

**Regular Board of Education Meeting
Wednesday, April 19, 2023, 7:00 PM
Town Hall Meeting Room**

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. Business Manager's Report (5 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Ms. Anna Robbins, Business Manager, will present the March statement of accounts.

{{RecommendedMotion}}

F. Schools in the Spotlight (15 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Ms. Kristen Rice, Elementary Math Coach at Wells Road Intermediate School along with some 4th grade and high school students will present on the Wells Road Engineering Club which is a new club this year for interested fourth grade students. High school students act as mentors and work with students in small groups as they navigate the engineering challenges of the week.

{{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 April 5, 2023 Board of Education meeting.

{{RecommendedMotion}}

IV. Old Business

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. Wells Road Intermediate School Continuous Improvement Plan Update (20 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Ms. Pauline Greer, Principal at Wells Road Intermediate School, will present an update to her Continuous Improvement Plan presented in the fall.

{{RecommendedMotion}}

B. FY24 Budget Update (5 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Sarah Thrall, Board Chair, will provide an update on the FY24 Budget.

{{RecommendedMotion}}

V. New Business

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. First Reading of Revised Policy 4118.11/4218.11 - Nondiscrimination (5 min.)

{{Goal-}}

{{Attachment:}}

Rationale: The Curriculum/Policy/Technology/Communications Subcommittee recommends revised Policy 4118.11/4218.11, Nondiscrimination, to the Board for a first reading.

{{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}}

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



Jennifer M. Parsons
Assistant Superintendent

Angela E. Ehrenwerth
Director of Pupil Personnel Services

Anna M. Robbins, SFO
Business Manager

To: Granby Board of Education
From: Anna Robbins, Business Manager
Date: April 19, 2023
Re: Statement of Accounts as of March 31, 2023

As of March 31, 2023, the full-year forecast shows an anticipated overbudget condition of \$824K which is worse than the previous month by \$34K. The favorable forecast for regular education of \$3.5K is \$19K worse than the previous month. Projected savings in salaries & benefits, transportation, supplies, textbooks, legal services, communications, conference & travel offset overbudget conditions in purchased instructional services, specifically substitutes, electricity, and software. This forecast reflects the results of the district deadline for FY23 purchase orders which was March 15.

Special Education is overbudget \$827K which is \$15K worse than last month. The shift is primarily due to changes in out-of-district tuition and transportation. The overbudget condition continues to reflect multiple additions and changes in placements since the budget was developed and in specific individual needs that have contributed to additional costs.

Revenue to the Town is projected to be favorable \$548K which is unfavorable \$94K compared to last month. The full-year forecast shows a \$490K favorable variance in the Special Education Excess Cost Grant and a \$58K favorable variance in revenues from special education tuition charged to other towns as well as regular education tuitions billed. Special Education Excess Cost Grant calculations includes an increase in the reimbursement rate from the State of CT from 73% to 88%. This is based on recent changes in legislation.

The Quality and Diversity Fund is stable and continues to trend positively for this year and for the five-year forecast. Forecasted revenue is better than projected due to additional per pupil tuition received based on recent changes to legislation. Our forecasted expenses are lower this month compared to last month by \$11K, which is directly related to the purchase order closing date of March 15. The result of these changes leaves the fund with a projected balance of \$150K which is \$143K better than budget.

**Granby Board of Education
FY 2022-2023
Statement of Accounts
for the period ended
March 31, 2023**

Description	Budget	Expended	Encumbered	Expended & Encumbered	Budget Balance	% Enc/Exp	Full Year Forecast as of March 2023	This Month Forecast Compared to Prior Month
Certified Salaries:								
Administration	1,777,262	1,331,079	465,248	1,796,328	(19,066)	101.07%	(2,838)	0
Regular Education	11,229,373	6,908,453	4,035,384	10,943,837	285,536	97.46%	210,234	29,106
Special Education	1,927,823	1,223,230	640,078	1,863,308	64,515	96.65%	55,555	(8,721)
Total	14,934,458	9,462,763	5,140,710	14,603,473	330,985	97.78%	262,950	20,384
Substitute/Tutor/Support Salaries								
Substitutes	8,104	41,482	6,600	48,082	(39,978)	593.32%	(44,000)	(4,000)
Sped Support (Speech, O.T. & P.T.)	472,328	283,759	122,591	406,350	65,977	86.03%	68,514	(186)
Tech Support	270,682	197,400	74,049	271,449	(767)	100.28%	6,654	0
Tutors - Regular Education	38,147	15,421	6,341	21,761	16,386	57.05%	11,278	1,648
Tutors - Special Education	31,512	41,538	0	41,538	(10,026)	131.82%	(11,845)	1,095
Total	820,773	579,600	209,581	789,181	31,592	96.15%	30,601	(1,443)
Teaching Assistant Salaries:								
Regular Education TA	383,315	243,826	117,752	361,578	21,736	94.33%	31,147	2,617
Special Education TA	1,185,630	776,930	394,889	1,171,819	13,811	98.84%	44,634	(9,630)
Total	1,568,945	1,020,757	512,641	1,533,397	35,548	97.73%	75,780	(7,012)
School Secretaries' Salaries	652,233	479,929	196,485	676,414	(24,180)	103.71%	(0)	0
Central Office Salaries	592,062	426,476	176,673	603,148	(11,086)	101.87%	0	0
Custodial & Maintenance Salaries	1,365,601	1,003,628	364,272	1,367,900	(2,299)	100.17%	18,011	(9)
Bus Monitors	0	3,705	2,298	6,003	(6,003)		(6,003)	57
Salary Contingency	162,746	0	0	0	162,746		0	0
Total Salaries	20,096,818	12,976,858	6,602,658	19,579,516	517,302	97.43%	381,340	11,976
Employee Benefits	5,683,427	4,146,062	1,238,289	5,384,352	299,076	94.74%	13,957	(1,043)
Total Salaries & Employee Benefits	25,780,246	17,122,920	7,840,948	24,963,868	816,378	96.83%	395,296	10,933

