

**Regular Board of Education Meeting
Wednesday, April 6, 2022 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. Department Spotlight (15 min.)

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

Attachments:

Best Buddies BOE Presentation 4-6-22

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Rationale: Ms. Elizabeth David, Resource Teacher at Granby Memorial High School, and some students will highlight the Best Buddies Program at the high school.

D. 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.

E. 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 BOE Minutes 3-16-22

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Rationale: The Board will approve/amend the minutes of the March 16, 2022 Board of Education meeting.

IV. Old Business

A. Pupil Services Department Continuous Improvement Plan Update

Attachments:

2021-22 CIP- Pupil Services	23
Pupil Services CIP Update 2021-22	33

Rationale: Ms. Angela Ehrenwerth, Director of Pupil Personnel Services, will provide an update to her Continuous Improvement Plan for the Board.

B. Town of Granby Strategic Plan (20 min.)

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

Rationale: The Board will discuss the BOE goals to be included in the Town of Granby Strategic Plan.

V. New Business

Rationale: There is no New Business to report.

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 2-16-22	43
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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	44
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D. Board Member Announcements

E. Action Items

VII. Executive Session/Non-Meeting



Best Buddies

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By: The Granby Chapter of Best Buddies

What are we all about?

The mission of Best Buddies is to establish a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment, leadership development, and inclusive living for people with intellectual and developmental disabilities (IDD).



GMHS Best Buddies History

- The school originally had a Best Buddies Club
- Last year, we decided to make a Best Buddies Chapter with the international organization
- Amelia and Chelsea were the founding members and subsequently made President and Vice President
- They recruited their friends and peers to be peer buddies for the group and so our journey began...



Different groups we work with

Leo Club:

- Junior Lions club
- It is a community service club that puts on a Christmas Party that we went to



Cheerleading:

- Varsity sport
- Occasionally cheers for Unified Basketball
- Jake, one of our buddies, is a cheerleader as well

Unified Basketball:

- Joins people with and without intellectual disabilities on the same team
- Many of our buddies are on the team



Apple Picking

Location:

- Clark Farms

What we did:

- Picked apples
- Ate apple cider donuts and apple cider
- Played corn hole



Halloween Party

Location:

- Mr. Gotberg's classroom at the high school

What we did:

- Carved pumpkins
- Played blookits
- Listened to Halloween music
- Pumpkin scavenger hunt
- Ate candy

Friendsgiving

Location:

- Cooking classroom at the high school

What we did:

- Cooked the food
- Listened to music
- Ate a Thanksgiving meal along with dessert



Chapter Holiday Party

Location:

- Mrs. Hects room and the hallway

What we did:

- Painted ornaments
- Decorated a tree
- Ate cookies



Leo Club Holiday Party

What we did:

- Danced to Holiday music
- Saw a magic show
- Ate lunch and ice cream
- Santa visited
- Opened presents

St. Patrick Day Party

Location:

- Mrs. Davids room at the high school

What we did:

- Listened to traditional irish music
- Went on a scavenger hunt to find our 'pots of gold'
- Ate pizza and treats



Bowling

Location:

- Spare Time in Windsor Locks

What we did:

- Bowled
- Ate dinner



Best Buddies Enchanted Ball

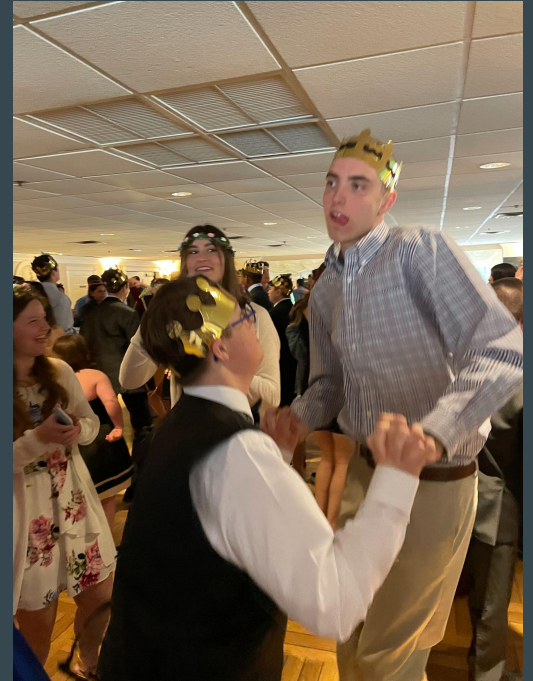
Location:

- Aqua Turf, Southington CT

What we did:

- Ate lunch and dessert
- Attended an awards ceremony
- Danced on the dance floor
- Took pictures in the photo booth





Future Events

- Spring Egg Hunt at the high school on 4/5
- Annual Friendship Walk Fundraiser at Dunkin' Donuts Park on 5/1
- Best Buddies End of Year Celebration at Antonio's on 5/15
- Best Buddies Meet and Greet at the high school with the incoming buddies on 5/17



Future Goals and Next Steps

- Recruit more underclassmen to the club as peer buddies
- Spread the message about the chapter in the school community
- Weekly activities



Thank You!

