

**Regular Board of Education Meeting  
Wednesday, October 18, 2023, 7:00 PM  
Town Hall Meeting Room**

**I. Administrative Reports**

**{{Goal-}}**

**{{Attachment:}}**

**{{RecommendedMotion}}**

**A. Chairman's Corner (5 min.)**

**{{Goal-}}**

**{{Attachment:}}**

**Rationale:** Ms. Rosemarie Weber, Board Chair, will share opening remarks.

**{{RecommendedMotion}}**

**B. Superintendent's Announcements (5 min.)**

**{{Goal-}}**

**{{Attachment:}}**

**Rationale:** Ms. Cheri Burke, Superintendent, will provide district updates.

**{{RecommendedMotion}}**

**C. Student Representative Reports (5 min.)**

**{{Goal-}}**

**{{Attachment:}}**

**Rationale:** Mr. Chase Alexander and Ms. Katie O'Neill, Student Representatives, will report on activities taking place at the high school.

**{{RecommendedMotion}}**

**D. Business Manager's Report (5 min.)**

**{{Goal-}}**

**{{Attachment:}}**

**Rationale:** Ms. Anna Robbins, Business Manager, will present the September 2023 statement of accounts.

**{{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 October 4, 2023 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. Approval of Completion of Phase I School Building Project (5 min.)**

{{Goal-}}

{{Attachment:}}

**Rationale:** On October 11, 2023, the Granby School Projects Building Committee accepted the Phase 1 building project at Granby Memorial High School as complete. The Board will consider approving the completion of Phase 1 of this project.

{{RecommendedMotion}}

#### **B. Secondary Continuous Improvement Plans**

{{Goal-}}

{{Attachment:}}

**Rationale:** Ms. Heather Tanis, Middle School Principal, and Mr. Michael Dunn, High School Principal, will present their respective 2023-2024 Continuous Improvement Plans 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. Executive Session**

{{Goal-}}

*{{Attachment:}}*

**Rationale:** The Board will enter into an Executive Session to have a collective bargaining discussion.

{{RecommendedMotion}}

## **VIII. Adjournment**

{{Goal-}}

*{{Attachment:}}*

{{RecommendedMotion}}

Cheri P. Burke  
*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: October 18, 2023  
Re: Statement of Accounts as of September 2023

The financial forecast for FY24, as of September 30, 2023 shows an unfavorable forecast of \$248K which is \$31K better than the previous month. Regular education is projected to be overbudget \$27K. The special education forecast is overbudget \$221K. While the forecast has improved, it would be prudent to remember that we are three months into the fiscal year and only one month into the school year. Student placement expenses for both special education transportation and tuition will continue to fluctuate. In September, the forecast for special education transportation improved as we were able to combine routes.

Revenue to the Town is projected to be unfavorable \$179K. The forecast for the Special Education Excess Cost Grant is the only contributing factor at this time and is sure to fluctuate as the year progresses.

The forecast for the Quality & Diversity Fund continues to be positive which is due to the strong opening balance from the previous fiscal year. Expenses are overbudget by \$10K due to growing interest in the vocational school offerings. The under-budget condition in revenue of \$68K is directly related to Open Choice enrollment. Although enrollment is higher than the previous year, we are lower than budgeted by three students. The distribution of students has also negatively affected the Early Beginnings Grant which is an additional grant awarded for Kindergarten student enrollment.

**Granby Board of Education  
FY 2023-2024  
Statement of Accounts  
for the period ended  
September 30, 2023**

Description	Budget	Expended	Encumbered	Expended & Encumbered	Budget Balance	% Enc/Exp	Full Year Forecast as of September	This Month Forecast Compared to Prior Month
<b>Certified Salaries:</b>								
Administration	1,828,252	438,775	1,303,390	1,742,165	86,088	95.29%	(8,659)	0
Regular Education	11,546,140	1,358,600	9,808,121	11,166,721	379,419	96.71%	1,782	18,978
Special Education	2,023,752	249,870	1,641,279	1,891,149	132,603	93.45%	11,020	(8,555)
<b>Total</b>	<b>15,398,144</b>	<b>2,047,244</b>	<b>12,752,790</b>	<b>14,800,035</b>	<b>598,110</b>	<b>96.12%</b>	<b>4,143</b>	<b>10,423</b>
<b>Substitute/Tutor/Support Salaries</b>								
Substitutes	8,104	392	0	392	7,712	4.84%	0	0
Sped Support (Speech, O.T. & P.T.)	471,674	57,906	415,835	473,741	(2,067)	100.44%	(722)	332
Tech Support	270,464	77,060	268,603	345,663	(75,199)	127.80%	(67,184)	0
Tutors - Regular Education	39,291	1,781	22,266	24,047	15,244	61.20%	1,214	1,214
Tutors - Special Education	39,650	27,500	6,872	34,372	5,279	86.69%	(2,796)	2,528
<b>Total</b>	<b>829,183</b>	<b>164,639</b>	<b>713,576</b>	<b>878,215</b>	<b>(49,032)</b>	<b>105.91%</b>	<b>(69,488)</b>	<b>4,074</b>
<b>Teaching Assistant Salaries:</b>								
Regular Education TA	415,079	34,345	389,258	423,603	(8,524)	102.05%	(15,926)	556
Special Education TA	1,336,188	63,368	1,152,078	1,215,446	120,742	90.96%	42,295	66
<b>Total</b>	<b>1,751,267</b>	<b>97,713</b>	<b>1,541,335</b>	<b>1,639,049</b>	<b>112,218</b>	<b>93.59%</b>	<b>26,369</b>	<b>622</b>
School Secretaries' Salaries	698,450	117,931	569,864	687,794	10,656	98.47%	7,069	(201)
Central Office Salaries	625,582	129,415	496,350	625,766	(184)	100.03%	4,021	0
Custodial & Maintenance Salaries	1,441,472	319,052	1,047,277	1,366,329	75,143	94.79%	(16,607)	(7,502)
Bus Monitors	5,441	0	0	0	5,441		0	0
Salary Contingency	86,852	0	0	0	86,852		0	0
<b>Total Salaries</b>	<b>20,836,391</b>	<b>2,875,995</b>	<b>17,121,192</b>	<b>19,997,187</b>	<b>839,204</b>	<b>95.97%</b>	<b>(44,492)</b>	<b>7,417</b>
<b>Employee Benefits</b>	<b>5,896,807</b>	<b>1,087,018</b>	<b>4,343,248</b>	<b>5,430,266</b>	<b>466,540</b>	<b>92.09%</b>	<b>0</b>	<b>0</b>
<b>Total Salaries &amp; Employee Benefits</b>	<b>26,733,198</b>	<b>3,963,013</b>	<b>21,464,441</b>	<b>25,427,454</b>	<b>1,305,744</b>	<b>95.12%</b>	<b>(44,492)</b>	<b>7,417</b>

Granby Board of Education  
FY 2023-2024  
Statement of Accounts  
for the period ended  
September 30, 2023

