

Regular Board of Education Meeting
Wednesday, November 1, 2023, 7:00 PM
Central Services

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}}

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 18, 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. Elementary Continuous Improvement Plans (30 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Ms. Colleen Bava, Kelly Lane Primary School Principal, and Ms. Pauline Greer, Wells Road Intermediate School Principal, will present their respective 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 discuss collective bargaining.

{{RecommendedMotion}}

VIII. Adjournment

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

Regular Board of Education Meeting – Approved Minutes
Wednesday, October 18, 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 Chase Alexander (Student Representative).

Absent Board Members: Katie O’Neill (Student Representative)

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 in-person as well as on-line with a special welcome to Principal Mike Dunn and Principal Heather Tanis, the new Middle School Principal. Ms. Weber extended congratulations to her and wished her well on the school year.

I.B. Superintendent's Report

- Ms. Burke welcomed everyone in attendance as well as on Zoom and extended a special welcome to Ms. Heather Tanis, Principal of Granby Memorial Middle School, and Mr. Michael Dunn, Principal who were in attendance to present their Continuous Improvement Plans to the Board.
- A summary of all of the Communication Focus Groups is posted on a special page on the website. There are also comments gathered on the surveys and data. Next steps in the process are to develop a District Communications Plan which will be presented to the Board next month for their approval.
- The first Learning Walk of the year was held on Monday and comprised of district faculty and administrators. Ms. Burke will let the Board know of the next one so they can join in.
- Work has begun on the first edition of the *Vision* for this school year which will be out the end of November/beginning of December. It was learned through the community surveys that many community members enjoy reading the *Vision* to get information regarding the schools.
- First round interviews for the Middle School Assistant Principal position will be held this week.
- PSATs for 8th graders will be held on Wednesday, October 25th.
- The first PTO Meeting of the year is on Thursday, October 26th at 6:30 p.m. at the Granby Public Library.
- The Character Day Parade is Tuesday, October 31st at Kelly Lane.
- The FY25 budget process is well underway and meetings with administrators begin on November 1st.
- The next regularly scheduled Board of Education Meeting will be held on November 1st and due to a conflict with this meeting space, the meeting will be held in the Board Room at Central Services. Please note there will not be a Zoom option for this meeting; however, GCTV will record the meeting.

I.C. Student Representative Reports

- Chase Alexander reported the Homecoming Dance was last Saturday, October 14th.
- The World Language Honor Societies held their first meetings this past week.
- The NHS Induction Ceremony is next Thursday, October 26th, at 7:00 p.m.
- PSATs were held last Wednesday. Other than the slight technical difficulties with the College Board, it was a success.
- A blood drive is on Tuesday, October 24th – volunteers are encouraged to sign up.
- Spirit week is well underway with homecoming games will be held this weekend.
- The College Fair was held today and students in all grades got the opportunity to talk to representatives of many schools and ask them questions.
- Sports report: Football is 4-1 and Stafford/East Windsor/Somers co-op comes to Granby for the homecoming game this Friday night, October 20th at 7 p.m.; boys’ soccer is 10-3 and will host East Hampton this Saturday, October 21st, at 7 p.m. for the homecoming game; girls’ soccer is 10-2 following a 5-1 win at East Granby yesterday and hosts Newington tonight for Senior Night; cross country is competing in the NCCC Conference Meet in Bolton this afternoon; volleyball is 11-4 and is playing Rockville tonight at 6:30 p.m.; and, field hockey is 6-3-2 defeating Simsbury in their most recent game and returning to action this Friday, October 21st, against Pomperaug.

I.D. Business Manager's Report

Ms. Anna Robbins, Business Manager, presented the September 2023 statement of accounts and stated there is an unfavorable forecast of \$248K for FY24 which is \$31K better than the previous month. Regular education is projected to be overbudget \$27K and special education is overbudget \$221K. Anna stated while the forecast has improved, it would be prudent to remember that the district is three months into the fiscal year and only one month into the school year so these forecasts will fluctuate. Student placement and expenses for both special education tuition and transportation are difficult to forecast. Revenue to the town is slightly unfavorable \$179K due to the percentage expected for the special education Excess Cost Grant. A higher amount was budgeted but the state has since changed that number. The forecast for the Quality & Diversity (Q&D) Fund continues to be positive. There is a strong opening balance due to a strong closing balance this year due to additional revenue from the Open Choice Program. The district is slightly over in expenses due to higher than anticipated enrollment in the magnet and voag schools. Revenue is slightly lower in the Q&D Fund due to the tuition from Open Choice with lower numbers than anticipated in Kindergarten which comes with additional funding. Donna Nolan stated the statement of accounts was reviewed in the Finance Subcommittee Meeting this evening. She also stated the overbudgeted forecast amount is offset by the cost sharing which comes from the state later in the year. Rosemarie Weber inquired if the state indicated what the change was in the Excess Cost Grant as to why it went from 88.2% to 76.3%. Anna stated the percentage is based on a ranking released by the State. However, the State did not budget enough to cover these percentages. Therefore, each town in certain rankings received a lower percentage. It was tricky. Anna stated that we will budget on the 76.3% number which she is more comfortable with anyway.