Any Questions?

Regular Board of Education Meeting – Approved Minutes
Wednesday, March 16, 2022, 7:00 p.m.
Town Hall Meeting Room

Present Board Members: Kristina Gilton, Monica Logan, Donna Nolan, David Peling, Whitney Sanzo, Sarah Thrall, Rosemarie Weber, and Tess Bajek (Student Representative)

Absent Board Members: Jacob Scotto (Student Representative)

Sarah Thrall called the meeting to order at 7:00 p.m.

I. Administrative Reports

I.A. Chairman's Corner

Sarah Thrall, Board Chair, welcomed the 5th Grade Drama Club students, Dr. MacDonald, Ms. Hayden, Ms. Greer, as well as all of the students' families. Additionally, she thanked Kristina Gilton and Student Representative, Tess Bajek, for attending the recent learning walk.

A motion was made by Sarah Thrall and seconded by Rosemarie Weber to reorder an item on the agenda. Item I.E. Schools in the Spotlight will be presented after Item I.B. Superintendent's Announcements. This motion passed unanimously at 7:01 p.m.

I.B. Superintendent's Announcements

- Dr. Grossman welcomed those in attendance and virtually and also welcomed Dr. Heidi MacDonald and Ms. Kelly Hayden as well as the 5th grade Drama Club who will perform for Schools in the Spotlight and also welcome to Ms. Pauline Greer, Principal of Wells Road, who is here to present an update on her Continuous Improvement Plan.
- A budget workshop was held last Wednesday and approval for the FY23 Budget is on the agenda for approval this evening. If approved, the budget will be presented as a Board of Education Budget to the Board of Finance on Tuesday, March 29th.
- Attended the boys' basketball game last night and also attended the game held over the weekend along with the drama club performance. Both events were held at the high school on the same night and it was flawless. Our custodians did a fabulous job handling both events with parking, etc. The drama club performance of *Damn Yankees* was amazing. Congratulations to the cast and crew.
- Board members have been taking walking tours of all of the schools and seeing some very nice things happening around the district. There is another tour tomorrow at 1:00 p.m.
- Online Kindergarten registration began on February 1st and, thus far, 74 students are registered which includes our current Pre-K students which is on target with our predictions.
- Spring conferences are coming up and there will be an early release for the middle school/high school on Tuesday, March 22nd and for Kelly Lane/Wells Road March 23-35.
- A combined middle school/high school PAC Meeting will be held on April 4th at 6:00 p.m. via Zoom to discuss the budget.
- The budget edition of the *Vision* is currently being developed and will be delivered to all town residents prior to the public hearing on the budget on April 11th.
- The next regularly scheduled Board Meeting will be held on Wednesday, April 6th.

Ms. Thrall echoed Dr. Grossman's comments regarding the two events last weekend stating it was a well-oiled machine.

I.C. Schools in the Spotlight

Dr. Heidi MacDonald and Ms. Kelly Hayden, Wells Road Drama Club Directors, and the Wells Road 5th Grade Drama Club students performed one of the numbers from their upcoming play, *You're a Good Man, Charlie Brown*. It was an amazing performance and everyone was very impressed. Dr. MacDonald stated this is her fifth production for the 5th Grade Drama Club. Due to potential COVID restrictions, this cast has only 18 students in the performance. Ms. Hayden informed the Board this is her first production and she is excited because the Drama Club promotes confidence, leadership and engagement in school. She also shared that parents are assisting with the stage sets, props, concessions, programs, and t-shirts. The performance is Thursday, March 31st and Friday April 1st at 7:00 p.m. in the high school auditorium.

I.D. Assistant Superintendent's Report

Ms. Jennifer Parsons, Assistant Superintendent, stated everything is going very well with masks being optional and it is great to see smiling faces again. Students and staff are very excited to interact with one another and are very respectful of one another. With regard to the learning walk which took place recently, many classrooms were visited and feedback will be brought back to each respective school's staff. Learning walk participants were able to see Illustrative Math resources and materials in action as well as lessons based in the Teachers College curriculum at Kelly Lane. Ms. Parsons stated things are coming together with the Social Emotion Learning district-wide committee which is taking a look at where the district is and unifying efforts as to what to continue and any gaps to fill. Goals will be forthcoming and shared with the Board. With regard to the new position of the Family Engagement Specialist, Ms. Parsons stated it is important to have one contact person K-12. A few candidates are moving forward. Sarah Thrall inquired if there will be another learning walk this year and Ms. Parsons stated there will be another one in May.

