

**Regular Board of Education Meeting
Wednesday, October 12, 2022, 7:00 PM
High School Auditorium**

I. Administrative Reports

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. Chairman's Corner (5 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Ms. Sarah Thrall, Board Chair, will share opening remarks.

{{RecommendedMotion}}

B. Superintendent's Announcements (5 min.)

{{Goal-}}

{{Attachment:}}

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

{{RecommendedMotion}}

C. Assistant Superintendent's Report (5 min.)

{{Goal-}}

{{Attachment:}}

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

{{RecommendedMotion}}

D. Student Representative Reports (5 min.)

{{Goal-}}

{{Attachment:}}

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

{{RecommendedMotion}}

E. Schools in the Spotlight (15 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Two GMHS students will join Mara Henze, College and Career Coordinator, and Jacky Paton, Science Teacher, to present this past summer's reinstated College Explorations Summer Experience.

{{RecommendedMotion}}

II. Public Comment (20 min.)

{{Goal-}}

{{Attachment:}}

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.

{{RecommendedMotion}}

III. Consent Agenda (5 min.)

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. Minutes

{{Goal-}}

{{Attachment:}}

Rationale: The Board will approve/amend the minutes of the September 21, 2022 Board of Education meeting.

{{RecommendedMotion}}

IV. Old Business

{{Goal-}}

{{Attachment:}}

Rationale: There is no Old Business to report.

{{RecommendedMotion}}

V. New Business

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. Continuous Improvement Plan - Granby Memorial High School (20 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Mr. Michael Dunn, High School Principal, will present his Continuous Improvement Plan for Granby Memorial High School to the Board.

{{RecommendedMotion}}

VI. Miscellaneous (20 min.)

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. Board Standing Committee Reports

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

1. Curriculum/Policy/Technology/Communication

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

2. Finance/Personnel/Facilities

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

B. Other Board-Related Reports

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

1. CREC/CABE

{{Goal-}}

Attachment:

RecommendedMotion

2. Granby Education Foundation

Goal-

Attachment:

RecommendedMotion

C. Calendar of Events

Goal-

Attachment:

RecommendedMotion

D. Board Member Announcements

Goal-

Attachment:

RecommendedMotion

E. Action Items

Goal-

Attachment:

RecommendedMotion

VII. Adjournment

Goal-

Attachment:

RecommendedMotion

2022

College Exploration Summer Tour

— June 20th - 23rd —

Program Objectives

- Expose students to different types of schools
- Foster connections between GMHS and institutions of higher education
- Teach students how to assess schools and what questions to ask on tours and info sessions
- Demystify the college search and application process for students and their families

Participants

- 20 Students Total:
 - Grade 10 5 students
 - Grade 11 13 students
 - Grade 12 2 students
- 2 Chaperones:
 - Mara Henze, College & Career Center Coordinator
 - Jacky Paton, Science Teacher

Itinerary

Monday, June 20th	Tuesday, June 21st	Wednesday, June 22nd	Thursday, June 23rd
Southern Connecticut State University	Salve Regina University	Clark University	University of Connecticut
Quinnipiac University	University of Rhode Island	College of the Holy Cross	University of Hartford

Terms that popped up and discussed with students

- College vs. University
- Colleges with religious affiliation
- Internships at small schools vs. big schools
- “Free” means covered in costs/fees
- STEM vs. Humanities
- Liberal Arts
- Meal plans
- Demonstrated interest
- Campus branches
- Consortiums
- Who reads your application
- Regional admissions
- Study abroad
- Financial Aid: loans vs. grants
- Division I vs. Division II

Daily Wrap-Up for Parents Covered:

- The differences between and the benefits of public vs. private institutions and small vs. large schools
- How to get the most out of a tour (even in the rain) and what makes a good tour guide
- The FAFSA, jobs on campus, the importance of scholarships, and Division I athletics
- What Admissions is looking for in an application and the difference between Division I and Division III sports