Description	Budget	Expended	Encumbered	Expended & Encumbered	Budget Balance	% Enc/Exp	Full Year Forecast as of September	This Month Forecast Compared to Prior Month
<b>Purchased Services:</b>								
Instructional Purchased Service	647,971	73,154	381,764	454,918	193,053	70.21%	30,000	0
Administration Purchased Service	500,043	99,488	326,482	425,970	74,073	85.19%	37,184	0
Maintenance Purchased Service	100,133	14,630	24,262	38,893	61,240	38.84%	0	0
<b>Total</b>	<b>1,248,147</b>	<b>187,272</b>	<b>732,508</b>	<b>919,780</b>	<b>328,367</b>	<b>73.69%</b>	<b>67,184</b>	<b>0</b>
Legal Services	55,000	3,938	35,063	39,000	16,000	70.91%	0	0
<b>Repairs &amp; Maintenance:</b>								
Instructional Repairs & Maintenance	76,199	12,409	3,542	15,952	60,247	20.93%	0	0
Administration Repairs & Maintenance	8,500	0	0	0	8,500	0.00%	0	0
Maintenance Repairs & Maintenance	451,698	104,001	145,310	249,311	202,386	55.19%	0	0
<b>Total</b>	<b>536,397</b>	<b>116,411</b>	<b>148,852</b>	<b>265,263</b>	<b>271,134</b>	<b>49.45%</b>	<b>0</b>	<b>0</b>
<b>Transportation:</b>								
Transportation Regular Education	1,041,852	11,791	871,975	883,765	158,087	84.83%	0	0
Transportation Special Education	1,132,279	91,332	1,194,787	1,286,119	(153,840)	113.59%	(99,707)	40,135
Transportation Vocational Tech	118,350	(18,210)	122,678	104,468	13,882	88.27%	0	0
<b>Total</b>	<b>2,292,481</b>	<b>84,912</b>	<b>2,189,440</b>	<b>2,274,352</b>	<b>18,129</b>	<b>99.21%</b>	<b>(99,707)</b>	<b>40,135</b>
Insurance Property & Liability	109,200	61,293	50,141	111,434	(2,234)	102.05%	0	0
Communications	96,240	15,797	55,648	71,445	24,795	74.24%	0	0
<b>Tuition:</b>								
Tuition Special Education	2,131,185	352,819	1,944,960	2,297,779	(166,594)	107.82%	(170,866)	(17,007)
Tuition Adult Education	10,967	11,983	0	11,983	(1,016)	109.26%	0	0
<b>Total</b>	<b>2,142,152</b>	<b>364,802</b>	<b>1,944,960</b>	<b>2,309,762</b>	<b>(167,610)</b>	<b>107.82%</b>	<b>(170,866)</b>	<b>(17,007)</b>
Conference & Travel Expense	75,344	4,342	6,665	11,007	64,337	14.61%	0	0

**Granby Board of Education  
FY 2023-2024  
Statement of Accounts  
for the period ended  
September 30, 2023**

Description	Budget	Expended	Encumbered	Expended & Encumbered	Budget Balance	% Enc/Exp	Full Year Forecast as of September	This Month Forecast Compared to Prior Month
<b>General Supplies:</b>								
General Supplies Regular Education	336,106	90,766	77,268	168,034	168,072	49.99%	0	0
General Supplies Special Education	37,950	5,598	10,680	16,279	21,671	42.89%	0	0
General Supplies Administration	87,546	22,853	29,096	51,949	35,597	59.34%	0	0
General Supplies Maintenance	146,372	28,236	81,036	109,272	37,100	74.65%	0	0
<b>Total</b>	<b>607,974</b>	<b>147,454</b>	<b>198,080</b>	<b>345,533</b>	<b>262,440</b>	<b>56.83%</b>	<b>0</b>	<b>0</b>
Electricity	491,867	93,201	654,066	747,267	(255,400)	151.92%	0	0
Fuel/Natural Gas	228,631	110,958	87,686	198,644	29,987	86.88%	0	0
Textbooks/Workbooks	117,948	51,574	10,446	62,021	55,927	52.58%	0	0
Library/Media Center	67,971	9,446	13,108	22,554	45,417	33.18%	0	0
Software	426,051	277,904	85,454	363,359	62,692	85.29%	0	0
Dues & Fees	50,621	30,181	3,826	34,007	16,614	67.18%	0	0
<b>Replacement Equipment:</b>								
Replacement Equip Admin	2,500	0	2,966	2,966	(466)	118.65%	(466)	0
Replacement Equip Maintenance	6,000	0	0	0	6,000	0.00%	0	0
<b>Total</b>	<b>8,500</b>	<b>0</b>	<b>2,966</b>	<b>2,966</b>	<b>5,534</b>	<b>34.90%</b>	<b>(466)</b>	<b>0</b>
Student Activities	867,570	55,350	399,430	454,780	412,790	52.42%	0	0
<b>Total General Fund</b>	<b>36,155,291</b>	<b>5,577,849</b>	<b>28,082,778</b>	<b>33,660,627</b>	<b>2,494,664</b>	<b>93.10%</b>	<b>(248,347)</b>	<b>30,545</b>
							SPED	17,500
							GEN ED	13,046
								(0)

September			
Quality & Diversity	Budget	Forecast	Better/(Worse) Than Budget
Opening Balance	32,130	227,851	195,721
Expenses	1,085,711	1,095,242	(9,531)
Revenue	1,075,350	1,007,239	(68,111)
Ending Balance	21,769	139,847	118,078

**Granby Board of Education  
FY 2023-2024  
Statement of Accounts  
for the period ending  
September 30, 2023  
For Selected Special Education Accounts**

<b>II. Expenditures</b>	<b>FY23-24 Budget</b>	<b>Expended</b>	<b>Encumbered</b>	<b>Expended &amp; Encumbered</b>	<b>Balance</b>	<b>Full Year Forecast September</b>
<b>Legal Expense</b>	27,500	0	0	0	27,500	0
<b>Special Education Certified Staff</b>	2,023,752	249,870	1,641,279	1,891,149	132,603	11,020
<b>Teacher Assistants</b>	1,336,188	63,368	1,152,078	1,215,446	120,742	42,295
<b>Special Education Tutors</b>	39,650	27,500	6,872	34,372	5,279	(2,796)
<b>Evaluation, Therapy &amp; Contracted Services</b>	116,375	12,415	62,369	74,785	41,590	0
<b>General Supplies Special Education</b>	37,950	5,598	10,680	16,279	21,671	0
<b>Conference &amp; Travel Expense</b>	12,000	710	3,920	4,630	7,370	0
<b>Sped Support (Speech, O.T., &amp; P.T.)</b>	471,674	57,906	415,835	473,741	(2,067)	(722)
<b>Special Ed Transportation</b>	1,132,279	91,332	1,194,787	1,286,119	(153,840)	(99,707)
<b>Out of District Tuition</b>	2,131,185	352,819	1,944,960	2,297,779	(166,594)	(170,866)
<b>Total Selected Special Education Accounts</b>	<u>7,328,554</u>	<u>861,519</u>	<u>6,432,781</u>	<u>7,294,300</u>	<u>34,254</u>	<u>(220,775)</u>

**Granby Board of Education  
 FY 2023-2024  
 Statement of Accounts  
 for the period ending  
 September 30, 2023**

<b>I. Revenue</b>	<b>FY 2023-2024 Budget</b>	<b>Currently Anticipated</b>	<b>Received To Date</b>	<b>Full Year Forecast September</b>
<b>Reg. Tuition from other Towns</b>	736,893	736,983	0	90
<b>SPED Tuition from other Towns</b>	646,412	646,412	0	0
<b>SDE Excess Cost Reimbursement</b>	1,165,402	986,230		(179,172)
<b>Rental Fees</b>	5,000	5,000	0	0
<b>Pay for Participation</b>	42,000	42,000	0	0
<b>Sub Total</b>	<u>2,595,707</u>	<u>2,416,625</u>	<u>0</u>	<u>(179,082)</u>

**Regular Board of Education Meeting – Approved Minutes**  
**Wednesday, October 4, 2023, 7:00 p.m.**  
**Town Hall Meeting Room**

Present Board Members: Kristina Gilton, Katharine Leenders, Monica Logan, Donna Nolan, David Peling, Whitney Sanzo, Rosemarie Weber, and Katherine O’Neill and Chase Alexander (Student Representatives).

Absent Board Members: N/A

Rosemarie Weber called the meeting to order at 7:00 p.m.

**I. Administrative Reports**

**I.A. Chairman's Corner**

Rosemarie Weber, Board Chair, welcomed everyone to the meeting and welcomed the Spanish Exchange student group who is near the end of their visit to Granby. She shared that one student stayed with her family and he enjoyed learning about our high school system.

Ms. Weber made a motion which was seconded by Kristina Gilton to amend the agenda to include a discussion on collective bargaining issues during Executive Session this evening. This motion passed unanimously at 7:01 p.m.