I.E. Student Representative Reports

- Tess Bajek stated the boys' basketball team won their semi-final game last night against Cromwell and will play in the championship game at Mohegan Sun either Saturday or Sunday.
- Many spring sports tryouts start this week and weekend.
- The Swim Team has their final states meet.
- Spring sports will officially start practicing next week.
- The Junior Khan Academy "Khan Test" is rolling along with 98% of juniors having their college board linked to their Khan account and 99% of these juniors have spent time practicing. Weekly drawings are being awarded including game tickets, ice cream coupons, Granby gear, and even chances to enter a scholarship drawing. We are proud of our juniors and the SAT is a week away!
- Congrats to all of the performers in *Damn Yankees* this past weekend.
- NHS will host Empty Bowls this Friday, March 18th, in the Commons at the high school from 5-7 p.m. to help raise money and donations for the Granby and Hartland food banks. There will be live music and hot food, and we hope to see you all there!
- The juniors will be taking the CT SAT next Wednesday on March 23rd, so good luck to all of them with their tests and preparation.
- DECA had 10 students place in state competitions the past few weeks, so congratulations to all of them. Great to see their hard work and dedication pay off!
- Good luck to the Granby Grunts Robotics Team who is heading off to the Western New England Regional Competition this Saturday and Sunday.
- With regard to the recent learning walk, Tess shared it was super interesting to see it from a teacher's perspective and felt it was important for her to see the learning going on district-wide.

Kristina Gilton stated there is some talk about trying to get a fan bus together so students can attend the game this weekend. This may be sponsored by the Athletic Booster Club.

I.F. Business Manager's Report

Ms. Anna Robbins, Business Manager, presented the February statement of accounts stating the BOE still has a positive forecast with \$118K which \$14K higher than last month. Special education is projected to be over-budget \$105K and regular education is projected to be favorable \$224K which is better than last month by \$14K. The driver for the positive forecast this month is savings in regular education transportation and general supplies in addition to a positive forecast in regular education salaries. Ms. Robbins stated with 4 months remaining to the school year, the district is requesting all funds to be encumbered as of yesterday. The Quality & Diversity Fund balance is favorable at \$129K. Revenues to the town are better than budgeted by \$100K. The first payment for the special education Excess Cost Grant was received for \$322K and the district expects to get a little more in the next payment which would make the statement of accounts a little more favorable. Rosemarie Weber stated this was reviewed and accepted in the Finance Subcommittee this evening. David Peling inquired if there are any areas of concern with regard to inflation. Anna Robbins stated fuel oil is typically locked in at this time; however, this is not the time to do so. Ms. Robbins also shared there are slight delays in deliveries but not anything that would disrupt the education process.

II. Public Comment

There were no public comments this evening.

III. Consent Agenda

III.A. Minutes

A motion was made by Rosemarie Weber and seconded by Donna Nolan to adopt the consent agenda. This motion passed unanimously at 7:45 p.m.

IV. Old Business

IV.A. Wells Road Continuous Improvement Plan Update

Ms. Pauline Greer, Principal, provided an update on the Wells Road Intermediate School Continuous Improvement Plan (CIP) presented in the fall. Dr Grossman described the CIP process due to the number of new Board members. He stated the BOE adopted the *Moving Forward Together Strategic Plan* this past fall and this document will guide all administrators, and eventually departments, in aligning their Continuous Improvements Plans in the 6 areas of: Student Learning and Achievement; Community Engagement; Safety and Social Emotional Well-Being; Budget Development and Fiscal Management; Embracing Diversity; and, Professional Learning. Tonight Ms. Greer will provide a brief overview of these 6 areas. At the end of the school year, Ms. Greer will provide a final column in the CIP with results of where the school is on the CIP. In the fall Ms. Greer will be back to present her 2022-2023 CIP. He stated everything the district is doing now is ground in the Strategic Plan.