SCSU: Sibling Sighting & Info Session



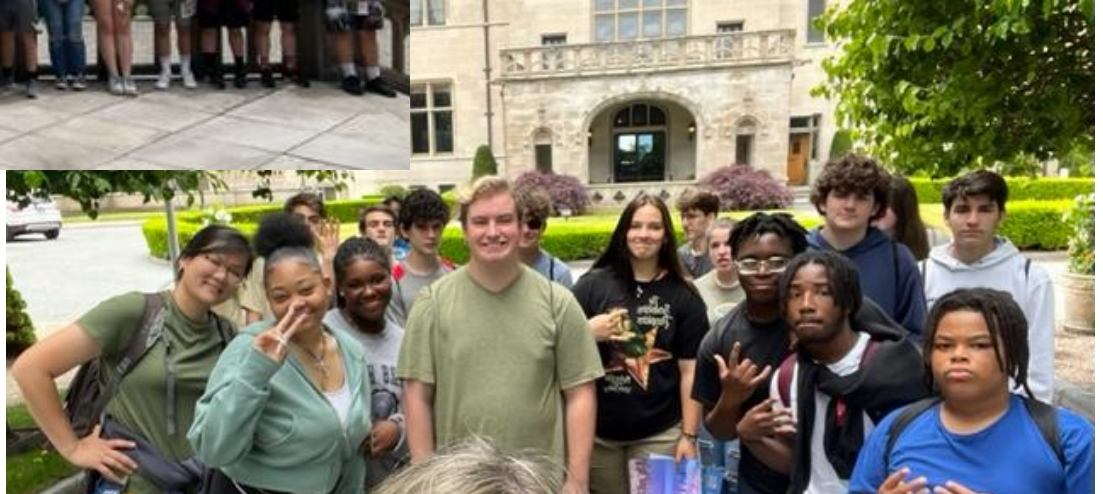
Quinnipiac & Pit Stop on Wooster Street



Matching on the URI Tour



Salve Regina University and Newport, RI views



UConn: Gampel Pavilion & The DAIRY BAR



Regular Board of Education Meeting – Approved Minutes
Wednesday, September 21, 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 Chase Alexander and Tess Bajek (Student Representatives)

Absent Board Members: None

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 everyone in attendance as well as on via Zoom.

I.B. Superintendent's Announcements

- Dr. Grossman welcomed everyone in attendance and on Zoom this evening and thanked the administrative team for attending tonight's meeting.
- CREC and the Granby Public Schools are still affected by the national shortage for bus drivers.
- Curriculum nights were held at all schools with first grade being held tomorrow night. Working on a plan to increase attendance at the secondary level.
- Congratulations to Colleen Mello for her induction into the American School Band Directors' Association. This is wonderful news and the district is very proud of this accomplishment.
- The construction project and video production studio at the high school are moving along very well.
- A meeting was held today to discuss the athletic grass fields, namely, the soccer field, field hockey, softball and baseball fields. A plan will be developed and the Board will see something in the budget to begin addressing these fields.
- There will be an early release for professional development on Wednesday, September 28th.
- There will be no school on October 5th and October 10th due to the holidays.
- The next regularly scheduled meeting will be held on October 12th with a change in location in the high school auditorium

I.C. Assistant Superintendent's Report

Ms. Jennifer Parsons, Assistant Superintendent, provided updates from her office and stated she will present the testing report from the 2021-2022 school year. As a reminder, those are the SBAC, NGSS and SAT tests that occur throughout the year. There are a variety of purposes for the testing and results: to measure student achievement and growth over time, state accountability system, and a fair measurement of students' progress/attainment of knowledge and skills required to be college bound. With regard to SBAC, it is administered during April/May to students in Grades 3-8 and is aligned to the CT core standards for ELA and Math. Ms. Parsons explained how the tests are scored as well as the achievement levels, Level 1 (does not meet the standard) through Level 4 (exceeds the achievement standard). Scores in Level 3 or 4 are considered proficient or higher. Ms. Parsons reviewed the ELA scores and, overall, the ELA scores climbed by 2 points. Third Grade closely aligned to the previous proficiency levels prior to the pandemic and came in at 60% proficiency. Fifth Grade scores were the highest across the district. The highest growth rates were in 4th, 7th and 8th grade last year. The Grade 5-6-year transition was not as strong this past year or so and the district will be looking at what the curriculum looks like for this shift in grade level. Rosemarie Weber inquired about Readers Workshop and what is being done for the students who are now in 7th grade. Ms. Parsons stated the middle school has other supports in place to help these students, such as, tutor support and classroom philosophies with small groups within classrooms. Ms. Parsons also shared with the Board that Teachers' College is able to support teachers this year by actually coming to the schools to provide consultancy services.

Ms. Parsons then shared SBAC test results for Math and stated the district is about halfway back to where we were pre-pandemic and overall improved about 7 percentage points overall. Sixth/Seventh Grade are at or above the district average and utilized the Illustrative Math Program resource for the entire year. Great gains were realized in 6th Grade. Granby is significantly above the state average in Math. Moving forward,

older students will learn to use scrap paper while taking the test in the digital format. Sarah Thrall inquired if what the averages looked like pre-pandemic (2018-19) and what we should expect those averages to be. Ms. Parsons stated averages are typically in the high 40% to low 50% range with high-performing districts touching 80%. Rosemarie Weber inquired what was implemented in 6th Grade in math to give the success of the scores. Ms. Parsons stated utilizing the Illustrative Math approach which was used to deliver the instruction and hopefully the gains will be greater as time goes on.