**I.B. Superintendent's Report**

- Ms. Burke welcomed everyone in attendance as well as on Zoom and extended a special welcome to Ms. Julie Groene and high school students who were in attendance to present to the Board.
- Curriculum nights concluded at Kelly Lane School last week and were well attended.
- As shared at the last Board Meeting, the curriculum documents are now posted on the website and can be accessed. Information will be sent out to families very soon.
- Ms. Burke was interviewed by Susan Patricelli Regan on CT Valley Views to discuss educational issues and the start of school. This can be viewed on GCTV.
- The parent and community focus groups were held this past week. A number of comments were received and the surveys are now closed.
- Ms. Burke stated she is excited to attend the World Language Honor Society Induction tomorrow evening as well as the Senior Men’s Fall Social this Friday at Holcomb Farm.
- At a Harford Area Superintendents’ Meeting on October 3<sup>rd</sup>, the group was addressed by the Commissioner who shared there are a number of legislative changes coming down the pike. The Commissioner also spent a good amount of time regarding the reading waiver which is still paused.
- PSATs will be given to students in Grades 9-11 on October 11<sup>th</sup> and to 8<sup>th</sup> Grade students on October 25<sup>th</sup>.
- The process of receiving applications for the Assistant Principal at the Middle School is closed. First round interviews will begin on October 19<sup>th</sup>.
- There will be no school on Monday in observance of the holiday.
- The next regularly scheduled Board of Education Meeting will be held on October 18<sup>th</sup>.

**I.C. Student Representative Reports**

- Katie O’Neill reported on sports as follows: Football is 3-0 and their next game is Friday, October 6<sup>th</sup>, at home; boys’ soccer is undefeated 9-0 with their next game also on Friday at Somers; girls soccer is 6-1 with their next game at Woodstock Academy; cross country boys and girls las race was in Ellington and net is at Stratton Brook State Park; volleyball is 8-2 with their next game on October 5<sup>th</sup> in East Granby; field hockey is 4-1-1 with their last win on 9/26 against Suffield.
- Chase Alexander reported homecoming and spirit week events are currently being planned. The Homecoming Dance is Saturday, October 14<sup>th</sup> from 7-10 p.m.
- The World Language Honor Societies will hold an induction ceremony tomorrow night at the high school at 6:30 p.m.
- The National Honor Society Induction Ceremony will be held on October 26<sup>th</sup> at 7 p.m.
- Spanish exchange students have been in Granby for a week and a half and embarked on a trip to Boston today. Chase stated it has been great getting to know them.
- Students are hoping to obtain their Seal of Biliteracy and will take the AAPPL test on Wednesday, October 11<sup>th</sup> during the scheduled PSAT time.

## **II. Public Comment**

Susan Regan thanked Superintendent Burke for mentioning the interview on CT Valley Views. Ms. Regan inquired about a parents' bill of rights for Granby stating she would like it to be on the Board agenda on October 18<sup>th</sup>. Ms. Weber stated she will respond to her email to let her know.

## **III. Consent Agenda**

### **III.A. Minutes**

A motion was made by Donna Nolan and seconded by Monica Logan that the Granby Board of Education adopt the consent agenda. This motion passed at 7:11 p.m. with one abstention (Whitney Sanzo).

## **IV. Old Business**

There was no Old Business to report.

## **V. New Business**

### **V.A. College Connections/AP Power Boost Programs**

Ms. Julie Bragg (via video presentation) and high school students presented on the College Connections Summer Seminar Program held in June 2023 and Ms. Julie Groene shared information on the AP Power Boost Program with the Board. Ms. Groene stated the College Connections Program has run in the district since 2008. Hillary Petersen, who works in the College and Career Center, attended the trip as well as Junior students Allison Davis and Katie O'Neill. A video was shown which was narrated by Ms. Julie Bragg, Guidance Counselor. More than 200 students have participated in this program and dozens of colleges have been visited over the years. Katie O'Neill stated her focus was on student life and activities while on the tour. She also learned a lot about how to get involved and volunteer while at college. Allison Davis, stated the tour helped her figure out what size school she would like to attend. She personally liked bigger campuses as they lend more opportunities. Hillary Peterson stated it was a great opportunity for her to go on the trip and she informed the Board that the students asked great questions and it helped her to get to know them.

Julie Groene also shared information on the AP Power Boost Program which began in August 2021 and has run the past 3 years. This year and last year, 21 students attended with 15 students attending in the first year. Ms. Groene shared what the week-long agenda looks like and stated private meetings are held with students to discuss their AP score reports. Ms. Groene shared data with the Board that 21 students sat for 26 AP exams and the mean AP score of those students was 3.23. Additionally, she shared that the AP Environmental Science Pilot Program, which was offered to select 9<sup>th</sup> grade students, that 9 students participated and their mean AP score was 3.66 with 3 students obtaining a 5 on the test.

### **V.B. CABE Board Recognition Award**

The Board discussed the application for the CABE Board Recognition Award, Level Two, and considered its approval. A motion was made by David Peling and seconded by Donna Nolan that the Granby Board of Education approve the application for the CABE Board Recognition Award, Level Two. This motion passed unanimously at 7:39 p.m.

## **VI. Miscellaneous**

### **VI.A. Board Standing Committee Reports**

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

David Peling reported this subcommittee met this evening to review the data from the focus groups and also did a focus group of the Board itself. Ms. Burke stated that the results submitted at the committee level will be posted tomorrow.

#### **VI.A.2. Finance/Personnel/Facilities**

This subcommittee has not met. Approved minutes are in the packet.

### **VI.B. Other Board-Related Reports**

#### **VI.B.1. CREC/CABE**

Kristina Gilton reported CREC Council will meet on October 18<sup>th</sup>

**VI.B. Other Board-Related Reports (Cont'd)****Granby Education Foundation**

Whitney Sanzo reported the GEF will meet next Monday.

**V.C. Calendar of Events**

Ms. Weber stated the calendar of events is as reported.

**V.D. Board Member Announcements**

There were no Board member announcements this evening.

**V.E. Action Items**

There were no action items this evening.

**VII. Executive Session**

A motion was made by Donna Nolan and seconded by Monica Logan that the Granby Board of Education enter into an Executive Session to discuss a student discipline matter and a collective bargaining issue as amended earlier. This motion passed unanimously at 7:42 p.m.

In Executive Session, a motion was made by Whitney Sanzo and seconded by Kristina Gilton that the Granby Board of Education accept the recommendation of the Superintendent of Schools to expel Student "B12023-24" from Granby Memorial High School, as well as all buildings and grounds and activities of the Granby Public Schools for violation of School Board Policies #5114, Student Discipline, and #5131.6, Drug & Alcohol Use. This motion passed unanimously at 8:28 p.m.

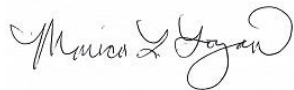
A motion was made by Donna Nolan and seconded by Kristina Gilton to adjourn Executive Session. This motion passed unanimously at 8:36 p.m.

A motion was made by Donna Nolan and seconded by Kristina Gilton to enter back into the regular session. This motion passed unanimously at 8:37 p.m.

**VIII. Adjournment**

A motion was made by Donna Nolan and seconded by Dave Peling that the Granby Board of Education adjourn the Board of Education Meeting. This motion passed unanimously at 8:38 p.m.