**Granby Board of Education
FY 2022-2023
Statement of Accounts
for the period ended
March 31, 2023**

Description	Budget	Expended	Encumbered	Expended & Encumbered	Budget Balance	% Enc/Exp	Full Year Forecast as of March 2023	This Month Forecast Compared to Prior Month
Purchased Services:								
Instructional Purchased Service	572,579	599,230	265,664	864,893	(292,314)	151.05%	(389,130)	(39,130)
Administration Purchased Service	478,778	356,542	111,765	468,307	10,471	97.81%	10,471	(3,828)
Maintenance Purchased Service	102,483	51,322	19,679	71,000	31,482	69.28%	0	0
Total	1,153,840	1,007,094	397,107	1,404,201	(250,361)	121.70%	(378,659)	(42,958)
Legal Services	55,000	20,924	34,077	55,000	0	100.00%	16,000	0
Repairs & Maintenance:								
Instructional Repairs & Maintenance	75,099	44,207	2,031	46,238	28,861	61.57%	0	0
Administration Repairs & Maintenance	8,500	0	0	0	8,500	0.00%	0	0
Maintenance Repairs & Maintenance	439,698	297,395	113,284	410,680	29,018	93.40%	0	0
Total	523,297	341,602	115,315	456,918	66,379	87.32%	0	0
Transportation:								
Transportation Regular Education	1,036,277	571,889	298,184	870,073	166,204	83.96%	120,031	13,031
Transportation Special Education	560,231	698,159	543,479	1,241,638	(681,407)	221.63%	(727,801)	(29,801)
Transportation Vocational Tech	112,925	51,051	56,540	107,591	5,333	95.28%	5,333	0
Total	1,709,432	1,321,099	898,202	2,219,302	(509,870)	129.83%	(602,436)	(16,770)
Insurance Property & Liability	109,200	111,264	0	111,264	(2,064)	101.89%	(2,064)	0
Communications	96,590	52,460	25,370	77,830	18,760	80.58%	17,760	9,760
Tuition:								
Tuition Special Education	2,198,793	1,608,534	718,385	2,326,919	(128,127)	105.83%	(130,299)	29,992
Tuition Adult Education	10,967	11,690	0	11,690	(723)	106.59%	(723)	(1,356)
Total	2,209,760	1,620,224	718,385	2,338,609	(128,850)	105.83%	(131,022)	28,636
Conference & Travel Expense	73,694	19,978	6,929	26,907	46,787	36.51%	40,764	764

**Granby Board of Education
FY 2022-2023
Statement of Accounts
for the period ended
March 31, 2023**

Description	Budget	Expended	Encumbered	Expended & Encumbered	Budget Balance	% Enc/Exp	Full Year Forecast as of March 2023	This Month Forecast Compared to Prior Month
General Supplies:								
General Supplies Regular Education	333,165	236,687	55,136	291,823	41,342	87.59%	39,000	4,000
General Supplies Special Education	32,950	18,666	3,598	22,264	10,686	67.57%	9,500	4,500
General Supplies Administration	83,826	59,954	20,152	80,106	3,720	95.56%	2,000	2,000
General Supplies Maintenance	146,372	123,231	30,851	154,081	(7,709)	105.27%	(15,000)	(15,000)
Total	596,313	438,538	109,737	548,275	48,038	91.94%	35,500	(4,500)
Electricity	420,812	392,932	168,430	561,363	(140,551)	133.40%	(254,908)	(16,987)
Fuel/Natural Gas	213,782	162,688	44,594	207,281	6,500	96.96%	0	0
Textbooks/Workbooks	136,427	83,047	16,843	99,891	36,536	73.22%	35,000	(3,500)
Library/Media Center	63,019	50,733	11,550	62,283	736	98.83%	736	(4,264)
Software	388,354	386,671	20,419	407,090	(18,736)	104.82%	(16,758)	(2,558)
Dues & Fees	51,116	37,327	1,425	38,752	12,364	75.81%	11,000	9,000
Replacement Equipment:								
Replacement Equip Admin	2,500	5,502	0	5,502	(3,002)	220.08%	(3,002)	0
Replacement Equip Maintenance	6,000	0	0	0	6,000	0.00%	0	(2,000)
Total	8,500	5,502	0	5,502	2,998	64.73%	(3,002)	(2,000)
Student Activities	816,977	495,194	232,448	727,642	89,335	89.07%	13,000	0
Total General Fund	34,406,357	23,670,197	10,641,779	34,311,977	94,381	99.73%	(823,793)	(34,443)
SPED	6,550,544						(827,311)	(15,301)
GEN ED	27,855,813						3,518	(19,142)

March 2023

Quality & Diversity	Budget	Forecast	Better/(Worse) Than Budget
Opening Balance	140,683	223,522	82,839
Expenses	1,022,075	974,593	47,482
Revenue	889,000	901,724	12,724
Ending Balance	7,608	150,653	143,045

**Granby Board of Education
FY 2022-2023
Statement of Accounts
for the period ending
March 31, 2023
For Selected Special Education Accounts**

II. Expenditures	FY22-23 Budget	Expended	Encumbered	Expended & Encumbered	Balance	Full Year Forecast March 2023	This Month Forecast Compared to Prior Month
Legal Expense	27,500	675	26,825	27,500	0	8,000	0
Special Education Certified Staff	1,927,823	1,223,230	640,078	1,863,308	64,515	55,555	(8,721)
Teacher Assistants	1,185,630	776,930	394,889	1,171,819	13,811	44,634	(9,630)
Special Education Tutors	31,512	41,538	0	41,538	(10,026)	(11,845)	1,095
Evaluation, Therapy & Contracted Services	101,478	130,440	111,722	242,162	(140,684)	(152,868)	(11,850)
General Supplies Special Education	32,950	59,954	3,598	63,553	10,686	9,500	4,500
Conference & Travel Expense	12,300	668	1,243	1,911	10,389	9,300	9,300
Sped Support (Speech, O.T., & P.T.)	472,328	283,759	122,591	406,350	65,977	68,514	(186)
Special Ed Transportation	560,231	698,159	543,479	1,241,638	(681,407)	(727,801)	(29,801)
Out of District Tuition	2,198,793	1,608,534	718,385	2,326,919	(128,127)	(130,299)	29,992
Total Selected Special Education Accounts	6,550,544	4,823,888	2,562,809	7,386,697	(794,864)	(827,311)	(15,301)

**Granby Board of Education
 FY 2022-2023
 Statement of Accounts
 for the period ending
 March 31, 2023**

I. Revenue	FY 2022-2023 Budget	Currently Anticipated	Received To Date	Full Year Forecast March 2023	This Month Forecast Compared to Month Forecast
Reg. Tuition from other Towns	698,153	699,189	699,189	1,036	0
SPED Tuition from other Towns	624,073	681,377	10,386	57,304	(33,115)
SDE Excess Cost Reimbursement	527,846	1,017,728	0	489,882	(60,689)
Rental Fees	5,000	5,000	0	0	0
Pay for Participation	37,000	37,000	30,000	0	0
Sub Total	<u>1,892,072</u>	<u>2,440,294</u>	<u>739,575</u>	<u>548,222</u>	<u>(93,804)</u>