Ms. Parsons reviewed the Next Generation Science Standards (NGSS) assessment which is administered to Grades 5, 8, and 11. The trend is that year over year there is continued growth for an overall district average of 76%. 80% would be a high-level performance. Next year cohort data will be able to be seen.

Ms. Parsons shared that the state reached out to Dr. Grossman and herself with regard to Granby's growth this past year in relation to trends across the state and the correlation with an increased use in the state-provided assessment readiness tools and interim assessment blocks. A team from Granby is invited to attend the state-wide Performance Matters Conference in October to speak about some of the work being done.

Ms. Parsons went on to state the high school level assessment is the school-day SAT which is a summative state assessment for Grade 11 as well as for college entrance. Every student takes this test at least once. Granby students take the PSATs in Grade 8 through Grade 11. Reading & Writing focuses on gathering evidence from text including the meaning of key words and phrases. In Math, the focus is on the "Heart of Algebra", data analysis and problem solving. Ms. Parsons shared the testing results from 2016-2022 and stated since the pandemic, the district is maintaining around 80% proficiency. Kristina Gilton inquired without STAR assessments at the high school, are there any other predictors, such as, students taking honors classes and to see who is not hitting the benchmarks at a certain grade level. Ms. Parsons stated students are looked at year over year and there is an ability to see who is not yet hitting the benchmarks at the previous grade levels and how these students are being supported. Ms. Parsons concluded stated Granby is significantly higher than state averages in the SATs and largely maintained performance in English, however, saw a decrease in math but will continue to look at the math progression.

Overall, Ms. Parsons stated the district will continue to build the common instructional framework. District goals have been aligned to the Board goals which will be trickled down this year to Department goals. Teacher leaders, coaches and department heads are being trained to lead teams in the work and, additionally, ensuring data is easily accessible and useful, including the use of technology to support the analysis. Ms. Thrall thanked Ms. Parsons for her report and stated she is looking forward to hearing each school's improvement plan this fall. David Peling congratulated the district on seeing improvement in 6 out of 10 categories in ELA/Math and inquired if the district had a student achievement dashboard and Ms. Parsons stated, yes, there is one in place and the district is looking at how to improve the current system.

I.D. Student Representative Reports

- Tess reported all clubs are up and running
- Homecoming dance is October 22nd. A Chick fil a and Zen truck as well as a snow cone truck will be coming to the dance.
- Spirit week will be held the following week.
- Chase stated sports are in full swing. Football holds a 1-1 record; volleyball is 4-1; field hockey is 3-1; boys' and girls' XC is in Coventry today and will have a home meet against Canton and Rockville next Wednesday; girls' soccer is 1-1-1 and will play Canton on Friday; and, boys' soccer is 1-2 and will host Canton on Friday night.

I.E. Business Manager's Report

Ms. Anna Robbins, Business Manager, presented the June 2022 and July/August 2022 statement of accounts and stated FY22 financial results showed a return to the town \$295K. Special education expenditures were favorable \$149K and regular education expenditures were favorable \$146K. Generally, salaries and benefits made up 75.82% of the total budget for FY22 and were forecasted with 100% accuracy. Revenue to the town for FY22 was higher than budgeted \$152K and most of that was due to special education tuition from other towns. When considering the return to the general fund, the total benefit to the town for FY22 is \$447K.

Ms. Robbins stated an early look at the financial forecast for regular education is \$130K favorable but an overall unfavorable forecast of \$554K. Special education is over-budget \$684K largely due to an increase in out-of-district transportation costs. Factors include a discontinuation of the “ride-share” program and the nation-wide bus driver shortage also severely impacted this collaboration.

Revenue to the town is projected to be favorable \$452 due to the projected increase in the Excess Cost Grant. At this time, the Q&D Fund is looking favorable with lower expenditures along with lower revenue. Rosemarie Weber stated the Finance Subcommittee reviewed and accepted the Statement of Accounts this evening.

II. Public Comment

Susan and Bill Regan thanked everyone for their hard work even though they no longer have students in the system. Susan inquired if Common Core was the standard practice utilized throughout all the schools in the state as well as common practice across the United States. Ms. Thrall stated the Board cannot respond; however, the district does have standards they align to and Dr. Grossman would be happy to sit down and discuss this with her. Ms. Regan stated she has noticed on a regular basis in conversation with younger people that grammar is terrible and that however grammar/writing is being taught, it needs to be extremely well presented and that language skills are lacking in order for younger people to present themselves properly. She stated she is not so sure Common Core is the way to go and she is concerned about the Common Core and the strategy for teaching math. She would like to know from Dr. Grossman if the Common Core will continue to be used.

