

Curriculum Subcommittee Meeting
Wednesday, April 5, 2023, 5:30 PM
Central Services

I. Public Comment

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

II. Approve the Minutes from the March 1, 2023 Curriculum Subcommittee

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

III. Assistant Superintendent's Monthly Report

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

IV. Policies

{{Goal-}}

{{Attachment:}}

Rationale:

- Revised Policy 4118.11 - Personnel Non-Discrimination Policy
- New Policy 6148 - FAFSA Completion Rates

{{RecommendedMotion}}

V. Overview of Curriculum Policies and Curriculum Approval Processes

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

VI. Other

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

Curriculum Subcommittee Meeting - Draft Minutes
March 1, 2023, 5:30 p.m.
Central Services

Present:

David Peling Jordan Grossman
Kristina Gilton Jennifer Parsons
Sarah Thrall

Absent:

Whitney Sanzo

Member of the Public: N/A

Meeting commenced at: 5:34 p.m.

Meeting adjourned at: 6:44 p.m.

1. Public Comment: N/A

2. Approve Minutes from the February 15, 2023 Curriculum Subcommittee Meeting: A motion was made by David Peling and seconded by Kristina Gilton to approve the minutes from the February 15, 2023 Curriculum Subcommittee Meeting. This motion passed.

3. Assistant Superintendent's Monthly Report: Vetting data platforms; submitted K-3 Reading Waiver; Learning Walk held on Monday; co-facilitated a Granby Equity Team Meeting which focused on Collaborative Action Teams; professional development will be held next Friday and will focus on assessment and feedback; and, held a mid-year New Teacher Meeting.

4. Revised Policy 5131.911 - Bullying: This policy is being revised due to new state guidelines around reporting and training. A motion was made by David Peling and seconded by Kristina Gilton to move this policy on to the full Board for a first reading. This motion passed.

5. Accountability Index: Jennifer Parsons reviewed how to navigate the CSDE website "Edsight" to review academic progress.

6. Other: N/A

A motion was made by David Peling and seconded by Kristina Gilton to adjourn the meeting. This motion passed unanimously at 6:44 p.m.

Personnel – Certified/Non-Certified

Nondiscrimination

It is the intent of the District to provide a fair employment setting for all persons and to comply with state and federal law. The conditions or privileges of employment in the school district, including the wages, hours, terms and benefits, shall be applied without regard to race, color, religion, age, veteran status, genetic information, marital status, national origin, sex, sexual orientation, gender identity or expression, ancestry, present or past history of mental disorder, or disability (including pregnancy), except in the case of a bonafide occupational qualification.

“Race” is inclusive of ethnic traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.

The District shall not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement, discharge, compensation, job training and other terms, conditions and privileges of employment.

The District shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. The District shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.

Further, the District shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the District.

Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability of the enforcement and application of this policy, should contact the District’s ADA/Section 504 Coordinator. The District’s coordinator is the Director of Pupil Services.

The District recognizes that it is a discriminatory practice to request or require, on an initial employment application, a prospective employee’s age, date of birth, dates of attendance at or date of graduation from an educational institution on an initial employment application, unless requesting or requiring such information is based on a bona fide occupational qualification or need, or when such information is required to comply with any provision of state or federal law.”

(cf. 0521 – Nondiscrimination)

(cf. 4000.1/5145.44 – Title IX)

(cf. 4111 – Recruitment and Selection)

(cf. 4118.112/4218.112 – Sex Discrimination and Sexual Harassment in the Workplace)

(cf. 4118.14/4218.14 – Disabilities)

(cf. 5145.5 – Sexual Harassment)
(cf. 5145.51 – Peer Sexual Harassment)

Policy
4118.11(b)/
4218.11(b)

Personnel – Certified/Non-Certified (Cont’d)