StarBase Engineering Club

A new club at Wells Road Intermediate School for students interested in Engineering



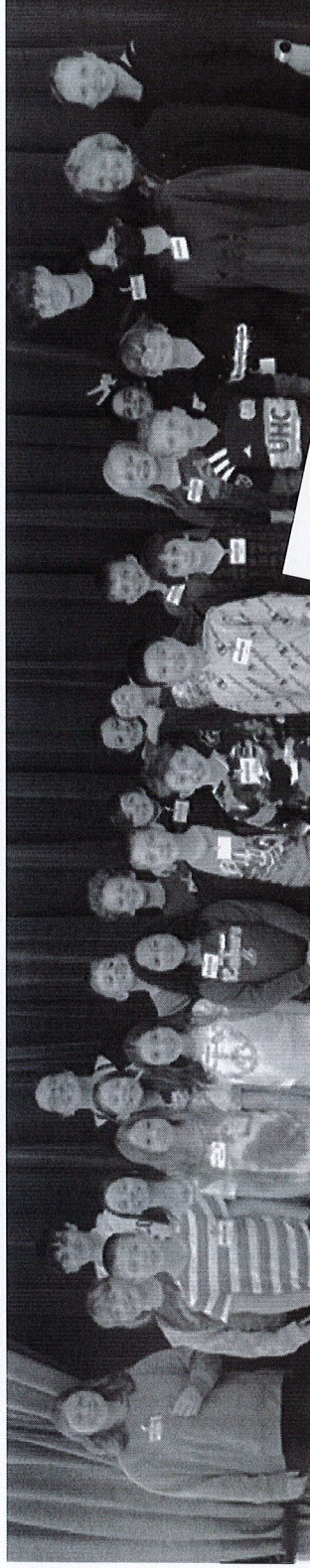
Goal:

- Gauge student and family interest in a new engineering club.
- Try it out!



Who:

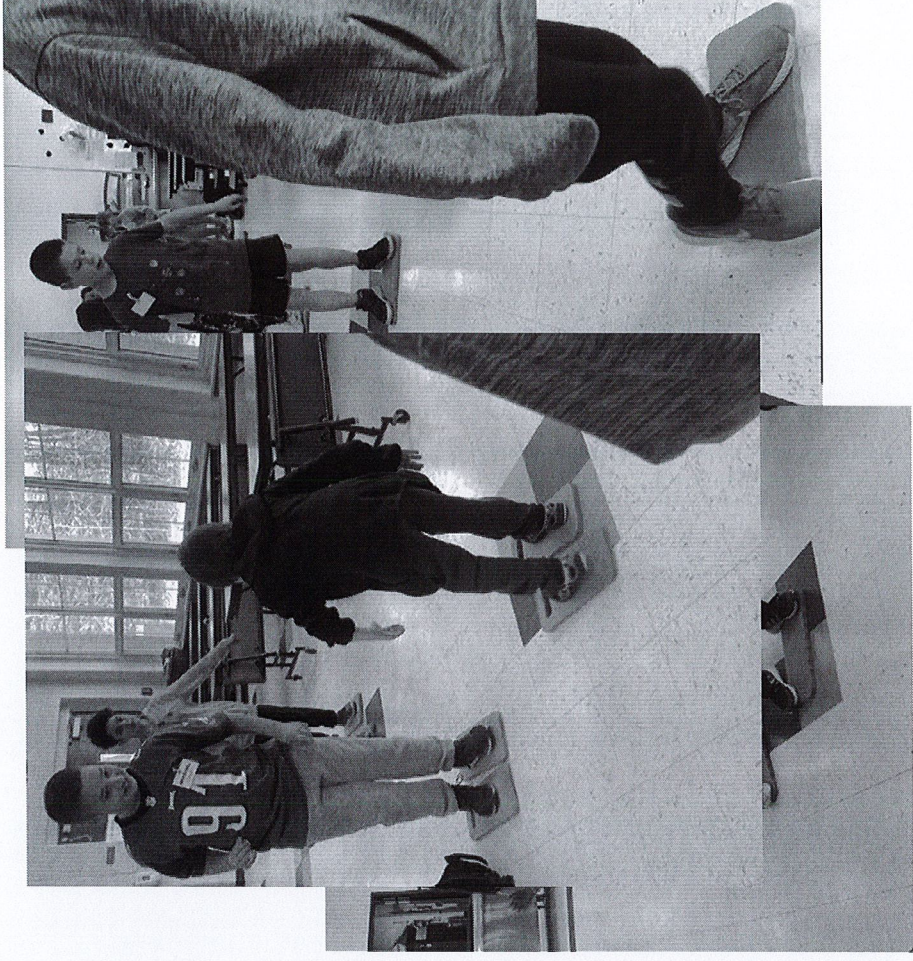
*Here tonight: Amelia, Caleb, Hailey, Mel,
Pierce, Sophie*



- 21 fourth graders
- 2 teachers
- 1 club leader
- 7 high school mentors

What:

- Focus on problem solving with others
- “How can you make this better?”
- Variety of Engineering Challenges



What:

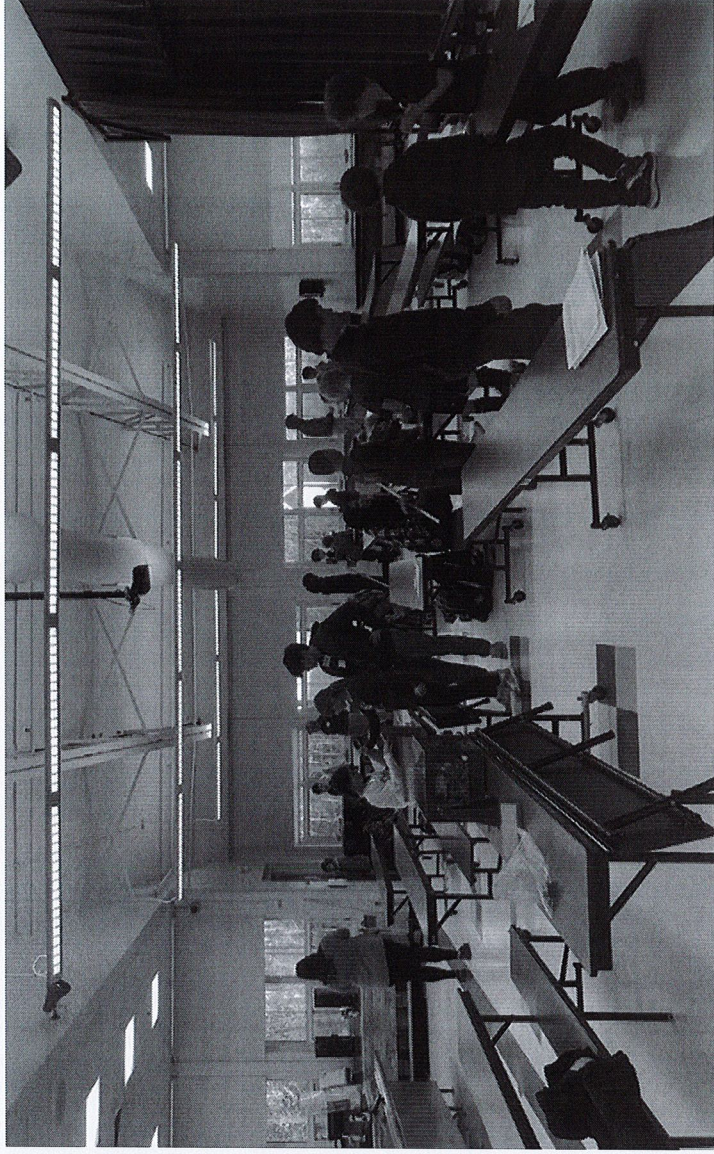
Engineering challenges:

- Index Card Towers
- Unstable Bridges
- Random Object Towers
- Slow Race
- Roof Over Your Head
- Ping Pong Ball Tower
- Pipeline



Where and When:

- **WRIS cafeteria**
- **Tuesdays 3:30-4:30**
- **January-April (12 weeks)**



Why:

- **Fun**
- **Engaging**
- **Creative**
- **Problem solving**
- **Experimental**
- **Curiosity**



Comments:

**Parent
Comments:**

Amelia has really enjoyed this club. She has liked being challenged to figure out a solution to various problems. She has also enjoyed working with other students. Thank you for the opportunity!

Comments:

Student Comments:



Demonstration Time!

Pipeline

Goal: Get the ping pong ball across the room without anyone touching it.

Rely on angles, speed, navigating the room, communicating with each other, trying again, revising, reflecting on what worked and didn't work, expecting failure and trying repeatedly.

Thank you!

Next steps:

- **Figure out how to continue experiences like this for more students at WRIS.**
- **Keep mentorship opportunities happening between GMHS and WRIS.**
- **Embedding engineering practices throughout school- for all students to experience.**

**Regular Board of Education Meeting – Approved Minutes
Wednesday, April 5, 2023 7:00 p.m.
Town Hall Meeting Room**

Present Board Members: Kristina Gilton, Monica Logan, David Peling, Whitney Sanzo (via Zoom), Sarah Thrall, and Chase Alexander (Student Representative)

Absent Board Members: Donna Nolan, Rosemarie Weber and Tess Bajek (Student Representative)

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

I. Administrative Reports

I.A. Chairman's Corner

Ms. Sarah Thrall, Board Chair, welcomed everyone in attendance and online. She welcomed Ms. Kodzieradzki (Ms. K), Ms. Miller, and Kelly Lane students in attendance for Schools in the Spotlight and also to Ms. Bava, Kelly Lane Principal, who will present an update on the Continuous Improvement Plan for Kelly Lane Primary School. Additionally, Ms. Thrall provided an update on the Superintendent Search stating Dr. Mary Broderick, CABE Search Consultant, conducted focus groups and gathered survey results. She will present the leadership profile for the Superintendent of Schools this evening.

I.B. Assistant Superintendent's Report

Ms. Jennifer Parsons, Assistant Superintendent, provided updates from the Assistant Superintendent's office and stated summative testing is well underway. Grades 3-8 started SBAC testing in ELA and Math and Next Generation Science Standards testing occurred as well as the high school completed the CT School Day SAT. Ms. Parsons shared the Granby Equity Team met last Wednesday which was the second to last meeting of the year. The group spoke about action vs. lack of action and how does that play out in a system where you are looking to make change. Also went back to look at cultural heritage months acknowledged in each school and celebrated great things happening like photo murals, guest speakers and highlighted professionals within a content area. And, lastly, the group worked in collaborative action teams. Team updates will be shared at the end of the year.

I.C. Student Representative Reports

- Chase Alexander reported that spring break starts on Friday and students are very excited.
- The spring sports pep rally will be held tomorrow to celebrate the upcoming spring sports seasons and celebrate winter sports which concluded.
- National Honors Society (NHS) is currently running a clothing drive and encouraging new or used clothing to be contributed to the community.
- The NHS Empty Bowls fundraiser will be held on April 20th from 5-7 p.m.
- The spring coffeehouse will be held on April 22nd.
- Robotics is moving on to nationals after their weekend long competition last weekend.
- Chase also reported that spring sports season got underway this week. The varsity baseball team is playing tonight and has a 0-2; boys' lacrosse secured their first win on Saturday and will play Ellington tomorrow; girls' lacrosse is 2-0 and hosting Ellington at 4 p.m. tomorrow; softball is looking for their first win of the season; boys' tennis had a 7-0 win yesterday over Rockville and will travel to Suffield on April 17th; girls' tennis will host Suffield tomorrow; golf is playing University High School today to start their season; and, ultimate frisbee will start their season on April 21st.

I.D. Schools in the Spotlight

Ms. Jill Kozieradzki, PE Teacher, Ms. Jennifer Miller, Special Education Elementary Instructional Coach, and Kelly Lane Primary School students shared the experiences and opportunities they have been afforded since the launch of Unified Sports as young athletes during the 22-23 school year at Kelly Lane Primary School. Ms. Miller stated about 48 students are in the group which meets on a monthly basis. She stated she works in tandem with Ms. Kozieradzki and that it is a collaborative effort. Unified Sports provides access to sports as players and partners with opportunities to develop physical fitness, demonstrate courage and experience joy as well as develop sportsmanship skills. Students play soccer, bowling, balance beams, ball passing, bean bag toss, relay races, and hula hooping. Kelly Lane students showed the Board a hula hoop activity where a hula hoop is passed along a circle with student holding hands and trying not to break the circle. They also shared how they balance an object on their head while walking on a balance beam. The Board was invited to drop in on one of the sessions to see students in action.