III. Consent Agenda

III.A. Minutes

A motion was made by Rosemarie Weber and seconded by Donna Nolan that the Granby Board of Education adopt the consent agenda. This motion passed unanimously at 8:04 p.m.

IV. Old Business

IV.A. Second Reading and Approval of Revised Policy 6142.101 - Student Nutrition & Physical Activity (Student Wellness)

The Curriculum/Policy/Technology/Communications Subcommittee recommended revised Policy 6142.101, Student Nutrition & Physical Activity (Student Wellness) to the Board for a second reading and approval. A motion was made by David Peling and seconded by Monica Logan that the Granby Board of Education adopt revised Policy 6142.101, Student Nutrition and Physical Activity, as recommended by the Curriculum/Policy/Technology/ Communications Subcommittee. This motion passed unanimously at 8:05 p.m.

V. New Business

V.A. FY22 Year-End Budget Transfers

The Board discussed the approval of FY22 year-end budget transfers as recommended by the Business Manager and Finance/Personnel/Facilities Subcommittee. Rosemarie Weber stated the end-of-year adopted budget versus where the budget ended up at the end of the year. The Finance Subcommittee reviewed the details of the transfer this evening. A motion was made by Rosemarie Weber and Donna Nolan that the Granby Board of Education approve the FY22 year-end budget transfers as recommended by the Business Manager and Finance/Personnel Facilities Subcommittee. This motion passed unanimously at 8:06 p.m.

V.B. CABE Leadership Award Application

The Board reviewed the application for the CABE Leadership Award, Level II, Board of Distinction. Sarah Thrall stated the Granby BOE has been a Level II Award recipient for many years and stated this application confirms that the BOE has completed many of the requirements that exemplary boards do, such as, a strategic plan, vision of a graduation, etc. A motion was made by Sarah Thrall and seconded by Kristina Gilton that the Granby Board of Education approve the application for the CABE Leadership Award for Level II, Board of Distinction. This motion passed unanimously at 8:08 p.m.

VI. Miscellaneous

VI.A. Board Standing Committee Reports

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

This subcommittee did not meet.

V.I.A.2. Finance/Personnel/Facilities

Rosemarie Weber stated this Subcommittee met this evening to discuss the statement of accounts as well as received a food service update. Last year ended profitably by \$143K and this year the district is able to continue offering free breakfast and lunch until November and will re-evaluate going forward. Also received a building committee update and the high school project is moving along with the estimated completion date in early November this year. Two leaves-of-absences were also discussed and approved.

VI.B. Other Board-Related Reports

VI.B.1. CREC/CABE

The CREC Council met today and shared issues facing CREC such as the bus driver shortage and staffing. Issues were raised specific to Boards of Education and for CREC to help BOEs with the number of controversial issues facing boards going forward and helping BOE's to celebrate successes. CREC is also organizing for CREC Council to visit CREC schools in-person. Sarah Thrall stated she will attend the CABE Legal Issues Workshop and invited any other Board members to attend with her.

V.I.B.2. Granby Education Foundation

Whitney Sanzo reported the GEF met on Monday evening and wrapped up progress made over the summer. She stated grant requests are a little quiet but the GEF is excited to receive grants from teachers.

VI.C. Calendar of Events

Sarah Thrall reminded Board members there will be no meeting on October 8th due to the holiday.

VI.D. Board Member Announcements

There were no Board member announcements this evening.

VI.E. Action Items

David Peling to get information from Bloomfield on the data system used by that district and send it to Jennifer Parsons.

VII. Adjournment

A motion was made by Rosemarie Weber and seconded by Monica Logan to adjourn the meeting. This motion passed unanimously at 8:16 p.m.

Respectfully submitted,

Donna Nolan
Board Secretary



**Granby Memorial High School
Continuous Improvement Plan 2022-2023**

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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.