II. Public Comment

Kathy Kudish, Granby - Kathy stated she is the sister of high school teacher Karen Kudish and would like to see higher salaries for Granby teachers. She has two sophomores in Granby high school and is watching the exodus of great teachers with 9 teachers leaving at the high school this year. Salaries need to be competitive for this area and she would like the Board to consider cuts to the budget to allow for increase teacher salaries.

Julie Haefner, 286 Simsbury Road – Ms. Haefner informed the Board that she reviewed the Hartford area teacher salary scales for the Hartford area and was very surprised to learn that the only district that pays teachers lower than Granby is Hartford. She also shared that she found the Granby core values on the website noting specifically the core value of a high return on investment stating that quality educators are a high return on investment. Julie stated she plans to write to the Board of Finance Chair and encouraged others to do so requesting educators to receive competitive salaries.

Mike Kramarenko, Granby – Mr. Kramarenko shared his disappointment in the school rankings posted on the website that there was only one section above average and many others below average. He stated COVID is blamed and not an excuse as Granby was in session virtually. He also stated that handbooks should be updated with regard to cell phone usage for students. He also stated bullying issues are happening in front of teachers but are being resolved quickly. Mr. Kramarenko also stated that bus drivers are being asked why they are late to the elementary schools but fear attending a meeting to speak up as to the reasons they are late (traffic in town, traffic getting into the school parking lots, etc.). Additionally, Mr. Kramarenko inquired what will happen for the students who want to opt out of sex education and what is the plan for those students.

Susan Regan, Hungary Road, Granby – This is for statement only, by me Susan Regan, Hungary Rd., Granby. I respectfully will keep it to 3 minutes but I am requesting that my entire text commentary be included in the BOE minutes when published. I can provide a copy to whomever you advise to do so. I understand that no discourse will occur. Ms. Weber, I had sent you an email on Oct. 4th @ 9:59 am requesting that the subject of "parents' bill of rights" be added to that night's agenda or if it could not be done, to add it to the next BOE meeting of Oct. 18th (tonight). Since I had not heard from you that afternoon and I asked the questions again at public session on 10/4, you replied "no" and I asked "no to what?" You replied that you had not been able to read your emails that day and so you were declining any discussion going forward on the subject and that you would reply via email to me very shortly for which I got an email the next day Oct. 5th @ 12:05 pm where you replied as follows with cc's to Cheri Burke, Pauline Greer, Linda Powell, Mark Fiorentino, Jennifer Parsons, Colleen Bava, Mike Dunn, and Heather Tanis.

Rosemarie Weber Thursday, Oct 5, 12:05 pm
cc'd: Cheri, Pauline, Linda, Mark, Jennifer, Bava, Dunn, Tanis
Good afternoon, Susan.

Thank you for your email below and for mentioning this at public comment yesterday evening. It is not always possible for me to respond immediately during the work day; but your concerns are important to us, so I do my best to respond as quickly as is practical. With regard to your request that our Board of Education take up the matter of the Parents' Bill of Rights that you referenced below, I must respectfully decline. As you note below, this is a matter that was taken up by Governor DeSantis and the Florida legislature. Similarly, this is a matter that would be taken up by the Connecticut legislature and is not something that is appropriate for individual Boards of Education to consider as it has other statutory implications.

Regards, Rosemarie Weber

Then, I look forward to the day and would assume that since you and the Granby BOE adhere to the current state statutes in these matters, that when the "parents' bill of rights" law is passed by the legislature and the Governor signs it, that you would as strictly abide and adhere by that law. Thank you.