Ms. Greer stated everything is moving in a positive direction and reviewed her goals as follows: *Goal #1 Student Achievement*: Midyear data was reviewed in the classroom as well as with teachers and at grade level. Students in the red zone who may need additional support were flagged and spoken about with regard to next steps. Progress monitoring continues during coaches' meetings and PLC meetings as well as through the SIT (student intervention team) process. *Goal #2 Community Engagement*: Wells Road sends weekly e-blasts; weekly live feed notifications on the website; monthly newsletters; Facebook page posts; and, is working collaboratively with the PTO to re-establish volunteer opportunities in the classroom. *Goal #3 Safety & Social Emotional Well-Being*: Consistent morning meetings and SEL curriculum via second step; class meetings; daily school-wide morning message; and a school charter created to focus on adult SEL to build a strong trusting community. *Goal #4 Budget Development and Fiscal Management*: A redesign of the current playground area and utilizing the current space to be a little more usable for students is currently being reviewed. *Goal #5 Embracing Diversity*: Wells Road is doing a wonderful job with sharing stories and books. Laurie Smith, Media Specialist, does this in a variety of ways. Additionally, Ms. Greer shared Wells Road has Granby Equity Team members on their leadership team to view school-wide data and have discussions through an equity lens. *#6 Professional Development*: Leadership team continues to discuss teaching, learning and culture practices; SIT meetings are used to review student data and plan small groups with targeted intervention for tiered students; and, the Math Instructional Coach and grade-level team leaders continue to explore Illustrative Mathematics resources.

Sarah Thrall stated it is very rewarding to see how the CIP is aligned with the Strategic Plan. David Peling inquired if the district has been using the CASEL framework for a while and Dr. Grossman stated it is used district-wide. Kristina Gilton inquired about transitions from Kelly to Wells and from Wells to the middle school and if there is a means to inquire about the 2nd grade class coming in and the 5th grade class exiting. Ms. Greer stated the middle school comes to Wells Road and Wells Road goes to the middle school. Additionally, smaller groups of students go to the schools as well (504 plans, anxiety, etc.) and the special education team gets together with students over the summer to assist with the transition.

IV.B. FY23 Budget Approval

The Board continued to discuss and considered the adoption of the FY23 Board of Education Budget. Sarah Thrall stated many Board of Finance members attended the budget workshop last week. Dr. Grossman reminded the Board the budget is at a 3.69% and the BOF guideline is 3.78%. A motion was made by Sarah Thrall and seconded by David Peling that the Granby Board of Education adopt the FY23 Board of Education Budget. Ms. Thrall thanked Board members for reviewing and adopting this budget. This motion passed unanimously at 8:28 p.m.

IV.C. Graduation Date

The Board considered revising the motion made on February 16, 2022 to hold graduation on Thursday, June 9, 2022 with a rain date of Friday, June 10, 2022 (held indoors if it rains) to Thursday, June 9, 2022 (rain or shine). Dr. Grossman stated the reason for this amendment is the Safe Graduation Committee is struggling to secure vendors for two days. He stated the high school met with class officers and the students decided they wanted to have a graduation party. A motion was made by Sarah Thrall and seconded by Donna Nolan that the Board of Education revise the motion made on February 16, 2022 to hold graduation on Thursday, June 9, 2022, with a rain date of Friday, June 10, 2022 (held indoors if it rains) to Thursday, June 9, 2022 (rain or shine). This motion passed unanimously at 8:32 p.m.

V. New Business

There was no New Business to report.

VI. Miscellaneous

VI.A. Board Standing Committee Reports

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

This Subcommittee did not meet. Approved minutes are in the Board packet.

VI.A.2. Finance/Personnel/Facilities

Sarah Thrall stated this Subcommittee met this evening to discuss a Building Committee update. Donna Nolan shared the Building Committee received approval for the project which consists of construction of a new band room, choral room, technology education classroom, commons, and a kitchen and that the project is now out for bid. A walkthrough for potential vendors will be conducted at the high school tomorrow, March 17th, with bids due by March 31st and a recommendation on April 1st. Ms. Thrall stated the Finance Subcommittee also reviewed the statement of accounts; received an update on contract negotiations; and, approved two (2) leave-of-absence requests. Additionally, the transportation contract approval; and, also what is expected down the road for the healthy food certification approval.

VI.B. Other Board-Related Reports

VI.B.1. CREC/CABE

Sarah Thrall stated nothing to report.

VI.B.2 Granby Education Foundation

Whitney Sanzo stated the next meeting is on Monday. The GranBee is on April 22nd.

VI.C. Calendar of Events

Sarah Thrall stated there is a lot going on and mentioned the Wells Road play on March 31st and April 1st and the NHS Empty Bowls fundraiser this Friday night.

VI.D. Board Member Announcements

There were no Board member announcements this evening.