Goal 1.A Achievement (GPS 1D) - Increase the % of 9th, 10th and 11th graders scoring at benchmark on PSAT

Fall Math Targets	Next Test Math Target *	Fall ERW Targets	Next Test ERW Target *	* <i>Specific goals to be determined based on fall PSAT</i>
9th - 52% to 55%	PSAT 10 - *	9th - 71% to 75%	PSAT 10 - *	
10th - 57% to 62%	PSAT 11 - *	10th - 79% to 83%	PSAT 11 - *	
11th - 38% to 45%	CT SAT - *	11th - 76% to 80%	CT SAT - *	

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Develop departmental plans to improve PSAT performance including benchmark assessments aligned with PSAT questions/skills	Department leaders, teachers	September and ongoing	Meeting time, coaching	Department goals and benchmark data
2. Support 9th, 10th and 11th graders to link College Board (CB) accounts w/ Khan Academy (KA) and engage in targeted practice, and align SAT Prep with Khan Academy resources	Math for linking, Departments for practice, SAT Prep teachers	Fall and ongoing	CB and KA support, "Khan-test" prizes	Khan linkage and practice data
3. Increase staff PSAT awareness to focus instruction on P/SAT-aligned thinking skills	All certified staff	September "PLG" and ongoing	Time, coaching	Departmental plans
4. Provide small group/individual instruction based on PSAT benchmark assessments with opportunities for students to practice based on feedback	All departments	Benchmark cycle beginning in fall	Coaching	Departmental benchmarks (Math and Science formatives, NRI, Common Lit, etc.)
5. Increase teacher/team capacity in accessing, analyzing and using PSAT data to target interventions at the classroom level (also under Professional Learning) (GPS 1I)	Department leaders, coaches, teachers	PLC Meetings	PLC time, coaching, CB Inst. Planning & Question Analysis Rpts	PLC Data meetings, protocols, small groups
6. Develop opportunities across disciplines for students to practice revising work, solving problems and supporting claims, and reestablish writing tutors	Department leaders, coaches, teachers, student tutors	Fall and ongoing	Meeting time, coaching, support for PWT	Departmental benchmark data, tutoring participation
7. Define assessment calendar benchmarks and data team conversations	School Leadership Team with Coaches	October and ongoing	Meeting time, coach time	Pacing guides, data team notes

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.

Goal 1 B. Opportunity (GPS 1G) - Every student enrolls in at least one college credit-bearing course (Advanced Placement, Early College Experience, College Career Pathways, HSPP) while in high school.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue to explicitly encourage students to enroll in at least one college-credit course while at GMHS	Administration, teachers, counselors	Ongoing	Support for AP, ECE and CCP certification	Target: 95% for '24 ('22 = 89% '23 = 92%)
2. Create school policy to promote rigorous coursework aligned with state accountability system	Administration with Asst. Superintendent	Fall	Meeting Time	Revised school policy
3. Review Advanced Placement (AP) Instructional Planning Report to determine and implement instructional priorities	AP Teachers and academic leaders	Ongoing	AP Report, meeting time	Instructional strategies
4. Expand support for College and Career Center, Asnuntuck partnership and AP Boost Boot Camp (GPS 2.G)	Leadership team, AP Teachers	Ongoing and summer 2023	Funding for AP Boost	Increased enrollment

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

Goal 2 (GPS 2A): Improve frequency and effectiveness of communication that captures and celebrates our school community through online resources and platforms

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Re-institute seasonal newsletter to showcase departmental and school highlights and celebrations (GPS 2A)	Principal, departments and teachers	Ongoing	Time, technology	Strategies and survey results
2. Increase opportunities for family and staff input and feedback through teams, surveys, PAC, etc.(GPS 2E).	Administration, PAC, SEPTO, etc.	Ongoing	Meeting time, technology	Survey results
3. Support the launch of the GMHS Advanced Communications course and Broadcast Club for showcasing celebrations and examples of our Core Values and Vision of the Graduate in action	Teachers, Advisors	Ongoing	Stipends, meeting time, project resources	Class and club
4. Continue to support our School to Career program through collaboration with community businesses through our College and Career Center, Career and Technology Education (CTE) Advisory Board and Career Fair (GPS 2G)	CCC Advisor, CTE advisor, CTE teachers, community partners	Fall and Spring meetings	Meeting times	CTA Advisory Meetings, Job Fair
5. Work with leadership teams to increase community participation in school events including Curriculum Open House, conferences and PAC	Leadership team	Fall for conferences and PAC, spring for Curriculum Open House	Meeting times	Increased attendance

Board Goal #3: Safety and Social Emotional Well-Being
Foster a safe and positive social emotional environment for everyone.