Respectfully submitted,



Monica Logan  
Board Secretary



# **Granby Memorial Middle School**

## **Continuous Improvement Plan 2023-2024**



# Table of Contents

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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.*

<b>Resourceful Learners</b>	<ul style="list-style-type: none"><li>❖ Ask questions and identify problems or challenges</li><li>❖ Identify strategies and methods for personal success</li><li>❖ Explore and connect areas of interest</li><li>❖ Set goals and persist in achieving these goals</li><li>❖ Gather and evaluate a variety of sources and perspectives</li><li>❖ Synthesize information and create solutions</li><li>❖ Solve complex problems by applying approaches from multiple disciplines</li></ul>
<b>Effective Communicators</b>	<ul style="list-style-type: none"><li>❖ Listen closely and respectfully participate in discourse</li><li>❖ Value diverse voices and viewpoints</li><li>❖ Prepare a message for an identified purpose and audience</li><li>❖ Express ideas clearly in a variety of ways</li><li>❖ Support arguments with evidence</li><li>❖ Adapt and adjust thinking based on feedback and new learning</li><li>❖ Use tools and technology flexibly and strategically</li></ul>
<b>Positive Contributors</b>	<ul style="list-style-type: none"><li>❖ Develop meaningful connections with others</li><li>❖ Collaborate for a common goal</li><li>❖ Exhibit compassion and empathy</li><li>❖ Make healthy and responsible decisions</li><li>❖ Use personal talents and knowledge to contribute to society</li><li>❖ Demonstrate civic responsibility</li><li>❖ Understand that actions have impact on the local community, the country and our global society</li></ul>

## 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.D. Granby Memorial Middle School (GMMS) 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.**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<p><b>Math</b> Continue with the implementation of the Illustrative Math Program</p>	Administration, Coaches, Teachers	Ongoing	Time, Purchase of new material	
1. Provide professional Development for Teachers in the Illustrative Math Program	CREC Specialist, Math Coach, Teachers, Administrators	Training throughout the year.	CREC Consultants, Substitutes	<b>M1.</b> Five sessions of Professional Development with CREC Educational Specialist
2. Implement assessments with fidelity to monitor student progress - STAR, Interim Assessment Blocks (IAB), PSAT 8/9, Math Benchmark	Coaches, Teachers, and Administration	Ongoing throughout the year: STAR 3x per year, IAB 3x, PSAT 8/9 October 2023	Interim Assessment Results, STAR Results, Time	<b>M2.</b> Upon completion of assessments, data will be reviewed and strategies implemented.
3. Refine the structures of Multi-Tiered Systems of Support (MTSS)	Coaches, Teachers, School Psychologist, Administration, Instructional Specialist	Weekly	Meeting Time & Space, Student Data	<b>M3.</b> Review data with teams and MTSS Team
4. Continue to implement the use of the Co-Teaching model for one class per grade	Math Coach, Teachers, Administration	Ongoing	Training and feedback, Co-planning time	<b>M4.</b> Training Sessions and Observation
5. Provide math interventions in small groups targeting instruction on foundational standards and grade-level standards	Math Coach, Math Tutor, Teachers	Ongoing	Tutor, IXL	<b>M5.</b> Students will attend workshop. Student progress will be monitored through various data sources.
6. Provide training sessions for teachers to proficiently utilize the EduClimber/DnA data platform	Coaches, Teachers	Ongoing	Team, Planning and Department time	<b>M6.</b> Training sessions and data meetings

<p><b>Reading / Writing</b> Continue with the implementation of Teachers College Reading and Writing Workshop model</p> <ol style="list-style-type: none"> <li>1. Provide professional development for teachers from the Teachers College</li> <li>2. Continue implementing assessments with fidelity to monitor student progress - STAR, Interim Assessment Blocks (IAB), PSAT 8/9</li> <li>3. Refine the structures of Multi-Tiered Systems of Support (MTSS)</li> <li>4. Provide interventions in small groups targeting instruction on foundational standards and grade-level standards.</li> <li>5. Provide training sessions for teachers to proficiently utilize the EduClimber/DnA data platform</li> </ol>	<p>Teachers College Consultants, Literacy Coaches, ELA teachers</p> <p>Literacy Coaches, Tutors, Teachers</p> <p>ELA Coach, Teachers, Administration</p> <p>Coaches, Teachers, School Psychologist, Administration, Instructional Specialist</p> <p>Coaches, Teachers, Administration</p> <p>Coaches, Teachers, Administration</p>	<p>Training will occur throughout the year.</p> <p>Ongoing</p> <p>Weekly</p> <p>Ongoing</p> <p>Weekly</p> <p>Ongoing</p>	<p>Teachers College Consultants</p> <p>Teachers College Staff Developer, Substitutes</p> <p>Interim Assessment Results</p> <p>Meeting Time &amp; Space, Student Data</p> <p>Time, Tutor Funding</p> <p>Meeting Time, Space and Student Data</p>	<p><b>R/W1.</b> Multiple Sessions of professional development with an individualized focus</p> <p><b>R/W2.</b> Upon completion of assessments, data will be reviewed and strategies implemented.</p> <p><b>M3.</b> Review data with teams and MTSS Team</p> <p><b>M4.</b> Students will attend workshop. Student progress will be monitored through various data sources.</p> <p><b>M5.</b> Training sessions and data meetings</p>
<p><b>Next Generation Science</b></p> <ol style="list-style-type: none"> <li>1. Implement Interim Assessment Blocks (IAB) assessments with fidelity to monitor student progress</li> </ol>	<p>Coaches, Teachers, and Administrators</p>	<p>Ongoing</p>	<p>Interim Assessment Results</p>	<p><b>NGSS 1.</b> NGSS proficiency scores</p>

## Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

**Goals:**

**2A. Granby Memorial Middle School will enhance communication that reaches all stakeholders in a timely fashion.**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage in regular communication via multiple platforms	Administration, teachers, administrative assistants	Ongoing	Live Feed, Facebook. Smore, School Messenger	Bi-monthly updates from administration, quarterly updates from departments
2. Work collaboratively with the Parent Advisory Committee (PAC)	Administration	Ongoing and formally quarterly	Time	Observation
3. Incorporate student voice and participation in planning school wide events	Guidance Department, Administration, Teachers, Students	Ongoing	Time, Clubs and Activities	Observation
4. Acknowledge and celebrate student success	Administration, Teachers	Ongoing	PAWsitive Office Referrals, phone calls, emails	Observation
5. Collaborate with Wells Road teachers to support the students' transitions from 5th to 6th grade	6th Grade Team, UA Teachers, School Counselors, Administration	March- June	Time / Space to meet	Observation

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

Foster a safe and positive social-emotional environment for everyone.

**Goals:**

**GPS SEL #5 - GMMS teachers will utilize a restorative approach around inclusive, relationship-centered, and culturally responsive practices to create supportive classroom environments. Strategies are developmentally appropriate and focus on meeting the needs of all students. Shared agreements are collaboratively developed and modeled by most adults and students.**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Create school-wide expectations based on Restorative Practices	Principal / Students	September	Time	Creation of a Collective Agreement /Expectations, BEAR Matrix
2. Implement weekly SEL lessons during Academic Enrichment	SEL Committee, Administration	Ongoing throughout the year.	Time	Student completion of assigned lessons.
3. Analyze DESSA data to target specific competencies.	Guidance Department, Teachers, Administration	Fall, Winter, Spring	DESSA assessment	Data from the DESSA Assessment.
4. Continue to implement and utilize Restorative Practices	Administration, Teachers	Ongoing throughout the year	Restorative Practices review	Observations, Teacher Discussions and reflections,

## Board Goal #4: Budget Development and Fiscal Management

**Practice responsible budget development and management through transparency and maximizing available financial resources through a balance of fiscal discipline and innovative educational investments.**

**Goal:**  
4.E. Granby Memorial Middle School will continue to create a long-term financial plan that aligns with the vision of the Board of Finance.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Work with all stakeholders within Granby Public Schools to ensure an up-to-date Small-Cap Budget that reflects the current needs of the middle school.	Principal, Content Area Specialists (CAS), and Teachers	Ongoing	Meeting time with critical stakeholders	Meeting agenda and notes. Submission of Small-Cap Budget for Approval.
2. Monitor class sizes to ensure appropriate learning environments and staffing.	Administration	Ongoing	PowerSchool and Time	Ensuring that class sizes are within the acceptable norms of middle school.
3. Conduct a staff structure review of the Middle School to ensure that the middle school's leadership structures are the best possible support structure.	Administration, CAS Leaders	Ongoing	Meeting Time and Space	Summary of review structure presented to the Superintendent