Beth Carroll, Quail Lane, North Granby – Ms. Carroll stated she gives her public comment as a constructive citizen with no children but as a concerned citizen. She participated in the communication focus groups and was happy to hear Ms. Burke say she is coming up with a communications plan. She would like to see timeframes and activities to help address some of things that were stated in the meetings. She would also like to see an update given in a more public arena. Ms. Carroll shared that she has viewed the curriculums online and appreciated being able to read them; however, has a lot of detailed questions about the curriculums and hopes that more depth in the curriculums will be made going forward. In particular, with regard to writing, the word "grammar" was not included in the curriculums for Grades 1-5 and should go along with writing and reading. She was also very surprised to see that American History does not show up until Grade 5. Lastly, Ms. Carroll requested that the public is not just told repeatedly that the special education program's budget is blown out of the water. If this is a situation that is state-wide issue then it should be addressed as such and needs to be respectfully detailed to public citizens.

Ali Zafar, Granby – Mr. Zafar stated he also advocates for teachers earning competitive salaries. Mr. Zafar extended accolades on a recent email sent by Mike Dunn/Cheri Burke providing resources for people with regard to some recent events. He stated there needs to be a balance for diversity and inclusion and books being read in the school system that raise awareness of other cultures and people and their walks of life. He fears that some books might be pushing ideology on impressionable young children.

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 unanimously at 7:41p.m.

IV. Old Business

There was no Old Business to report.

V. New Business

V.A. Approval of Completion of Phase I School Building Project

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 considered approving the completion of Phase 1 of the project. A motion was made by Donna Nolan and seconded by Kristina Gilton that the Granby Board of Education accepts the State School Construction Project, #22DASY056052A0522, at Granby Memorial High School as complete. Donna Nolan authorized Anna to pay the last invoice on this project and the district can now go to the state to seek reimbursement. This motion passed unanimously at 7:42 p.m.

V.B. Secondary Continuous Improvement Plans

Ms. Heather Tanis, Middle School Principal, and Mr. Michael Dunn, High School Principal, presented their respective 2023-2024 Continuous Improvement Plans to the Board. Ms. Tanis reviewed *Board Goal #1, Student Achievement*, for students to achieve levels of proficiency or higher on the state assessment by monitoring growth and performance over time and providing high-quality, effective instruction. Ms. Tanis reviewed the STAR and SBAC data for current middle school students in Grades 6-8 and stated there are new pieces of data which include STAR data for fall and spring Math and ELA. The 2024 goal for Math is for 70% of students to reach goal and for 80% of students to reach goal in ELA. The instructional strategy for Math is

building thinking classrooms used in all math classrooms in conjunction with the Illustrative Math program and resources. Additionally, vertical spaces are being used to perform math work in classrooms. The Math Coach meets with Math Teachers weekly and ensures students receive targeted instruction. Boost groups were formed for 7th grade students particularly struggling with math. In addition, Ms. Tanis stated iXL is another diagnostic tool used. Ms. Weber inquired if teachers have access to the iXL data and Ms. Tanis stated they do. Kristina Gilton inquired about the numbers hovering in the 30th percentile if there is any correlation with a struggle in day-to-day work or test anxiety. Ms. Tanis stated she is seeing it all and is looking at the data where students are understanding the material in class but not on the assessment. Ms. Tanis moved on to ELA and stated she is excited the ELA Department is partnered with Teachers College. A Staff Developer will work with teachers for 5 more sessions. The ELA Coach also works with teachers. Ms. Tanis reviewed action steps stating the work will continue with professional development; reviewing student data regularly; coaches working with teachers; building thinking classrooms will continue to be highlighted; celebrate student achievement with students; embedding all of these practices in all areas.

With regard to *Board Goal #2, Community Engagement*, Ms. Tanis informed the Board about the GMMS Gazette which contains information about events for parents. PAWsitive recognition tickets were introduced this year where teachers and staff give tickets to students who are engaged, accountable, respectful and safe. Names get announced to the school during announcements. Ms. Tanis stated the GMMS Facebook page is active and throughout the year various photos of students and classrooms will be posted as well as an added tool in Powerschool that will provide morning announcements. She stated two (2) in-person PAC meetings were held and many parents are interested in working with teachers and for teachers. She also shared that grade level assemblies will be held this year for a combination of sharing information but also having fun in a large group.

Ms. Burke shared with the Board that broad data is deeply understood at the building level and principals have turnkeyed their respective information on to their staff members which is another level of foundational data. She stated the freshest data has been collected and it is no small feat to take large scale data and drill down and tonight is the second go at presenting data for instruction. She stated her charge as Superintendent is now what do we do; what additional data do we have; and what will we be doing with that data.