Goal 3: (GPS 3C, D) - Create safe, inclusive, equitable and socially-emotionally responsive classroom and school environments

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Train Advisory teachers to administer and use DESSA instrument to target SEL goals (GPS 3F)	SEL Leadership team	November 8 PD	Time	DESSA outcomes
2. Renew school-based safe school climate/SEL team including staff, student and parent representation charged with implementing district SEL goals and actions (GPS 3D)	Safe School Climate (SSC)/SEL team	November and ongoing	PLC/G Time	SEL Action Plan
3. Engage staff and students in articulation of essential charter of school-wide expectations linked to Vision of the Graduate and the Learning Environment Element of Effective Instruction	Faculty and Students	November and ongoing	PD and Meeting Time	Charter of expectations
4. Develop and administer regular surveys and other instruments to provide increased opportunities for student feedback	Administration, SSC/SEL Team	December, March	Survey and administration time	Survey data
5. Increase opportunities for student leadership and voice through representation on action teams including grading and social media	Student representatives	November and ongoing	Meeting resources	Participation data
6. Clarify SRBI interventions, entrance and exit criteria	Student Intervention Team, Administration	Ongoing	Meeting time	Refined criteria, intervention data
7. Implement Voice4Change Initiatives	V4C Advisor and student leaders	Ongoing	V4C funding, meeting time, initiative resources	Participation

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.

Goal 4: (GPS 4, 3A) - Manage the budget process to maximize efficiencies while increasing needed supports for students who struggle academically and socially/emotionally

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Collaborate to manage and communicate construction project developments (GPS 4I)	Principal, Central Services, Facilities,	Fall	Meeting time	Updates
2. Monitor class sizes to ensure appropriate learning environments and staffing and create alternate year offerings	Administration, department leaders	Fall budget process	Meeting time, Program of Studies	Efficient staffing, alternate year course cycles
3. Support implementation of Co-Teaching in Pre-AP English 9, Applied Algebra I (GPS 5H)	Administration, Pupil Personnel, teachers	Ongoing	Meeting time, training	Student achievement, IEP goals
4. Explore models including alternative school structures to address SEL needs (GPS 3A,B)	Alternative Schooling and SEL committees	Ongoing	Meeting time	Recommendations
5. Investigate replacement cycles for textbooks, uniforms, musical instruments, furniture, and technology to allow for predictable expenses and develop a cycle to dispose of items that are outdated or no longer needed (GPS 4H)	Administration, Department leaders, Business Manager	Fall budget cycle	Time	Revised cycles
6. Continue to analyze student achievement data to ensure adequate supports and staffing	School and district administration, department leaders	Fall and ongoing	Time	Proposals

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.

Goal 5: (GPS 5A) - Continue to improve systems and practices to maximize equitable opportunities for all students.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Partner with student-led groups (Student Government, Bridges, SAFE, SOCA, Black and Latino Studies, etc.) in establishing regular messaging to celebrate cultural heritage and diversity, equity and inclusion (GPS 5I,J)	Student led groups, advisors, administration	Cultural Heritage Months	Time and TBD	Regular messaging and celebrations
2. Support programming including Black and Latino Studies Social Studies elective course through enrichment experiences (GPS 5J)	Teacher, department leader, administration	Ongoing	Field trips, transportation	Enrichment outcomes
3. Continue to partner with Granby Equity Team (GET) to embed consciousness-building Experiences to Explore Equity (E3s) into professional learning and remove barriers to equitable outcomes in alignment with the district's Anti-Bias Anti-Anti-Racism Plan (GPS 5A,E)	GET and GMHS GET Network, School Leadership Team	Monthly GET Meetings/follow up	PD and meeting time	E3s (Experiences to Explore Equity), GET Survey data
4. Continue to build staff capacity to approach conversations around equity with students during Advisory (GPS 3F, 5I)	Faculty, administration	November and January PD	PD Planning	Survey data

Board Goal #6: Professional Learning

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

Goal 6: (GPS 6D) - Continue to improve staff capacity to clarify outcomes and use data protocols to inform instruction

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Restructure PLC to incorporate opportunities for professional learning groups collaboration on CIP goals and actions including: PSAT, consistent and equitable grading practices, Social/Emotional Learning, Vision of the Graduate, social media, Capstone etc. (GPS 6I)	Administration, departments, PLG teams	4th Thursdays	Meeting time, team resources	Team outcomes (revised grading practices, etc.)
2. Develop capacity of leadership team to model and use protocols to increase efficiency and effectiveness of teams (GPS 6H)	School Leadership Team, DLT	Regular school and district leadership meetings	Meeting times, protocols, coaching	Improved practices and protocols
3. Develop capacity in EEI indicators including using standards to develop learning targets clarifying intended outcomes and why they matter, and providing opportunities to revise work (GPS 1I)	Teachers	Ongoing	PLC, coaching, EEI	Improve <i>My teachers explain why we are learning what we are learning and Students can explain alignment between activities and defined outcomes (EEI)</i>
4. Support Special Educators in transition to CT-SEDS framework (GPS 5B)	Special Education Team and Counselors	Ongoing	Training and time	CT-SEDS-aligned IEPs and 504s
5. Increase teacher/team capacity in accessing, analyzing and using fall PSAT data to target interventions at the classroom level (also under Professional Learning) (GPS 1I)	Department leaders, teachers, coaches	Fall and ongoing	Meeting time, coaching	Data meetings