## 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 eliminate bias.**

**Goals:**  
Ensure system-wide practices and structures are in place at Granby Memorial Middle School to support the implementation of Granby Public Schools Anti-Bias/Anti-Racism Plan.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Recognize and bring awareness to the Cultural Heritage Months identified through the Granby Equity Team.	Administration and GMMS Equity Team members	Monthly	Meeting time	Activities/lessons and educational materials are delivered to classrooms.
2. Increase diverse literature collection in the media center and classroom libraries.	CAS Leaders, Coaches, Media Specialists	Ongoing	Books, money to purchase literature and periodicals	Books in circulation
3. Increase Education, Excellence and Equity (E3) experiences during monthly faculty meetings.	GMMS Equity team members, administration	Monthly staff meeting	Time	Observation

## Board Goal #6: Professional Learning

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

**Goals:**  
**Implement a common instructional framework that aims to increase student engagement utilizing clear shared outcomes and practices**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage in professional learning aligned with the Elements of Effective Instruction with a focus on practice and feedback.	School and district leadership team, teachers	Ongoing	Time, Coaching	Observations
2. Utilize Restorative Practices approaches to build a schoolwide/classroom culture of connectedness.	Teachers, Administrators	Ongoing	Restorative Practices Training and Time	Data/Observations
3. Enhance teacher capacity through collaboration and progression learning with Teachers College staff developers.	Coaches, Teachers, Administrators	Ongoing	Teachers College Staff Developer, Substitutes	Data/Observations
4. Engage in Illustrative Math professional development with CREC consultant and with math coach	Coaches, Teachers, Administrators	Ongoing	CREC Consultants, Substitutes	Data/Observations
5. Provide training sessions for teachers to proficiently utilize the EduClimber/DnA data platform	Coaches, Teachers	Ongoing	Team. Planning and Department Time	Training sessions and data meetings



 Congratulations to all of our Granby Bears on once again winning the Michael's Cup for Sportsmanship!!!!Here are Granby Bears attending CIAC Sportsmanship Conference!  
8 DAYS AGO, MIKE DUNN, PRINCIPAL



# Granby Memorial High School

## Continuous Improvement Plan 23-24

BOE 10/18/23



# **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**

- 1. Revise/implement department benchmark measures to support student growth on essential grade level PSAT standards and skills**
- 2. Provide additional SAT practice and intervention opportunities for students**
- 3. Train teachers to use PSAT and benchmark data to give individual feedback and practice**
- 4. Train teachers to use DnA Data System to house benchmark data/track growth**
- 5. Continue to develop Multi-Tiered Systems of Support (MTSS)**
- 6. Implement process for teacher teams to audit/revise curriculum in core areas to ensure priority standards are being taught**
- 7. Develop opportunities across disciplines for students to practice and use feedback in revising work, solving problems and supporting claims**

**2023-2024 Achievement Goals DRAFT**

**P/SAT  
Targets  
2023-2024**

Math						
Grade	College Ready Benchmarks	2021-2022 % (#) At, Near, Below	Fall 22 Goal	22 PSAT Data % (#) At, Near, Below	2023 Goal	23 PSAT/CT SAT Results
9 YOG 27 (PSAT 8/9)	450 PSAT 8/9	N/A	N/A	47% (69) 7% (11) 46% (68) Total 148	70% PSAT 9 12/23	PSAT
10 YOG 26 (PSAT/NMSQ T)	480 PSAT 10	52% (69) PSAT 8 21 15% (20) 33% (43) Total: 132	55% PSAT 9 22	68% =+16 (84=+15) 5% =-10 (6=-14) 27% =-6 (33=-10) Total 123 =-9	75% PSAT 10 10/23	PSAT
11 YOG 25 (PSAT 10)	510 PSAT 11 530 CT SAT	57% (78) PSAT 9 21 4% (5) 40% (55) Total: 138	62% PSAT 10 22	49% =-8 (66=-12) 16% =+12 (22=+17) 35% =-5 (47=-8) Total: 135 =-3	70% PSAT 11 10/23	PSAT CT SAT

ERW						
Grade	College Ready Benchmarks	2021-2022 % (#) At, Near, Below	Fall 22 Goal	Fall 22 PSAT Data % (#) At, Near, Below	2023 Goal	23 PSAT/CT SAT Results
9 YOG 27 (PSAT 8/9)	400 PSAT 8/9	N/A	N/A	62% (92) 14% (20) 24% (36) Total 148	80% PSAT 9 12/23	PSAT
10 YOG 26 (PSAT/NMSQ T)	430 PSAT 10	71% (94) PSAT 8 21 10% (13) 19% (25) Total: 132	75% PSAT 9 22	75% = +4 (92=-2) 8% = -2 (10=-3) 17% =-2 (21=-4) Total 123 =-9	80% PSAT 10 10/23	PSAT
11 YOG 25 (PSAT 10)	460 PSAT 11 480 CT SAT	79%(109) PSAT 9 21 7% (10) 14% (19) Total: 138	83% PSAT 10 22	73% =-6 (98=-11) 6% =-1 (8=-2) 21% =+7 (29=+10) Total: 135 =-3	80% PSAT 11 10/23	PSAT CT SAT