VI.E. Action Items

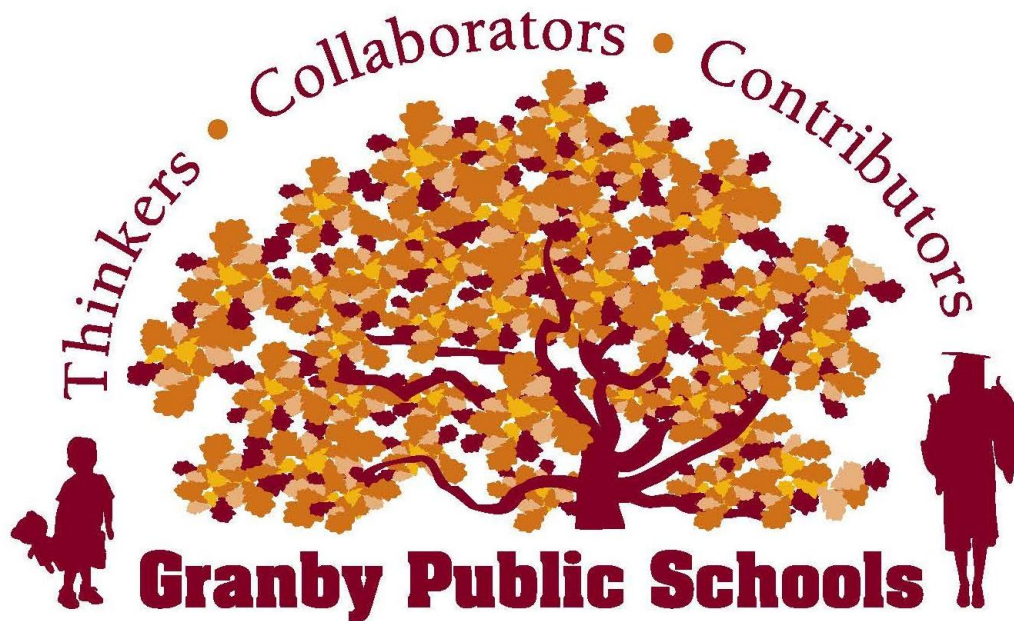
There were no action items this evening.

VII. Executive Session/Non-Meeting

There was no need for an Executive Session this evening. A motion was made by Monica Logan and seconded by Whitney Sanzo to adjourn the meeting. This motion passed unanimously at 8:35 p.m.

Respectfully submitted,

Donna Nolan
Board Secretary



Pupil Personnel Services

Department Improvement Plan 2021-2022

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GRANBY PUBLIC SCHOOLS

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	<ul style="list-style-type: none">❖ 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	<ul style="list-style-type: none">❖ 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	<ul style="list-style-type: none">❖ 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 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.

Department Goals: Students with special needs will show measurable gains in academic achievement when provided effective core instruction, specialized instruction and ongoing progress monitoring of performance. (Strategic Initiatives 1.D, 1.E, 1.I, 1.M, 1.N)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Plan and implement specialized instruction that is standards-based and curriculum aligned to reduce achievement differences amongst students with special needs	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists, Teachers	2021-2022 School Year	Instructional materials	<p>STAR Reading Grade 2: 41% - 50% Grades 3-5: 21.7% - 32% Grades 6-8: 23.7% - 34%</p> <p>Math Grade 2: 40% - 60% Grades 3-5: 15.2% - 25% Grades 6-8: 3.9% - 25%</p> <p>-----</p> <p>SBAC Students with disabilities in Grades 4-8 will demonstrate growth, as measured by positive movement between bands in ELA & Math SBAC:</p> <p>ELA 2019-2021 31.6% showed score increase 2021-2022 Projected 41% to show score increase</p> <p>Math 2019-2021 10.5% showed score increase 2021-2022 Projected 20% to show score increase</p> <p>-----</p> <p>SAT Reading/Writing 33.3% - 40% Math 20% - 27%</p>
Implement data review cycles to examine individual student level data, monitor progress and adjust specialized instruction as needed to increase student achievement	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists	2021-2022 School Year	Data collection tools	

Provide instructional coaching to special education teachers in literacy at the PK-5 level to improve specialized instruction and increased academic achievement	Administrators, Instructional Coach, Special Education Teachers	2021-2022 School Year	Time	Improved student achievement in literacy as measured above
Build pupil services staff capacity to provide specialized instruction through professional development opportunities in literacy, math, written expression and executive functioning	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists, Teachers	2021-2022 School Year	Professional Development Opportunities	Improved student achievement as measured above
Provide support and assistance to SRBI teams to implement academic tiered interventions that are targeted and appropriate in intensity and frequency	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists	2021-2022 School Year	SRBI Meeting Time	Special education prevalence rate

Board Goal #2: Community Engagement
 Enhance communication and build trusting relationships with all stakeholders.