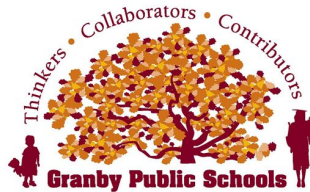
PSAT Target Chart:

MATH				
Grade	College Ready Benchmarks	21-22 % and (#) <i>At, Near, Below</i>	Fall 22 Goal	Next Goal (<i>to be determined based on fall PSAT</i>)
9 YOG 26 (PSAT 8/9)	450 PSAT 8/9	52% (69) PSAT8 Dec 21 15% (20) 33% (43)	55% PSAT 9 Dec 22	___% PSAT 10 Oct 23
10 YOG 25 (PSAT/NMSQT)	480 PSAT 10	57% (78) PSAT9 Dec 21 4% (5) 40% (55)	62% PSAT 10 10/12/22	___% PSAT 11 Oct 23
11 YOG 24 (PSAT, CT SAT)	510 PSAT 11 530 CT SAT	38% (50) PSAT10 Oct 21 19% (25) 43% (56)	43% PSAT 11 10/12/22	___% CT SAT March 23

ERW				
Grade	College Ready Benchmarks	21-22 % and (#) <i>At, Near, Below</i>	Fall 22 Goal	Next Goal (<i>to be determined based on fall PSAT</i>)
9 YOG 26 (PSAT 8/9)	400 PSAT 8/9	71% (94) PSAT8 Dec 21 10% (13) 19% (25)	75% PSAT 9 Dec 22	___% PSAT 10 Oct 23
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11 YOG 24 (PSAT, CT SAT)	460 PSAT 11 480 CT SAT	76%(99) PSAT10 Oct 21 2% (3) 22%(29)	80% PSAT 11 10/12/22	___% CT SAT March 23

Granby Memorial High School

Continuous Improvement Plan 2022-2023



Vision of the Graduate

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

WE are GMHS!

- ❖ ***A small town high school with a global vision, blending three communities of Granby, Hartford & Hartland, and cultivating Curiosity, Perseverance, Integrity, Involvement and Respect.***
- ❖ ***We strive to widen minds, hearts and horizons, and to remove barriers inhibiting opportunities.***
- ❖ ***We strive to support each and every learner to contribute positively to our world and succeed in college, career and life.***



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.

Goal 1.A Achievement (GPS 1D) - Increase the % of 9th, 10th and 11th graders scoring at benchmark on PSAT

- **Develop departmental plans and benchmarks aligned with PSAT questions**
- **Support 9th, 10th and 11th graders to link CB and Khan for targeted practice and use test-taking strategies**
- **Increase PSAT awareness to focus instruction on P/SAT thinking/skills**
- **Provide small group/individual instruction with opportunities for students to practice based on benchmark feedback**
- **Increase data capacity to target classroom interventions (GPS 1I)**
- **Engage students in revising, solving problems and supporting claims and reestablish writing tutors**
- **Define assessment calendar benchmarks and data team conversations**

Fall PSAT Targets

Math				
Grade	College Ready Benchmarks	21-22 % and (#) At, Near, Below	Fall 22 Goal	Next Goal (to be determined based on fall PSAT)
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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.

Goal 1 B. Opportunity (GPS 1G) - Every student enrolls in at least one college credit-bearing course (Advanced Placement, Early College Experience, College Career Pathways, HS Partnership Program) while in high school

Target=95% for '24 ('22 = 89% '23 = 92%)

- **Encourage students to enroll in at least one college-credit course at GMHS**
- **Create school policy to promote rigorous coursework aligned with CT accountability system**
- **Review Advanced Placement Instructional Planning Report to implement instructional priorities**
- **Support College and Career Center, Asnuntuck partnership and AP Boost Boot Camp (GPS 2.G)**

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

Goal 2 (GPS 2A): Improve frequency and effectiveness of communication that captures and celebrates our school community through online resources and platforms

- **Re-institute newsletter to showcase department/school highlights (GPS 2A)**
- **Increase family and staff input through teams, surveys, PAC (GPS 2E).**
- **Support Advanced Communications course and Broadcast Club for showcasing Vision of the Graduate**
- **Support School to Career and collaboration with community businesses through CCC, CTE Advisory Board and Career Fair (GPS 2G)**
- **Increase participation in Curriculum Open House, conferences and PAC**

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

Foster a safe and positive social emotional environment for everyone.