I.E. Leadership Profile for Superintendent of Schools

Dr. Mary Broderick, Search Consultant from CABE Search Services, presented a leadership profile for the new Superintendent of Schools. Dr. Broderick stated she was very impressed with the participation rate of 422 completed surveys, especially with the students which made up 50% of that number and about 23% were parents/guardians. She stated 14 focus groups were scheduled and 43 people participated in those groups. She informed the Board that the survey results helped to paint a picture of Granby and that Granby enjoys a number of areas of great strength. The number one response was regarding the teachers and staff; the second most mentioned was the breadth and quality of academic offerings; and, the third most mentioned were the great opportunities to supplement their academics. Other strengths also mentioned were communications culture/values; administration, facilities/resources; and, safety and security. Dr. Broderick reviewed the challenges surfaced from the surveys and focus groups as follows: mental and behavioral health, discipline, and safety; attracting and retaining staff; student achievement, curriculum and program; administrative issues, including communication; diversity, equity, inclusion, and belonging; funding and resources; special education; social and political influences; parental pressures; and facilities. Dr. Broderick reviewed each of the above areas stating examples of challenges to be faced by a new Superintendent and stated some of these challenges are not unique to Granby. Next, Dr. Broderick reviewed the desired expertise in a new Superintendent as follows: 1) Builds trusting relationships with students, staff and community; 2) Communicates and collaborates effectively in school and community; 3) Shares district-wide vision of excellence & innovative instruction; and, 4) Possesses strong budget and finance knowledge and skills. She then shared desired qualities in a new Superintendent, such as, a passion for student learning; a strong leader and savvy manager; models a work/life balance; attracts and retains teachers and staff; communicates and collaborates effectively; careful listener; values the ideas of others; communicates clearly and transparently both written and orally; grasps the business side of operations, facilities and capital project management; articulates a collective vision; inspires and excites staff about the direction of the district; understands teaching and learning in Granby; well-rounded in education, leadership and management; and, lastly, someone who is determined to stay in Granby for a long time.

Sarah Thrall inquired what stood out to Dr. Broderick that might have been unique to Granby. Dr. Broderick stated the overall sense of commitment to student learning and a passion for the work in Granby. The strengths and commitment to a team is something you have had that is really wonderful and should focus on getting back to that. Ms. Thrall stated a very valuable strength in her opinion is how the schools work and collaborate with the Town, Board of Finance (BOF) and Board of Selectmen and she hopes the new Superintendent will continue this practice. Kristina Gilton stated she was happy to see a lot of things that came through the survey and it is nice to have a foundation of the attributes as well as the challenges. Monica Logan stated she was concerned to see the challenges brought forward but thanked Dr. Broderick for a comprehensive report. Dr. Broderick shared next steps and stated the application deadline is this Friday, April 7th. The Board will then meet with her to review the applications. Interviews will start after that including a site visit to the final candidate(s) if the Board chooses to do so. Dr. Broderick stated a deep dive background check is performed to reassure the community that the person selected is who they claim to be.

Ms. Thrall thanked Dr. Broderick for her report and stated it is important to the Board that the voices of the community, staff and students were heard. Dr. Broderick will make an amendment to the report with the number of Curriculum Directors over the years and the report will be posted on the website.

II. Public Comment

Kylie Coxon, Senior at GMHS, stated she came to observe the meeting tonight but when she saw the bullying policy on the agenda, she felt compelled to speak about a prolonged issue at GMHS. She shared that she was awarded a \$20,000 grant for GMHS to help middle school students transition to the high school and stated the culture makes it necessary to have a program like this. Kylie stated she hopes the Board follows through on the new policies being implemented.

Grace Darling, a Senior at GMHS, commented she also attended the meeting tonight to observe for a scholarship but felt compelled to speak about a family member's experience in Granby Public Schools. She stated it should not be hard to defend yourself if policies are working correctly. She understands changes are being made to the bullying policy and urged that language changes are going to make a difference and easier for victims to have their claims be acknowledged as bullying.

III. Consent Agenda

A. Minutes

A motion was made by Monica Logan and seconded by Kristina Gilton that the Granby Board of Education adopt the consent agenda. This motion passed at 8:05 p.m.

IV. Old Business

A. FY24 Budget Revision Approval

The Board discussed approving a revision to the FY24 Board of Education Budget. Sarah Thrall stated the Board of Education FY24 Budget was presented to the BOF last Monday, March 27th and the result of that meeting was an increase to the budget. An increase of 4.88% was presented. The BOF increased the budget by 0.2% to 5.08% to reflect insurance increases. There will be a public hearing next Monday, April 10th with a referendum vote two weeks later. A motion was made by Sarah Thrall and seconded by Monica Logan that the Granby Board of Education adopt a revision to the FY24 Board of Education Budget for a 5.08% increase over the FY23 Budget as presented in the revised FY24 Board of Education Budget Book. This motion passed unanimously at 8:08 p.m.

B. Second Reading of Policy 5131.911 - Bullying

The Curriculum/Policy/Technology/Communications Subcommittee recommended revised Policy 5131.911, Bullying, to the Board for a second reading and approval. Jennifer Parsons stated there are changes in the definition as to what is considered an act of bullying as it no longer needs to be a repeated act. Once the policy is adopted, there will be a second level of work done to this policy. A motion was made by David Peling and seconded by Kristina Gilton that the Granby Board of Education adopt Policy 5131.911, Bullying, as recommended by the Curriculum/Policy/Technology/Communications Subcommittee. This motion passed unanimously at 8:09 p.m.