Department Goals: The Pupil Services Department will partner with families to support engagement, ongoing communication and collaboration between staff and families. (Strategic Initiatives 2.A, 2.E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Continue to partner with the Special Education Parent Teacher Organization (SEPTO) to foster ongoing communication and collaboration between staff and families	Administrators, Pupil Services Staff	2021-2022 School Year	Monthly meeting Time	Schedule of SEPTO meetings & topics
Provide a monthly newsletter highlighting the work of the Pupil Services Department	Administrator, Pupil Services Staff	2021-2022 School Year	Monthly newsletter	Newsletter topics
Attend Planning and Placement Team meetings, Section 504 meetings, parent meetings, etc. along with phone/email contact to foster a collaborative relationship with families	Administrator	2021-2022 School Year	Scheduled meetings	Meeting attendance

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

Foster a safe and positive social emotional environment for everyone.

Department Goals: The Pupil Services Department will support social/emotional/behavioral learning of students and staff to foster a positive learning environment that is responsive and encouraging. (Strategic Initiatives 3.A, 3.B, 3.D)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Provide a refresher training to school psychologists and social workers on functional-based behavior, antecedent strategies, skills instruction, reactive strategies and de-escalation techniques	Diagnostic Team	2021-2022 School Year	Review of District practices & procedures, Training time	Training materials Consistent practices
Provide support and assistance to SRBI teams to implement social/emotional/behavioral tiered interventions that are targeted and appropriate in intensity and frequency	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists	2021-2022 School Year	SRBI Meeting Time	Special education prevalence rate
Conduct a social emotional learning screener and support teams in implementing an action plan based on the data gathered	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists	Spring 2022	Access to the Devereux Student Strengths Assessment (DESSA)	Data from DESSA & action plan
Co-facilitate the district-wide Social and Emotional Learning (SEL) Committee with Assistant Superintendent to examine our curriculum, interventions and supports at all tiers of instruction using the Collaborative for Academic, Social, and Emotional Learning (CASEL) framework	Administrators, SEL Committee members	2021-2022 School Year	Review of District SEL practices & procedures, CASEL framework, Meeting time	SEL Action Plan

Board 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.

Department Goals: The Pupil Services Department will aim to be fiscally responsible through careful identification of needs and appropriate spending to support student learning and growth. (Strategic Initiatives 4.E, 4.F, 4.G)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Conduct a needs assessment of PK - 12 special education service delivery to identify possible programming supports to reduce the need for some out of district placements	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists	2021-2022	Needs assessment tool Time	Completed tool & proposals
Monitor caseloads and assignments of special education, related services and support staff to ensure appropriate staffing and supports across the District	Administrators, Instructional Coach, Content Area Specialists	2021-2022	Ongoing monitoring	Caseload numbers, student need, staff assignment
Collaborate with neighboring towns (East Granby, Suffield, Windsor Locks) to explore cooperative program development to support maintaining students in their home communities	Administrator, Business Manager	2021-2022	Meeting time, Discussions of strengths & needs of each District	Generated ideas / proposal
Investigate the possibility of alternative educational programming within the Granby Public Schools	Administrators, Content Area Specialists, Business Manager, Facilities Manager	2021-2022	Needs assessment process, Meeting time, staffing and space considerations	Generated ideas / proposal

Board 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.

Department Goals: The Pupil Services Department supports the implementation of the Granby Public Schools Anti-Bias/Anti-Racism Plan by promoting equitable practices and outcomes for all students, particularly those with identified special needs, through specialized instruction and programming. (Strategic Initiatives 5.A, 5.B, 5.D, 5.E, 5.F, 5.H)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Support the mission of the Best Buddies Program and Unified Sports at GMHS by building awareness of the organization and expanding opportunities for the group	Administrators, Best Buddies Faculty Advisor	2021-2022 School Year	Financial Support Meeting time	Sustaining & increasing membership & participation
Build staff capacity to utilize differentiated instructional and assessment practices through consultation and collaboration with Pupil Services Staff	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists, Teachers	2021-2022 School Year	Time for consultation & collaboration	Greater access to and performance in general education
Examine special education data using an equity lens through careful consideration of trends and patterns in eligibility and service delivery	Administrators, Pupil Services Staff, Instructional Coach, Content Area Specialists, Teachers	2021-2022 School Year	Protocols, Time for consultation & collaboration	Data summary