Q2 Multiple Choice

Which of the following is a solution to the equation?  
 $2x^2 + 4x = 3 + 3x^2$

- A. -1
- B. 0
- C. 3
- D. 6

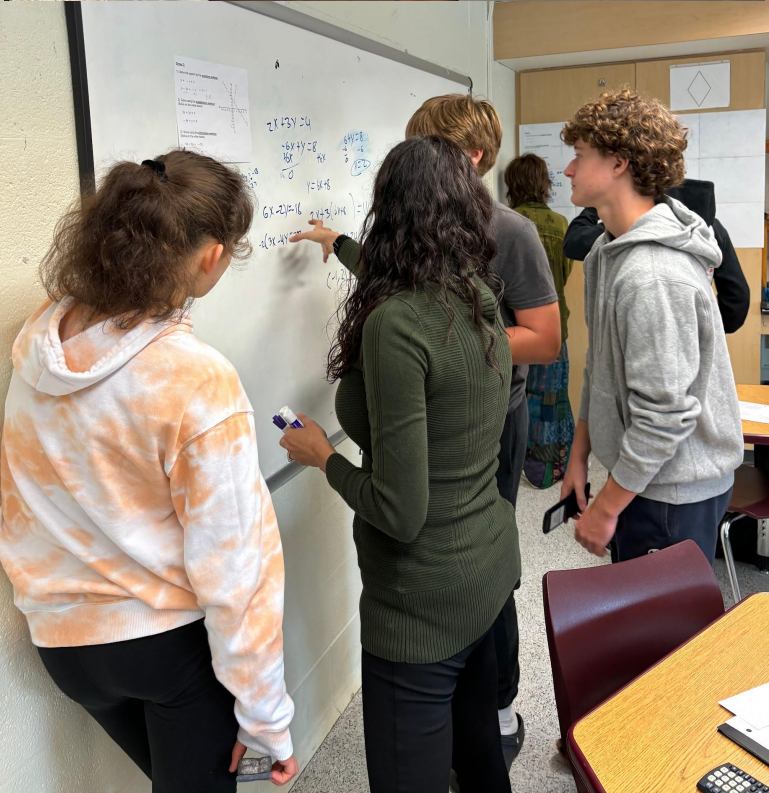
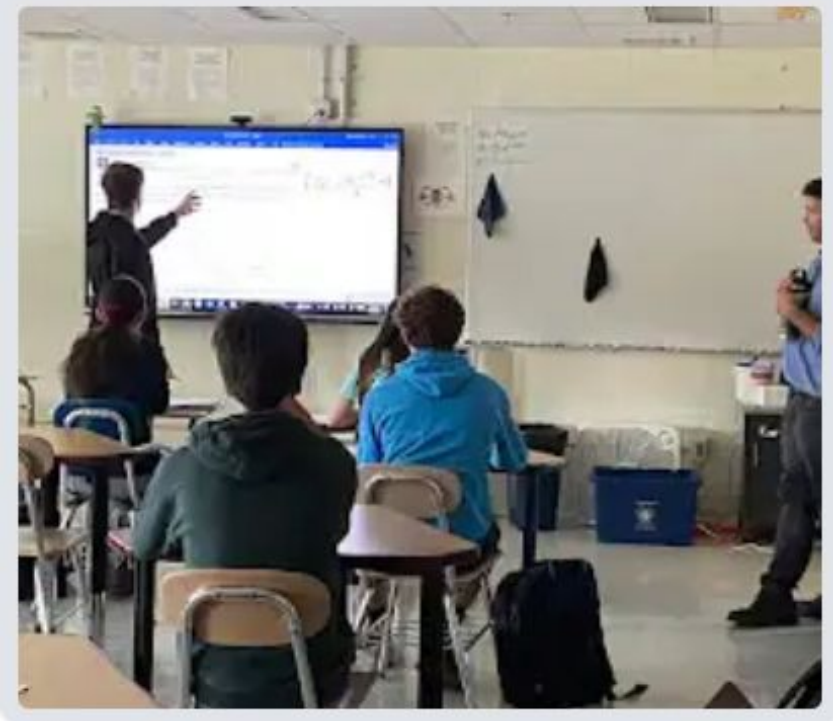
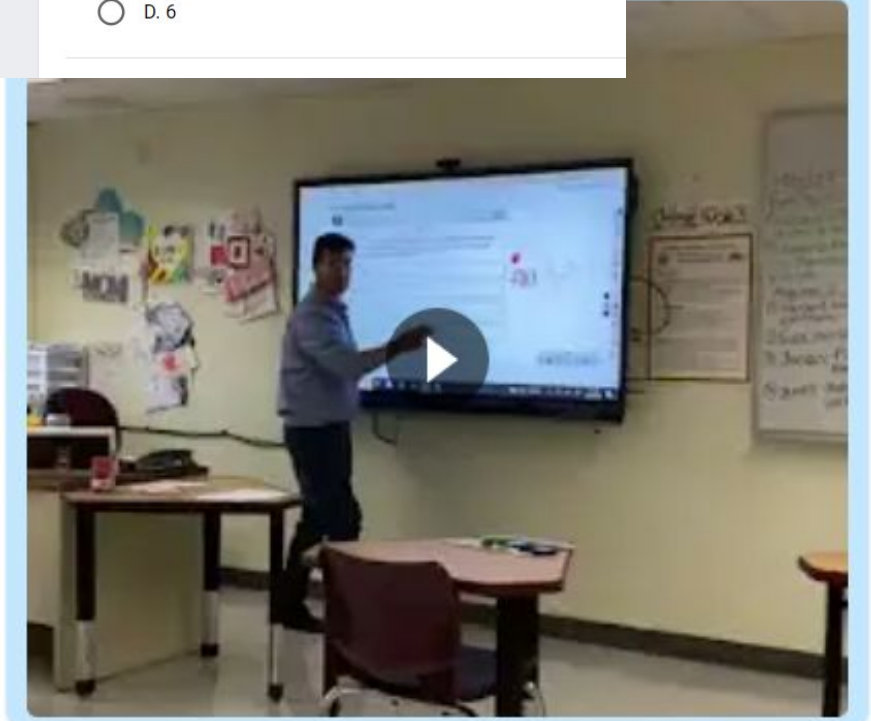
600085	50		A		A
11316	75				A
11198	25	B		C	A
11435	75				A
11437	75		A		
12890	50	B	A		
600448	75		B		
11201	75		A		
12004	75		A		
600184	75				C
12036	50			A	D
13188	25		B	C	C
12703	75				A

# Math



PSA...

Pictures from a class going over ...



Words In Context: **Easy**

Line 34-35 She wandered about under the cliff till she came to an empty bench, where she sat down and gazed at the sea. After a while her eyes were dazzled by the light, and she turned them toward the bench and saw lying on it a battered magazine—the midsummer “All-Story” number of “Fact and Fiction.” Ivy pounced upon it.

The use of “pounced” in line 34-35 has the main effect of suggesting Ivy’s

- A. deceptiveness.
- B. eagerness.
- C. physical agility.
- D. crude manners.

# Evidence Based Reading and Writing

English Department Annotation Rubric

	Exceeds Goal	Meets Goal	Approaches Goal	Does Not Meet Goal
<b>Selections</b>	Highlighted/underlined text is extremely focused on key words, phrases, and sentences.	Highlighted/underlined text is focused on key words, phrases, and sentences.	Too much or too little text is highlighted/underlined AND/OR highlighted/underlined text is somewhat focused on key words, phrases, and sentences.	
<b>Thoughtful Interactions</b>	Margin notes make thinking visible. They demonstrate considerable variation of modes of thinking (observation, summary, connection, questioning, etc.) and depth of thought. Annotation contains a big idea statement at the end.	Margin notes make thinking visible. They demonstrate some variation of modes of thinking: observation, summary, connection, questioning, etc. Annotation includes an attempt at a big idea statement at the end.	Margin notes are formulaic and/or limited in modes of thinking (i.e., personal reactions only).	
<b>Vocabulary Engagement</b>	Annotations demonstrate grappling with nuance, shades of meaning, syntax, and intentional word choice in support of the author’s purpose.	Annotations demonstrate an attempt to identify words that are not known or have more than one meaning, and they identify potential context clues. Annotations may also include looked-up definitions.	Annotations demonstrate an attempt to identify words that are not known or have more than one meaning.	
<b>Task Appropriateness</b>	Annotations are highly appropriate to the task (theme, character, argument, style, etc.)	Annotations are reasonably appropriate to the task (theme, character, argument, style, etc.)	Annotations are occasionally appropriate to the task (theme, character, argument, style, etc.)	
<b>Coverage</b>	Annotations are made at the beginning, middle, and end of the text.		Annotations appear in more than one area of the text but are missing elsewhere.	(beginning, middle, or end).



(beginning, middle, or end).



Test Date	20201028	20210424	20211013	20221012	20230322
Grade	09	09	10	11	11
TestType	PSAT89	PSAT89	PSATNM	PSATNM	SAT
<b>TOTAL</b>					
Total Score	880/1440	940/1440	920/1520	1040/1520	1080/1600
<b>ELA</b>					
Reading and Writing Section Score	380/720	420/720	380/760	480/760	490/800
Reading Test Score	19/36	22/36	23/38	24/38	24/40
Writing and Language Test Score	19/36	20/36	15/38	24/38	25/40
Word in Context Subscore	5/15	9/15	7/15	6/15	9/15
Command of Evidence Subscore	6/15	9/15	6/15	8/15	8/15
Expression of Ideas Subscore	7/15	8/15	6/15	7/15	9/15
English Conventions Subscore	5/15	5/15	3/15	9/15	7/15
College Ready-Reading/Writing	No	Yes	No	Yes	Yes
<b>Math</b>					
Math Section Score	500/720	520/720	540/760	560/760	590/800
Math Test Score	25.0/36.0	26.0/36.0	27.0/38.0	28.0/38.0	29.5/40.0
Algebra Subscore	9/15	10/15	11/15	12/15	10/15
Problem Solving and Analysis Subscore	10/15	10/15	10/15	9/15	11/15
College Ready-Math	Yes	Yes	Yes	Yes	Yes
Advanced Math Subscore			8/15	11/15	10/15
<b>Science</b>					
Science Cross-Test Score	21/36	23/36	19/38	22/38	26/40
<b>Social Studies</b>					
Social Studies Cross-Test Score	21/36	25/36	24/38	26/38	26/40

