is benefitting from staff turnover, with new hires at lower salaries. Special Ed made up some of the previous deficit, all related to specific placements. No significant surprises as this early stage of the year.

4. Transportation Contract: This is the final year of the 5-year contract with CREC. The administration has been very happy with CREC's service and pricing. The committee encouraged the administration to explore extending the contract, rather than going to bid, considering several factors, including: 1) CREC's unique relationship with Granby including pricing without profit; 2) severe staffing issues facing all transportation companies; 3) significant expected inflationary pressures; and 4) our satisfaction with their performance. The administration will check with the Town on policies related to any limitations on the extension of contracts and will initiate discussion with CREC.

5. Food Service Update: Anna reported the year is off to an excellent start, with volume far exceeding last year, and the East Granby collaboration working well. Fresh Picks is also dealing with labor shortages and there may be food supply shortages. The first full invoice for the year has not yet been received; Anna will track this closely and report back to the board.

6. Contract Negotiations Update: The Administrators contract will be ratified tonight. Secretary negotiations will commence after elections, with custodians to follow.

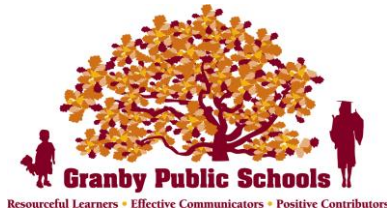
7. Building Committee Update: jenny updated the committee on possible delays due to supply chain issues, as well as significant cost increases which will likely impact how many and which of the projects can get done within the available \$7.1M in approved bonding funds. She also advised the committee has requested a proposal from the roofing architect for a proposal to include an engineering/plan to allow for consideration of including solar panels on the roof. The cost of the actual project is not included in the bond funds, but might be considered through other financing methods, or in a subsequent bond referendum.

Mark moved and Melissa seconded adjournment at 6:40 p.m.



UPCOMING DISTRICT EVENTS

December 1	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
December 6-8	Early Release (Elementary Only) Conferences		
December 6	Evening Conferences for Kelly Lane	5-7 p.m.	
December 7	Evening Conferences for Wells Road	5-7 p.m.	
December 10	PJ Day Fundraiser for CCMC		
December 15	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
December 16	HS Chorus Concert	7:00 p.m.	HS Auditorium
December 22	Early Release (All Schools)		
Dec. 23-Dec. 31	Winter Break		
January 5	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
January 9	HS Band Concert	7:00 p.m.	HS Auditorium
January 19	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room



UPCOMING DISTRICT EVENTS

December 15	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
December 16	HS Chorus Concert	7:00 p.m.	HS Auditorium
December 22	Early Release (All Schools)		
Dec. 23-Dec. 31	Winter Break		
January 5	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
January 6	HS Band Concert	7:00 p.m.	HS Auditorium
January 10	SEPTO Meeting	6:00 p.m.	Wells Road Media Center
January 17	Holiday – No School		Offices Closed
January 18-21	HS Mid-Term Exams		
January 18	Three-Board Meeting (FY23 Budget)	7:00 p.m.	Senior Center
January 19	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room