Board Goal #6: Professional Learning

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

Department Goals: The Pupil Services Department will provide meaningful professional learning opportunities to enhance practice and increase learning outcomes for students. (Strategic Initiatives 6.A, 6.B, 6.E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Provide Quality IEP Training to a team of core Pupil Services Team Members	Administrators, Pupil Services Staff	2021-2022 School Year	Access to CSDE training, Time	Completion of 8 session training, Sharing of learning through building and department meetings
Prepare Pupil Services staff for the new IEP and Section 504 template, CT-SEDS, to be fully implemented starting July 1, 2022.	Administrators	2021-2022 School Year	CSDE Information	Documentation of information provided to staff from CSDE
Conduct a needs assessment of professional training needs of Pupil Services staff to ensure all disciplines receive needed training	Administrators	2021-2022 School Year	Google Survey	Completed survey with recommendations for 22-23 school year

Pupil Personnel Services

Continuous Improvement Plan Update 2021-2022
April 6, 2022

GRANBY PUBLIC SCHOOLS

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	<ul style="list-style-type: none">❖ 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	<ul style="list-style-type: none">❖ 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	<ul style="list-style-type: none">❖ 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 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.

Pupil Services Department Goal: Students with special needs will show measurable gains in academic achievement when provided effective core instruction, specialized instruction and ongoing progress monitoring of performance.

- Supporting data conversations through work with special education leadership (CAS Leaders & PK-5 Instr Coach)
- Using mid-year conferences with teachers & support staff to discuss student performance data
- Revisiting previous district work on priority standards, especially with the introduction of the new IEP
- Instructional coaching with an emphasis on literacy at the PK-5 level

STAR Assessment Data for Identified Students (Grades 2-8)

Highlights:

- On track to meet literacy goal in grade 2
- Already meeting numeracy goal in grade 2
- On track to meet numeracy goal in grades 3-5
- Small positive improvements in literacy for grades 6-8

Areas for Growth:

- Need to take a closer look at literacy needs in grades 3-5, particularly for grade 4
- Accelerating progress in literacy in grades 6-8, with a closer look at grades 6 & 8
- Accelerating progress in numeracy in grades 6-8, with a closer look at grade 8

Literacy

Grade Level	Fall Baseline	Winter Update	Spring Goal
Grade 2	41.0%	44.4% (+3.4%)	50%
Grades 3-5	21.7%	14.9% (-6.8%)	32%
Grades 6-8	23.7%	25.8% (+2.1%)	34%

Numeracy

Grade Level	Fall Baseline	Winter Update	Spring Goal
Grade 2	40.0%	55.6%(+15.6%)	50%
Grades 3-5	15.2%	22.0% (+6.8%)	25%
Grades 6-8	3.9%	10.1%(+6.2%)	25%

PSAT Data for Identified Students (Grades 9-11)

Highlights:

- On track to meet evidenced based reading & writing goal for current 11th graders on the recent administration of the SAT
- Current 10th graders showing stronger literacy skills than other grades
- Current 9th graders showed increases in numeracy skills from spring SBAC to fall PSAT

Areas for Growth:

- Carefully monitor and support current 9th graders in literacy and numeracy
- Accelerating progress in numeracy for all grades

Literacy

Grade	Prev. Year	Fall Baseline	Spring Goal
9 (PSAT ERW)	28.6% SBAC	28.6% (+/-0%)	
10 (PSAT ERW)	46.7%	47.1% (+0.4%)	
11 (PSAT ERW)	33.3%	37.5% (+4.2%)	40%

Numeracy

Grade	Prev. Year	Fall Baseline	Spring Goal
9 (PSAT Math)	7.1% SBAC	21.4% (+14.3%)	
10 (PSAT Math)	16.7%	17.6% (+0.9%)	
11 (PSAT Math)	20.0%	12.5% (-7.5%)	27%

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

Pupil Services Department Goal: The Pupil Services Department will partner with families to support engagement, ongoing communication and collaboration between staff and families.

- Holding regular Special Education Parent Teacher Organization (SEPTO) meetings on varied topics with growing community participation and some guest speakers (OT/PT, School Psychologist, PK-5 Spec Ed Instructional Coach, Transition Coordinator)
- Providing a monthly newsletter highlighting the work of the Pupil Services Department and providing updates to families on the new IEP & 504 platform as updates are available
- Participating in varied meetings with families (ie home-school collaboration meetings, PPT meetings, 504 meetings)
- Ongoing communication with families via email and phone

Board Goal #3: Safety and Social Emotional Well-being

Foster a safe and positive social emotional environment for everyone.

Pupil Services Department Goal: The Pupil Services Department will support social/emotional/behavioral learning of students and staff to foster a positive learning environment that is responsive and encouraging.

- Engaging in a review & revise process for functional behavioral assessments and behaviors intervention plans with an emphasis on a team process
- Staff attendance at conferences/professional groups on social/emotional/behavioral needs (ie school mental health, trauma response, cognitive behavioral interventions)
- Expanding the role of the BCBA to provide broader supports across grade levels and schools
- Registered for informational session on the DESSA (an SEL screener)
- District SEL Committee has assessed current practices in each building and has identified top priorities to guide next steps using the CASEL framework

Board 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.