## **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***

- 1. Engage Departments in providing regular communication through a variety of platforms (Newsletters, Websites, Live Feed)**
- 2. Improve opportunities for communication and feedback (events, conferences, etc.)**
- 3. Develop ways to celebrate Bears (Clubs, Student Gov, Broadcast “spots”, Bear Council)**
- 4. Continue to develop Career & Technology Education (CTE) partnerships through fall breakfast and spring Career Fair**
- 5. Use quarterly PACs to focus on college/career paths, student wellness, family engagement**

# Communication

**Welcome**

- Mission Statement, Core Values, Beliefs & Learning Expectations
- Principal's Message
- Daily Bulletin
- Digital Backpack
- NEASC Report

**Parents & Students**

- Absence Reporting
- GMHS Odd Even Calendar
- Bell Schedules
- Calculator Information
- Clubs & Organizations
- Cooperative Work Education
- District Calendars
- GMHS Calendar Download
- Food Services
- MySchoolBucks
- New Student Registration
- Newsletters
- PAC Meeting Information

**Departments**

- Athletics
- Health Clinic
- Mathematics
- Media Center
- School Counseling Office

**Quick Links**

- Bell Schedules
- PowerSchool
- Distance Learning
- Program of Studies 2023-2024
- School Profile
- Naviance
- Staff Resources
- Student Handbook
- Ecology Center Weather Station
- School Improvement Plan

**Weekly Update to Families**  
September 29, 2023

**Principal's Message**

Happy Friday, GMHS family!

As was shared out yesterday in the PSAT Letter to Students and Families 2023, the PSAT our 9th, 10th and 11th graders will be taking on October 11 provides an important opportunity for our students to increase their chances of success on the CT SAT, demonstrate their readiness on college and career benchmarks, and compete for scholarships and other opportunities. Here is a list of helpful hints for test day, which parents/guardians can discuss with students to maximize their opportunities through working to their best on PSAT. Additional practice opportunities and helpful information can be found here: [PSAT/ACT Prep](#)



Congratulations to all of our Granby Bears on once again winning the Michael's Cup for Sportsmanship!!! Here are Granby Bears attending CIAC Sportsmanship Conference!  
8 DAYS AGO, MIKE DUNN, PRINCIPAL

granbyschools.org/o/gmhs

**Granby Memorial High School**

Mike Dunn, Principal  
Kim Calcasola, Assistant Principal  
Julie Groene, Assistant Principal



**SAVE THE DATE**

**GMHS Career & Technical Education Fall Advisory Board Meeting**

Thursday November 9<sup>th</sup>, 2023

7:15 am – 8:15 am

GMHS

The CTE Advisory Board is a collaboration between teachers, administrators, the business Industry, and the community.

The goal is to collectively share ideas, trends, an expertise in order to best prepare GMHS student for college and career.



**NEWS** | See All Posts



High School Athletic Schedules

Fall Winter Spring

**MORE HEADLINES**



**PEP Rally**

Pep Rally Bell Schedule 10.13.23

[click here for schedule](#)

**LIVE FEED** | See All Posts

8 days ago, Mike Dunn, Principal

Bienvenidos a nuestros estudiantes de Espana! Our Spanish exchange program is back up and running for the first time since Covid, and we are so excited to meet and greet our new Sp... [Read More](#)

[View Image](#)



# **Granby Memorial High School Continuous Improvement Plan 2023-2024**

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<b>Board Goal #6: Professional Learning</b>	<b>9</b>
<b>Professional Development Calendar</b>	<b>TBD</b>
<b>Assessment Calendar</b>	<b>TBD</b>

# 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.*

<b>Resourceful Learners</b>	<ul style="list-style-type: none"><li>❖ Ask questions and identify problems or challenges</li><li>❖ Identify strategies and methods for personal success</li><li>❖ Explore and connect areas of interest</li><li>❖ Set goals and persist in achieving these goals</li><li>❖ Gather and evaluate a variety of sources and perspectives</li><li>❖ Synthesize information and create solutions</li><li>❖ Solve complex problems by applying approaches from multiple disciplines</li></ul>
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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.A Achievement (GPS 1D) - Increase the % of 9th, 10th and 11th graders scoring at benchmark on PSAT***

<b>Fall Math Targets</b>	<b>Next Test Math Target *</b>	<b>Fall ERW Targets</b>	<b>Next Test ERW Target *</b>	<b>* Specific goals to be determined based on fall PSAT</b>
9th - 47% to 70%	PSAT 10 - *	9th - 62% to 80%	PSAT 10 - *	
10th - 68% to 75%	PSAT 11 - *	10th - 75% to 80%	PSAT 11 - *	
11th - 49% to 70%	CT SAT - *	11th - 73% to 80%	CT SAT - *	

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources/Finances</b>	<b>Evidence/Measurements</b>
1. Revise and implement department plans and benchmark measures to support student growth on essential grade level PSAT standards and skills	Department leaders, teachers	September and ongoing	Team meeting time, coaching	Departmental goals and benchmark data
2. Provide additional SAT practice and intervention opportunities for students	Department leaders, teachers, Coaches	Fall and ongoing	Team meeting time	Revised practices
3. Train leaders and teachers to use CB report and benchmark data with students to provide individualized feedback	Department leaders, teachers, Coaches	Fall and ongoing	CB Support, PD and Coaching	PLC data meetings, small group and individualized feedback
4. Train teachers in using DnA Data System to house benchmark data and track student growth	Coaches	Winter	Team meeting time, PD	DnA Usage, PLC data meetings
5. Continue to develop Multi-Tiered Systems of Support (MTSS)	MTSS Team, Coaches	Fall and ongoing	Coaching, CS	Revised MTSS
6. Implement a process for teacher teams to audit/revise curriculum in core areas to ensure priority standards are being taught	Department leaders Coaches, Assistant Superintendent	Spring and Summer Benchmark cycle beginning in fall	Time for curriculum development, Coaching	Updated curriculum documents
7. Develop opportunities across disciplines for students to practice and use feedback revising work, solving problems and supporting claims	Departments, teachers	Ongoing	Coaching	Student work

**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 and/or participates in at least one pre-vocational and vocational programming opportunity. Target=95% for '24 ('22 = 89% '23 = 92%)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue explicit communication with students and families to encourage enrollment in college-credit courses	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 CT Accountability system	Administration with Asst. Superintendent	Fall	Meeting time	Revised school policy
3. Use VoG to articulate priority indicators reflecting both college as well as career readiness	Leadership Team	Winter	Meeting time	VoG Priority Indicators and Plan
4. Use VoG to revise Capstone expectations, rubric and options	Leadership Team and Assistant Superintendent	Spring	Meeting time	Revised Capstone Program

**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***

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources/Finances</b>	<b>Evidence/Measurements</b>
1. Engage Departments in providing regular communication through a variety of platforms (Newsletters, Websites, Live Feed)	Administration, office staff, departments, LM Specialist	Ongoing	Time, technology	Communication platforms, survey results
2. Improve opportunities for communication and feedback re: school events, conferences, PAC	Administration	Ongoing	Technology	Survey results, attendance
3. Use quarterly PACs to focus on college/career paths, student wellness, family engagement	Administration	Quarterly		
4. Develop opportunities to celebrate Bears (Clubs, Student Gov, Broadcast "spots", Bear Council)	Club leadership, Broadcast class	Ongoing	Club Support, technology	Club participation, celebrations
5. Continue to develop Career & Technology Education (CTE) partnerships through fall breakfast and spring Career Fair	PA/CTE Department, CCC Advisor, Community partners	Fall and Spring meetings	Meeting times for planning	CTE Advisory Meetings, Career Fair

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

**Goal 3: (GPS 3C, D)** - Collaborate to craft shared expectations and processes to create safe, supportive and inclusive and socially-emotionally responsive school and classroom communities that foster belonging and emotional well-being for all learners.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage staff in developing school-wide charter of community agreements/expectations	Administration, staff	August and fall PD	Meeting time	Charter of expectations
2. Increase opportunities for student voice through clubs, surveys and new "Bear Council" of student leaders	Clubs, Principal, Family Engagement Specialist	November and ongoing	Meeting time, incidentals	Club membership, student survey data
3. Create opportunities to develop skills and capacity in engaging in civil discourse	All staff and students	November and ongoing	PD Resources, Meetings, Advisory	Strategies, norms
4. Refine use of DESSA measurement to target SEL strengths and needs	Safe School Climate /SEL Leadership team	Fall, Winter, Spring,	Survey and administration time	DESSA Data, SEL Action Plan