Goal 3: (GPS 3C, D) - Create safe, inclusive, equitable and socially-emotionally responsive classroom and school environments

- **Train teachers to use DESSA instrument to target SEL goals (GPS 3F)**
- **Renew school climate/SEL team implementing SEL goals/actions (GPS 3D)**
- **Articulate school-wide expectations linked to Vision of the Graduate and Learning Environment Element of Effective Instruction**
- **Increase student leadership and feedback opportunities through surveys and representation on action teams including grading and social media**
- **Clarify SRBI interventions, entrance and exit criteria**
- **Implement Voice4Change Initiatives**

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.

Goal 4: (GPS 4, 3A) - Manage the budget process to maximize efficiencies while increasing needed supports for students who struggle academically and socially/emotionally

- **Communicate construction project developments (GPS 4I)**
- **Monitor class sizes to ensure appropriate learning environments and staffing**
- **Support Co-Teaching in Pre-AP English 9, Applied Algebra I (GPS 5H)**
- **Explore alternative school structures to address SEL needs (GPS 3A,B)**
- **Investigate replacement cycles (GPS 4H)**
- **Continue to analyze achievement data to ensure adequate supports/staffing**

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.

Goal 5: (GPS 5A) - Continue to improve systems and practices to maximize equitable opportunities for all students.

- **Partner with student-led groups (Student Gov., Bridges, SAFE, SOCA, Black and Latino Studies, etc.) to celebrate cultural heritage (GPS 5I,J)**
- **Continue to partner with Granby Equity Team (GET) to embed consciousness-building Experiences to Explore Equity (E3s) into professional learning and remove barriers (GPS 5A,E)**
- **Continue to build staff capacity to approach conversations around equity with students during Advisory (GPS 3F, 5I)**

Board Goal #6: Professional Learning

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

Goal 6: (GPS 6D) - Continue to improve staff capacity to clarify outcomes and use data protocols to inform instruction

- **Restructure PLC teams: PSAT, consistent/equitable grading, Social/Emotional Learning, Vision of Graduate/Capstone, social media (GPS6I)**
- **Develop capacity of leadership team to model and use protocols to increase efficiency and effectiveness of teams (GPS 6H)**
- **Using standards to develop learning targets clarifying intended outcomes and why they matter, and provide opportunities to revise work (EEI, GPS 1I)**
- **Support Special Educators in transition to CT-SEDS (GPS 5B)**
- **Increase data capacity to target classroom interventions (GPS 1I)**

**Finance Subcommittee Meeting – Approved Minutes
Wednesday, June 15, 2022, 5:30 p.m.
Central Services**

Attendance:

Rosemarie Weber	Present	Jordan Grossman	Present
Monica Logan	Present	Anna Robbins	Present
Donna Nolan	Present		
Sarah Thrall	Present		

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

- 1. Public Comment:** N/A
- 2. Approve Minutes from the May 18, 2022 Finance Subcommittee Meeting:** A motion was made by Donna Nolan and seconded by Monica Logan that the Finance Subcommittee approve the minutes from the May 18, 2022 Finance Subcommittee Meeting.
- 3. May Statement of Accounts:** Reviewed and accepted.
- 4. Food Service Contract Amendment:** Reviewed and approved the amendment which includes a minimal increase of management and administrative fees.
- 5. Lunch Prices:** Lunch prices were set as follows: Elementary \$3.00 and Secondary \$3.15
- 6. Year-End Assessments:** Authorized administration to go forward with the following projects: middle school café tables, chairs, dollies, and backstop. A motion was made by Monica Logan and seconded by Donna Nolan to approve.
- 7. Building Committee Update:** Demotion started. Teachers emptied areas and the project is underway.
- 8. Other:** None

A motion was made by Donna Nolan and seconded by Monica Logan to adjourn the meeting at 6:40 p.m.



UPCOMING DISTRICT EVENTS

October 10	Holiday – No School		
October 12	PSATs (Grades 10 & 11)		
October 12	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services HS Auditorium (<i>Note location change</i>)
October 17	SEPTO Meeting	6:30-8:00 p.m.	Wells Road Media Center
October 18	HS PAC Meeting	6:00-7:00 p.m.	HS Media Center
October 19	College Fair	1:00-2:30 p.m.	HS Community Gym
October 19	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
October 22	Homecoming Dance	7:00-10:00 p.m.	HS Community Gym
October 25	Superintendent’s Community Conversation (Virtual)	6:00-7:00 p.m.	See website for details
October 27	MS PAC Meeting	6:00-7:00 p.m.	Virtual
October 26	NHS Induction Ceremony	7:00-8:00 p.m.	HS Auditorium
October 28	Homecoming weekend football game: Granby vs. Ellington	6:30 p.m.	HS Stadium Field
October 29	All other homecoming games		See website for details