V. New Business

A. Kelly Lane Continuous Improvement Plan Update

Ms. Colleen Bava, Principal at Kelly Lane Primary School, presented an update to her Continuous Improvement Plan presented in the fall and began with Kelly Lane's *Goal #1: Student Learning & Achievement* to ensure all students are supported in achieving proficiency levels or higher on assessments by implementing coaching cycles for each teacher to support curriculum and instruction; providing teaching assistants with professional developing regarding research-based instructional strategies; and working with the support intervention team to triangulate individual student data. Achievement data was presented as follows: Kindergarten saw an increase of 12% in Literacy and 9% increase in Numeracy; Grade 1 a 13% increase in Literacy and 11% increase in Numeracy; Grade 2 a 4% increase in Literacy, 13% increase in STAR Reading, and 13% increase in STAR Math. Ms. Bava stated there is room for additional growth in 2nd Grade Reading and Math. For the second part of *Goal #1* to align standards, instruction and assessment through professional development and content knowledge, Kelly Lane is using current benchmark assessments to analyze areas of growth; creating grade-level goals based on current data; and, aligning intervention cycles with individual goals and meetings focused on specific goals and growth. *Goal #2: Community Engagement* to develop a communication plan which infuses the use of technology to engage families is attained by hosting principal events in the fall and spring with focused conversations around attendance, curriculum and social emotional learning; creating opportunities for formal and informal communication between home and school; and the new Unified Sports program at the elementary level. *Goal #3: Safety & Social Emotional Well-Being* to provide all staff with ongoing professional development opportunities focused on student social and emotional well-being is being met by developing and training a leadership team to administer the use of the DESSA instrument; developing a staff charter that focuses on the well-being of staff and linked to school-wide expectations; and, creating recognition opportunities for celebrations and success. *Goal #4: Budget Development & Fiscal Management* to continue to create a long-term financial plan which aligns with the vision of the BOF is being met by continuing to revisit opportunities for innovative and educational investments; continuing to review, revise and create a crosswalk between programs currently in use; and, creating recognition opportunities for celebrations and success. *Goal #5: Embracing Diversity* to ensure system-wide practices and structures are in place is attained by continuing to build the Kelly Lane Equity Team network to embed consciousness-building; providing diverse read-aloud experiences with faculty; and continuing to build staff capacity to approach conversations during the academic day. *Goal #6: Professional Learning* to build employee capacity to collaborate and share accountability outcomes is being met by engaging teachers and teams in developing the capacity to use data to inform instructional decisions and interventions; building capacity for small group instructional strategies and data collection with all staff; and, supporting special education teachers with the implementation of CT-SEDS.

VI. Miscellaneous

VI.A Board Standing Committee Reports

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

David Peling reported this Subcommittee met this evening to discuss the Assistant Superintendent's Report as follows: A new data platform was adopted; SATs completed SBAC and NGSS underway; scheduling for next year is also underway; GEF is sponsoring Dave Gunning at Kelly Lane and Wells Road on Kindness; SEL videos and lessons; staffing – attended 4 job fairs and mid-year meetings completed; positive feedback from the professional development day in March. Policy 4118.11, a non-discrimination policy, was reviewed and will be brought to the Board at the next meeting; tabled another policy on FAFSA; and, received a presentation on existing policies and how the Board interacts with curriculum.

VI.A.2. Finance/Personnel/Facilities

Approved minutes are attached in the packet.

VI.B. Other Board-Related Reports

VI.B.1. CREC/CABE

Kristina Gilton reported CREC does not meet again until May.

VI.B.2. Granby Education Foundation

Whitney Sanzo reported the Gran-Bee will be held on April 28th.

VI.C. Calendar of Events

Sarah Thrall stated spring break next week. The Town Public Hearing will be held on Monday, April 10th, as well as the upcoming Empty Bowls, Coffeehouse, and town-wide budget vote on April 24th.

VI.D. Board Member Announcements

Monica Logan stated Granby Racial Reconciliation is once again sponsoring Juneteenth this year. There will be two contests – one is an art contest separated into age categories as well as a 3v3 basketball contest for all age groups. There will be double Dutch exhibition as well. More information can be found at www.granbyracialreconciliation.com. Ms. Logan also shared that GET met last week and she thanked Jennifer Parsons and Jacky Paton for running very focused, engaging meetings. Jennifer Parsons stated she would be remiss if she did not share that the group felt strongly that the next Superintendent value the work that is happening with diversity, equity and inclusion. the importance of the diversity, equity and inclusion as a priority with the new superintendent.

Kristina Gilton stated the safe graduation party will be held on Friday, June 9th from 9:30 p.m.-2:30 a.m. Parents of seniors cannot chaperone; however, parents of at all other grade levels can volunteer.

VI.E. Action Items

Ms. Parsons will get back to Dr. Broderick regarding a correction in the leadership profile.

VII. Adjournment

A motion was made by Monica Logan and seconded by David Peling that the Granby Board of Education adjourn the Board of Education Meeting. This motion passed unanimously at 8:37 p.m.

Respectfully submitted,

Linda Powell
Board Recorder



Wells Road Intermediate School



Continuous Improvement Plan 2022-2023

4.19.23

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.

School Goal:

1.1 Achievement Goal - Students will achieve levels of proficiency or higher on the state assessment by monitoring their growth and performance over time and providing high quality, effective instruction. (Strategic Initiative 1-D, 1-E)

1.2 Achievement Goal: Staff will continue to develop a culture of data in which teachers gather and analyze a variety of data sources to inform instruction for their class as a whole as well as individual students.
(Strategic Initiative 1-I, I-J, I-M)

- PLC meetings have structured discussions focused on curriculum, data and strategies.
- Teachers engaged with coaching cycles throughout the year for support on curriculum and instruction.
- Administered and analyzed Interim Assessment Block data (Math, ELA and Science).
- Examined data/benchmark assessments and areas of growth to create targeted goals.
- Continue to collaborate and build our Teacher's College expertise with reading and writing.
- Professional Development with Illustrative Math Staff Developer from CREC.
- Tier I Tutor support through Intervention process (using Acadience and Dibels Data-grade 3).
- Tier I monitored goals through the Intervention process (SIT) for students with Tier 2 or Tier 3 goals.
- Student created W.I.N. goals to establish student accountability.

Academic Update Fall to Winter

Highlights:

- Significant growth in 3rd and 4th grade based on STAR assessment.
- Consistent growth trends
- DIBELS ORF (accuracy)- 3rd grade
- Math as measured by Acadience

Areas for Growth:

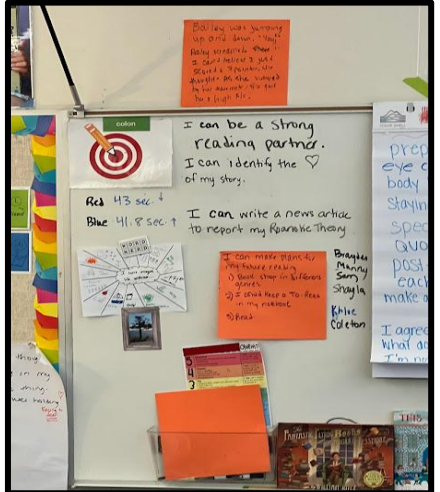
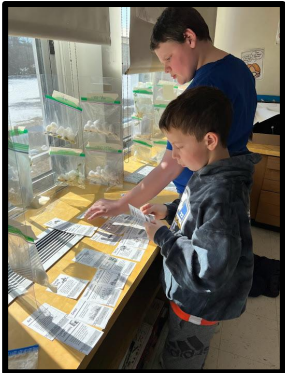
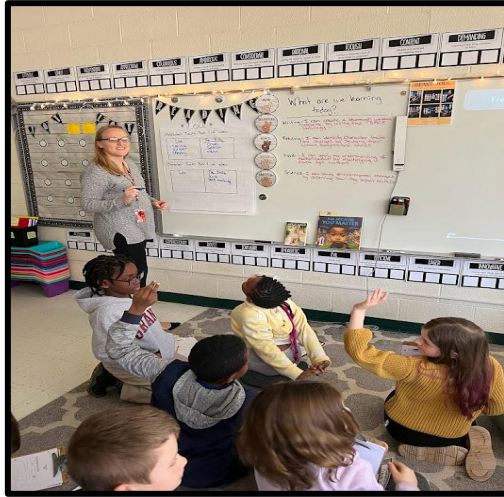
- 5th grade math
- Individualized intervention goal setting and supports