**Board Goal #4: Budget Development and Fiscal Management**

**Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments.**

**Goal 4: (GPS 4, 3A) - Manage the budget to maximize efficiencies while increasing needed supports for struggling students**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Train new department leaders in use of iVisions and budget process	Principal, office staff, Department Leaders	Fall	Meeting time	Budget process
2. Continue to support co-teaching and interventions to support students including those with SEL needs	Administration, Pupil Personnel, teachers	Ongoing	Meeting time, trainings	Student achievement, IEP goals
3. Continue to monitor class sizes for learning environments and staffing	Administration, Dept. leaders, CS	Ongoing	Meeting time	Efficient staffing, alternate year course cycles
4. Continue to investigate replacement cycles (GPS 4H) and analyze achievement data to ensure adequate supports/staffing	School and district administration, department leaders	Fall and ongoing	Time	Revised cycles

**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. Increase opportunities for student voice through clubs, surveys and new "Bear Council" of student leaders to include diverse student voices and club leadership	Student led groups, advisors, administration	Fall and Ongoing	Time and TBD	Regular messaging and celebrations
2. Engage teachers in Experiences to Explore Equity to hone our efforts to address inequities and remove barriers to opportunity	Teacher, department leaders, administration	Ongoing	PD and meeting time	E3s (Experiences to Explore Equity), GET Survey data
3. Create regular follow up opportunities between GMHS membership on the Granby Equity Team and the school community.	GET and GMHS GET Network, School Leadership Team	Monthly GET Meetings/follow up	PD Planning	GET Connections

**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)** - Develop departmental leadership and team capacity to clarify learning outcomes, use protocols to calibrate student work, examine learning evidence, share best instructional practices, and improve feedback and opportunities for revision.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Share practices in using standards to clarify learning target outcomes and why they matter	Department leaders, Teachers	Ongoing	Planning time	Learning targets, improved <i>Teachers explain why/what we are learning</i>
2. Engage department leaders in team facilitation including establishing norms and using protocols to examine student work	Leadership Teams	Ongoing	Meeting times, protocols, coaching	Improved practices and protocols
3. Engage staff in professional learning linked to the Elements of Effective Instruction to examine and share better grading practices related to providing feedback to allow for student revision of work	School and District Leadership Teams, Teachers	Ongoing	PLC, Coaching, EEI	Revised feedback and grading practices
4. Engage a voluntary team to explore strategies to use AI tools beneficially in classroom settings	AI Collaborative Action Team (AI CAT)	November ongoing	Meeting time	Resource Bank

**2023-2024 Achievement Goals DRAFT**

Math						
Grade	College Ready Benchmarks	2021-2022 % (#) <i>At, Near, Below</i>	Fall 22 Goal	22 PSAT Data % (#) <i>At, Near, Below</i>	2023 Goal	23 PSAT/CT SAT Results
9 YOG 27 (PSAT 8/9)	450 PSAT 8/9	N/A	N/A	47% (69) 7% (11) 46% (68) Total 148	70% PSAT 9 10/23	PSAT
10 YOG 26 (PSAT/NMSQ T)	480 PSAT 10	52% (69) PSAT 8 21 15% (20) 33% (43) Total: 132	55% PSAT 9 22	68% =+16 (84=+15) 5% =-10 (6=-14) 27% =-6 (33=-10) Total 123 =-9	75% PSAT 10 10/23	PSAT
11 YOG 25 (PSAT 10)	510 PSAT 11 530 CT SAT	57% (78) PSAT 9 21 4% (5) 40% (55) Total: 138	62% PSAT 10 22	49% =-8 (66=-12) 16% =+12 (22=+17) 35% =-5 (47=-8) Total: 135 =-3	70% PSAT 11 10/23	PSAT CT SAT

ERW						
Grade	College Ready Benchmarks	2021-2022 % (#) <i>At, Near, Below</i>	Fall 22 Goal	Fall 22 PSAT Data % (#) <i>At, Near, Below</i>	2023 Goal	23 PSAT/CT SAT Results
9 YOG 27 (PSAT 8/9)	400 PSAT 8/9	N/A	N/A	62% (92) 14% (20) 24% (36) Total 148	80% PSAT 9 12/23	PSAT
10 YOG 26 (PSAT/NMSQ T)	430 PSAT 10	71% (94) PSAT 8 21 10% (13) 19% (25) Total: 132	75% PSAT 9 22	75% = +4 (92=-2) 8% = -2 (10=-3) 17% =-2 (21=-4) Total 123 =-9	80% PSAT 10 10/11/23	PSAT
11 YOG 25 (PSAT 10)	460 PSAT 11 480 CT SAT	79%(109) PSAT 9 21 7% (10) 14% (19) Total: 138	83% PSAT 10 22	73% =-6 (98=-11) 6% =-1 (8=-2) 21% =+7 (29=+10) Total: 135 =-3	80% PSAT 11 10/11/23	PSAT CT SAT

**Curriculum Subcommittee Meeting - Approved Minutes**  
**September 6, 2023, 5:30 p.m.**  
**Central Services**

Present:

David Peling  
Kristina Gilton  
Whitney Sanzo  
Rosemarie Weber

Absent:

Cheri Burke  
Jennifer Parsons

Member of the Public: N/A

Meeting commenced at: 5:35 p.m.

Meeting adjourned at: 6:45 p.m.

1. Public Comment: N/A
  
2. Approve Minutes from the June 7, 2023 Curriculum Subcommittee Meeting: A motion was made by David Peling and seconded by Kristina Gilton to approve the minutes from the June 7, 2023 Curriculum Subcommittee Meeting. This motion passed.
  
3. Assistant Superintendent's Monthly Report: EduClimber has been rolled out; planning for a community Book Festival at Granby Public Library; 23 new staff successfully onboarded; reviewed new legislation on social/ emotional learning; grant writing for the Open Choice Academic & Social Support Grant as well as Title I, II, III and IV; Open Choice enrollment; Teacher in Residence (3<sup>rd</sup> Year); and, professional learning plans.
  
4. Summative Assessment Data: Reviewed SBAC and SAT data and looking forward to more information going forward.
  
5. Policy Update: Reviewed the Policy Update Memo and four potential policies will be brought forward in October.
  
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 6:45 p.m.



## UPCOMING DISTRICT EVENTS

October 14	Homecoming Dance	7:00-10:00 p.m.	HS Community Gym
October 16	HS PAC Meeting	6:00-7:00 p.m.	HS Cafeteria
October 18	College Fair	1:00-2:30 p.m.	HS Community Gym
October 18	Finance Subcommittee Meeting Board of Education Meeting	5:30-7:00 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
October 24	Blood Drive	7:30am-2:00 pm	HS Community Gym
October 25	Grade 8 PSAT		
October 26	PTO Meeting	6:30-7:30 p.m.	Granby Public Library
October 26	NHS Induction Ceremony	7:00-8:30 p.m.	HS Auditorium
October 31	Character Day Parade		Kelly Lane
November 1	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
November 7	No School (Professional Development)		Offices Open
Nov. 10-12	HS Drama Play " <i>A Christmas Carol</i> "	11/10 7:00 p.m. 11/11 7:00 p.m. 11/12 2:00 p.m.	HS Auditorium
November 15	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
November 16	Early Release (Secondary Only-Conf.)		
November 16	Secondary Evening Conferences	5:00-7:30 p.m.	GMMS/GMHS
November 22	Early Release (All Schools)		
Nov. 23-24	Thanksgiving Recess (No School)		Offices Closed