Pupil Services Department Goal: The Pupil Services Department will aim to be fiscally responsible through careful identification of needs and appropriate spending to support student learning and growth.

- Ongoing examination of special education programming needs PK-12. Some examples of actions taken include:
 - * Engaging with consultants and providing training to build staff capacity to best program for students with autism and intellectual disabilities
 - * Introducing co-teaching at the middle and high school levels in the fall '22
 - * Adding an instructional assistant to the Counseling & Academic Support Center at the high school and increasing social/emotional counseling group opportunities
- Initiating an Alternative Education Programming Committee to explore programming for students in grades 6-12 with recommendations to the superintendent in the fall '22
- Monthly collaboration with the Farmington Valley Directors and discussions of shared programming possibilities

Board 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.

Pupil Services Department Goal: The Pupil Services Department supports the implementation of the Granby Public Schools Anti-Bias/Anti-Racism Plan by promoting equitable practices and outcomes for all students, particularly those with identified special needs, through specialized instruction and programming.

- Active and growing Best Buddies Chapter & successful Unified Sports basketball season
- Supporting professional growth opportunities for staff to increase differentiated instruction and supports (ie structured literacy, autism interventions, preschool special education)
- Building assessment repertoire when conducting formal evaluations
- Exploring ways at the building level to best collect routine data on goals and objectives and use this to inform instruction

Board Goal #6: Professional Learning

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

Pupil Services Department Goal: The Pupil Services Department will provide meaningful professional learning opportunities to enhance practice and increase learning outcomes for students.

- Pupil Services staff continue to participate alongside general education colleagues in the work with the Great Schools Partnership (GSP) on learning environment and shared outcomes
- Quality IEP Training has been completed by a core team of Pupil Services staff and key components are being incorporated into building based meetings and department meetings
- Participating in weekly IEP Preview Sessions offered by the state
- Registered for Expert Trainer Sessions (10 slots) this summer on the new IEP & Section 504 platform (CT-SEDS)
- Supporting staff in participating in discipline specific professional development (ie NASP conference, Wilson & Orton-Gillingham Training, Executive Functioning)

**Finance Subcommittee Meeting – Approved Minutes
February 16, 2022, 5:30 p.m.
Central Services**

Attendance:

Rosemarie Weber	Present	Shannon Sullivan	Present
Monica Logan	Present	Anna Robbins	Present
Donna Nolan	Present	Jordan Grossman	Present
Sarah Thrall	Present (Via GoogleMeet)	Kevin Bogue	Present (via GoogleMeet)

Meeting commenced at 5:30 p.m. Meeting adjourned at 6:45 p.m.

1. Public Comment: None
2. Approve Minutes from the January 19, 2022 Meeting: A motion was made by Monica Logan and seconded by Donna Nolan to approve the minutes from the January 19, 2022 Finance Subcommittee Meeting. Motion passed.
3. January 2022 Statement of Accounts: Reviewed and accepted.
4. Indoor Air Quality Report: Shannon Sullivan and Kevin Bogue (Platform Environment) discussed the results of the survey.
5. Bus Contract: Reviewed updates and options. To be presented to full Board on March 2, 2022.
6. Contract Negotiations Update: Discussed.
7. Fuel Bid Update: Discussed. Ongoing process – not locked in yet.
8. Building Committee Update: Finalizing process – meetings scheduled with the State prior to bid process.
8. Other: N/A

Donna Nolan moved and Monica Logan seconded adjournment at 6:45 p.m.



UPCOMING DISTRICT EVENTS

April 1	Wells Road Drama Performance, <i>You're a Good Man Charlie Brown</i>	6:30-8:00 pm	HS Auditorium
April 4	MS/HS PAC Meeting	6:00 p.m.	Virtual Via Zoom
April 5	Blood Drive	7:30am-1 pm	HS Community Gym
April 6	Curriculum Subcommittee Meeting Board of Education Meeting	5:00 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
April 11	Town Public Hearing on FY23 Budget	7:00 p.m.	HS Auditorium
April 11-15	Spring Break		Office Closed April 15th
April 20	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
April 21	French Movie Night	2:30-4:30 pm	HS Auditorium
April 22	GranBee	6:30 p.m.	HS Auditorium
April 25	Town-Wide Vote on FY23 Budget	12-8 p.m.	Town Hall Meeting Room
April 30	Spring Coffeehouse	7-9 p.m.	HS Auditorium