Additional Note:

- Current small group instruction based on updated Acadience assessment is occurring
- Focus on grade five

Grade	Literacy	Numeracy
3	STAR Reading 27% to 67% meeting or exceeding DIBELS oral reading fluency (ORF) Accuracy 59% to 81% meeting or exceeding	STAR Math 26% to 62% meeting or exceeding Acadience 79% to 87% meeting or exceeding
4	STAR Reading 34% to 74% meeting or exceeding	STAR Math 35% to 60% meeting or exceeding Acadience 76% to 83% meeting or exceeding
5	STAR Reading 38% to 59% meeting or exceeding	STAR Math 39% to 28% meeting or exceeding Acadience 51% to 62% meeting or exceeding

Student Learning and Achievement



Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

School Goal:

Wells Road Intermediate School, will enhance communication that reaches all stakeholders in a timely fashion. (Strategic Initiative 2-A, 2-E)

- Continued to communicate with families and community both formally and informally include monthly newsletters, weekly classroom and school updates.
- Promoted student advocacy and voice to lead community events including food drives, fundraisers and spirit days that will be incorporated in monthly and weekly correspondence.
- Continued to collaboratively with parent volunteers and PTO to re-establish volunteer opportunities in the classroom including Room Parents and Mystery Readers.

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

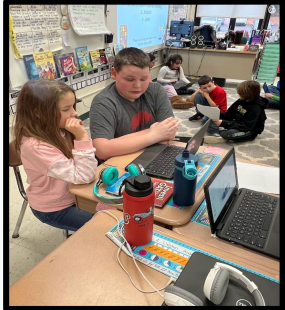
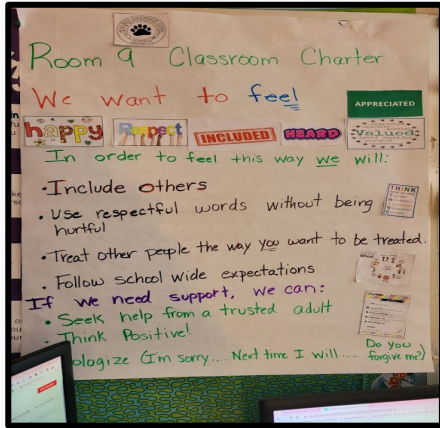
Foster a safe and positive social emotional environment for everyone.

School Goal:

Fully implement a social and emotional well-being curriculum and behavioral expectations that provide a common experience for all learners and plans for intervention supports and crisis management for our students. (Strategic Initiative 3-A, 3-C)


- Developed a leadership team to implement DESSA schoolwide; train teachers in administration.
- Cross referenced students that flag on DESSA with students that flag on Minute Meeting Data. Be sure students are provided with an intervention plan.
- Provided staff with ongoing professional development with a focus on social emotional practices in partnership with the Farmington Valley Health Department.
- The Building SEL Committee used the District planning document to systematically build Wells Road's SEL plan for staff and students.
- Continued to use Principal's Morning Message to provide common experience and behavioral expectations.
- Continued to create opportunities for celebrations and success (including Wells Done! Award).

Safety and Social Emotional Well-Being



SHOW YOUR WELLS ROAD PRIDE EVERYWHERE AND ALL THE TIME!

SCHOOLWIDE EXPECTATIONS



RESPONSIBLE Choices	RESPECTFUL Choices	SAFE Choices	KIND Choices
<ul style="list-style-type: none"> • Be prepared • Always try your best • Take accountability for your actions 	<ul style="list-style-type: none"> • Follow directions of any Staff member • Communicate appropriately • Respect all property 	<ul style="list-style-type: none"> • Keep hands and feet to self • Move safely • Make sure an adult knows where you are • Report BIG problems immediately 	<ul style="list-style-type: none"> • Offer help when asked • Use kind language • Intervene when it's mean • TALK.K. before you speak



- ◆ Morning Meeting
- ◆ Wells Done! Award
- ◆ Spirit Days
- ◆ Buddy Class activities
- ◆ Art, Maker-Space and World Language W.I.N.

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.

School Goal:

Continue to create a long-term financial plan which aligns with the vision of the Board of Finance.
(Strategic Initiative 4-E)

- Continued to work with all stakeholders within Granby Public Schools to ensure budgets reflect current needs.
- Monitored class size and staffing.
- Continued to review and analyze current student achievement data to ensure adequate supports are in place.

Budget Development and Fiscal Management



Kindness Matters mural



1st phase of playground renovation



Intervention Support Tutor

Board Goal #5: Embracing Diversity

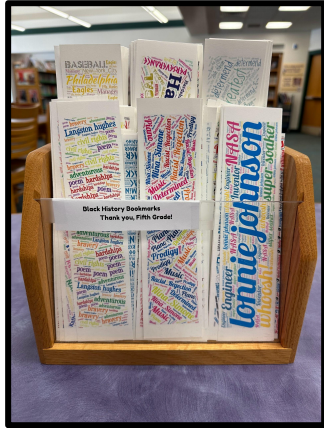
Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

School Goals:

Ensure system-wide practices and structures are in place at Wells Road Intermediate School to support the implementation of Granby Public Schools Anti-Bias/Anti-Racism Plan. (Strategic Initiative 5-A, 5-G, 5-I)

- Continued to build the Wells Road Equity Team to in order to provide embed professional development, support conversations with staff and provide a lens for data and leadership conversations.
- Recognized and bring awareness to the Cultural Heritage Months identified through Granby Equity Team.
- Continued to build staff capacity around equity and social emotional learning.
- Continued to support the diverse artwork throughout the school.
- Included school based communications with a focus on social emotional learning and equity.