Nondiscrimination

Legal References:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.*
Title IX of the Education Amendments of 1972, 20 USCS § 1681, *et seq.*
Age Discrimination in Employment Act, 29 U.S.C. § 621
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Title II of the Genetic Information Nondiscrimination Act of 2008, Pub.L.110 233, 42
USC 2000ff; 34 CFR 1635
Connecticut General Statutes § 10-153. Discrimination on basis of marital status
Connecticut Fair Employment Practices Act, Connecticut General Statutes §46a-60
Connecticut General Statutes § 46a-81a Discrimination on basis of sexual orientation:
Definitions
Connecticut General Statutes § 46a-81c Sexual orientation discrimination: Employment.
(as amended by PA 17-127 [and PA 21-69](#))

Policy Adopted: January 23, 2013
Policy Revised: December 19, 2018
Policy Revised: January 5, 2022

GRANBY PUBLIC SCHOOLS
Granby, Connecticut

Instruction

FAFSA Completion Program

The Board of Education (Board) recognizes that college, for many students, continues to be an important pathway that helps to provide students with the necessary skills for work and for lifelong learning. In addition, research has indicated the students who complete the Free Application for Federal Student Aid (FAFSA) are more likely to attend college with financial aid.

Many Connecticut students, eligible for college, fail to complete the FAFSA each year, resulting in the loss of funds that could help support their postsecondary education.

The Board acknowledges that Connecticut has, for eligible school districts, implemented a FAFSA Completion Challenge (Challenge). This Challenge is based on the premise that FAFSA completion is strongly associated with postsecondary enrollment and outcomes. Students who complete the FAFSA, in greater numbers, attend college directly from high school in comparison to non-completers.

Therefore, the Board, through this policy, sets as a goal a District initiative to improve the completion rates for FAFSA among grade 12 students or students in District adult education programs. This goal aims to strengthen District efforts to improve postsecondary enrollment and student outcomes and to make it easier for students to attend postsecondary education.

District efforts to meet this initiative should spark and support local creativity to increase FAFSA completion and postsecondary enrollment rates. The Board directs the administration to develop plans to pilot and initiate new strategies to increase yearly student FAFSA completion rates. The Board may accept gifts, grants, and donations, including in-kind donations, to implement this policy.

Strategies

The Board believes this goal of increased FAFSA completion rates can be attained utilizing, but not limited to, the following strategies/considerations:

Instruction

FAFSA Completion Program

Strategies (Cont'd)

1. Design FAFSA completion initiatives according to the target population's needs. Low-income students, English-Language students, homeless students, foster youth, and first generational youth should be the center of this initiative.
2. Establish and maintain strong partnerships with as many stakeholders as possible, with multiple organizations to assist.
3. Make the completion process a component of graduation. Provide a parental opt-out so that no one is denied a diploma.
4. Incorporate financial aid training into the existing curriculum.
5. Provide individualized meeting between students and staff.
6. Collect and monitor appropriate data to identify which students are not completing applications and target extra support to them.
7. Build trusting relationships with parents and the community in order to ensure students and their families feel comfortable in filling out the forms.
8. Design systems, tools and events focusing on students who might otherwise not complete an application.
9. Provide a network of resources to support school counselors and teachers.
10. Start raising awareness about FAFSA early, prior to senior year.
11. Provide sufficient and easily accessible resources on district/school websites.
12. Offer school-day and evening support for students and their parents/guardians.
13. Create a FAFSA student/parent portal pertaining to FAFSA.
14. Use existing programs and forums, such as advisor periods, college and career planning seminars, parent meetings etc. to provide assistance.
15. Stress financial aid is for technical, two and four year schools.
16. Build a school or campus-based FAFSA team to monthly review data and discuss and implement strategies to reach students.
17. Partner with local postsecondary institutions.
18. Create a FAFSA phone assistance bank.

As required, the Board will publish and make available on the District website the annual FAFSA student completion rate for the graduating class of each high school within the District.

Legal Reference: Connecticut General Statutes
P. A. 21-199 An Act Concerning Various Revisions and Additions to the Statutes Relating to Education and Workforce Development, Sect. 6, 7, 8.