Embracing Diversity



celebrate BLACK HISTORY MONTH

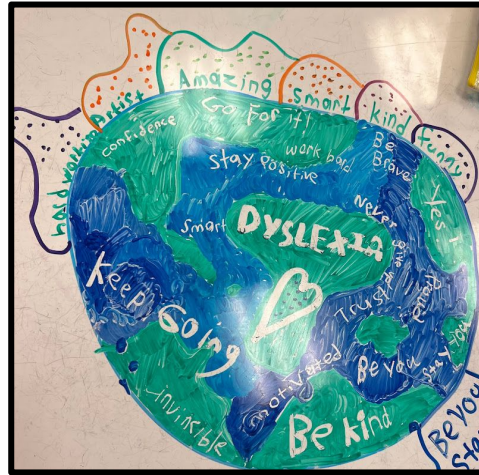
Hello Wells Road!
Here's what's happening in our classrooms, with the focus on our year objectives!

Art
All art students are working on their final projects for the year. They are creating a variety of art pieces that reflect their learning and experiences.

Math
Students are working on their final projects for the year. They are creating a variety of math projects that reflect their learning and experiences.

Spanish
Students are working on their final projects for the year. They are creating a variety of Spanish projects that reflect their learning and experiences.

Technology
Students are working on their final projects for the year. They are creating a variety of technology projects that reflect their learning and experiences.



What is Hispanic Heritage Month?

Wait! There are different names for this month!

Yes! Some people prefer **Hispanic**, while others prefer **Latino** and still others prefer **Chicano**. Therefore, this celebration month is referred to by different names by different people.

Hispanic or Latinx Heritage Month celebrates and honors the culture and contributions of people of Latin American and Spanish descent or origin in the United States.

It is celebrated between September 15th-October 15th.

TERMS TO KNOW

- HISPANICS:** RELATING TO, CHARACTERIZED BY, OR DERIVED FROM SPAIN OR SPANISH SPEAKING COUNTRIES.
- LATINO:** OF LATIN AMERICAN ORIGIN OR DESCENT.
- CHICANO:** OF MEXICAN ORIGIN OR DESCENT.

Remember, when describing someone it is important to ask them what words they use to identify themselves!

*THE FOLLOWING ARE OTHER POSSIBILITIES OF SPANISH



Board Goal #6: Professional Learning

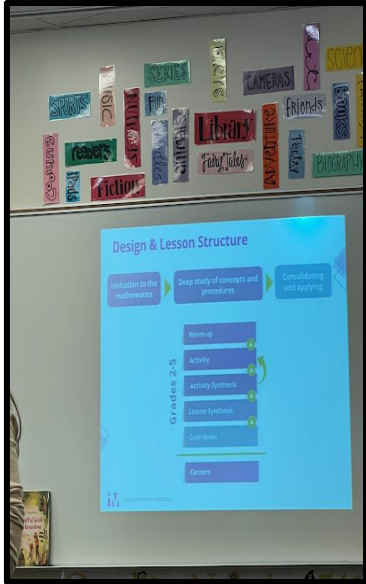
Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities.

School Goals:

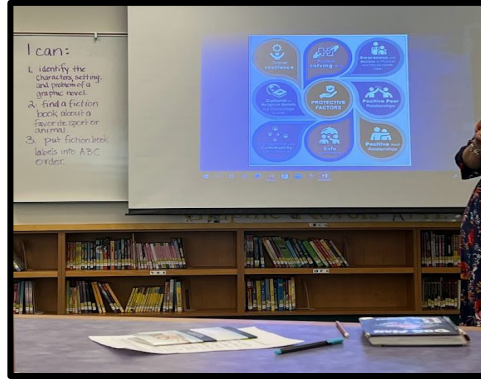
Implement a common instructional framework that aims to increase student engagement utilizing clear shared outcomes and practices. (Strategic Initiative 6-D, 6-E, 6-I)

- Built teacher and staff capacity in using data for informed discussions for decision making purposes.
- Built teacher instructional practices using instructional coaches.
- Aligned instructional practices with the Elements of Effective Instruction - focused on Learning Environment and Shared Learning Outcomes.
- Increased knowledge base around small group instruction using instructional coaches and interventionists.
- Support special education teachers with the implementation of CT-SEDS.
- Utilized specialized consultants for language arts and math professional development.

Professional Learning



Math Norms ♥
 (promises)
All thinking is important (no right or wrong)
Be respectful and flexible
Listen and try other ideas
Give everyone time to think (no shouting out answers)
Pay attention when others are teaching or explaining
Be brave and make mistakes



Test Prep
 * Read the story TWICE
 once for the 1st (basic idea) → Read it again, looking more closely at story elements → Take Notes
 2nd time → Read a little, stop, think, jot → Repeat?
 Notes: Characters, Problem, Setting, Events, Solution/ending, Theme
 Time

Prove it!

An example from the text is...
 According to the text...
 Based on what I read...
 The reason I think is because...
 On page _____ it says...
 I know this because...
 _____ proves that...
 The author states...
 The author says...



Thank You!



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.”

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

Nondiscrimination

Legal References:

(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)

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
Policy Revised:

GRANBY PUBLIC SCHOOLS
Granby, Connecticut

Curriculum Subcommittee Meeting - Approved 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.



UPCOMING DISTRICT EVENTS

April 18	High School PAC Meeting	6:00-7:00 p.m.	HS Cafeteroa
April 19	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
April 20	Empty Bowls	5:00-7:00 p.m.	HS Cafeteria
April 22	Spring Coffeehouse	7:00-9:00 p.m.	HS Cafeteria
April 24	Town-Wide Budget Vote	12-8:00 p.m.	Town Hall Meeting Room
April 28	Gran-Bee	6:30 p.m.	HS Auditorium
May 3	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
May 4	Wells Road 5 th Grade Concert	7:00-8:00 p.m.	HS Auditorium
May 12	World Language Crepe Night	5:00-8:00 p.m.	HS Cafeteria
May 18	GMHS Band Concert	8:00-9:00 p.m.	HS Auditorium
May 19	Senior Prom	6:00-10:00 p.m.	The Riverview, Simsbury
May 23	NHS Science Night	5:00-7:00 p.m.	HS Cafeteria/Comm. Gym
May 23-25	8 th Grade Washington, DC Trip		
May 25	Senior Outing		Boulder Ridge, New Hartford
May 25	GMHS Chorus Concert & Arts Expo	8:00-9:00 p.m.	HS Auditorium/Rotunda
May 26	No School – Professional Development		
May 26	Kindergarten Parent Night	Time TBD	Kelly Lane
May 29	No School – Holiday		Offices Closed
May 31	Senior Scholarships & Awards Night	6:30-8:30 p.m.	HS Auditorium