Mr. Michael Dunn stated he is pleased about the alignment of the goals in his plan and presented *Board Goal #1 -Student Learning and Achievement* for the high school stating that 85% of students earned a 3 or higher on AP tests and 92% of students take at least one college level course. Steps taken to achieve this goal are revising/implementing department benchmark measures to support student growth on grade level PSAT standards and skills; providing additional SAT practice and intervention opportunities for students; training teachers to use PSAT and benchmark data; continuing to develop Multi-Tiered Systems of Support; implementing a process for teacher teams to audit/revise curriculum in core areas; and, developing opportunities across disciplines for students to practice and use feedback. With regard to the student achievement data presented, current 10th grade students showed an increase in Math from 52% of students at goal in Grade 8 to 68% on the most recent PSAT and the goal is 75% for 2023 which is higher than the district goal of 70%. Goals this year for the current 11th grade class are in Math due to showing a decline from their 9th grade year when they were in 10th grade. There are also targeted groups for individual students. Ms. Weber inquired if there was a reason for the dip in Math in Grades 8 and 9 and Mr. Dunn stated Algebra was an area noted and more practice needs to be done on math questions as this is not done as much in Grades 8 and 9. He stated the same approach used in building thinking classrooms - groupings where teachers can intentionally place students around certain problems. He shared that math teachers share PSAT questions and discuss how they would tackle the problem then take that problem into the classroom to be solved by the students. With regard to evidence-based reading and writing, he shared a Words in Context program which enables students to practice on those types of problems. He also shared that ELA teachers developed an annotation rubric for close reading analysis annotation to help articulate with this means with regard to notes that help make students' thinking visible.

For *Board Goal #2 - Community Engagement* to improve frequency and effectiveness of communication that captures and celebrates our school community through online resources and platforms is obtained by engaging departments in providing regular communication through a variety of platforms; improving opportunities for communication and feedback; developing ways to celebrate students; continue to develop Career & Technology Education partnerships; and use quarterly PACs to focus on college/career path, student wellness and family engagement. Mr. Dunn shared the vehicles used for community engagement, such as, newsletters, the website, and the new broadcast studio.

VI. Miscellaneous

VI.A. Board Standing Committee Reports

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

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

VI.A.2. Finance/Personnel/Facilities

Donna Nolan reported this subcommittee met this evening and had a presentation by Brian Maltese, Athletic Director, and Mike Dunn on the repairs made to the baseball/softball fields to the irrigation system. A new sprinkler company will maintain the system. It will take time for the grass to grow but there should be improvement. Spoke to Dale/Shannon for the needs to maintain the grounds and they shared a need for an additional half-time maintenance person to help with the grounds. Last issue discussed was a lack of storage and they requested a consideration of a small cap expenditure for a storage shed. Two new shot clocks were installed at the high school and two scoreboards will be installed at the middle school. New physical fitness equipment was purchased from small cap. The high school track has ongoing needs. The track dipped and was repaired; however, other dips have been noticed in the track. Spoke about getting together a committee with the BOE, Building Committee and the Facilities Department for walkthrough of the schools and facilities to see the issues first-hand. Rosemarie Weber suggested using the Boardwalk facilities walkthrough during the Board Retreat for that purpose.

VI.B. Other Board-Related Reports

VI.B.1. CREC/CABE"

Kristina Gilton reported that CREC Council met today focused on highlights and overviews of CREC student services and programs. CREC transportation is dealing with all the issues other school districts are dealing with. There were no specific legislative updates to share.

VI.B.2. Granby Education Foundation

Whitney Sanzo reported that the GEF met on Monday evening and discussed the date for the GranBee which is April 19th. There will also be a potential concert in February and a grant was just awarded to the Granby Grunt Robotics Team. Whitney stated there is a lot of great collaboration happening.

VI.C. Calendar of Events

Rosemarie Weber stated the calendar of events is as presented and inquired if a Board member can attend the PTO meeting on October 26th or the SEPTO Meeting in November to let her know.

VI.D. Board Member Announcements

There were no Board member announcements this evening.

VI.E. Action Items

There were no action items this evening.

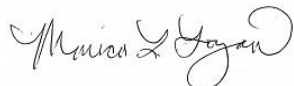
VII. Executive Session

The Board entered into an Executive Session to have a collective bargaining discussion. A motion was made by Donna Nolan and seconded by Whitney Sanzo that the Granby Board of Education enter into an Executive Session to have a collective bargaining discussion. This motion passed unanimously at 8:48 p.m. A motion was made by Donna Nolan and seconded by David Peling to adjourn the Executive Session. This motion passed unanimously at 9:14 p.m.

VIII. Adjournment

A motion was made by Donna Nolan and seconded by David Peling that the Granby Board of Education adjourn the Board of Education Meeting. This motion passed unanimously at 9:15 p.m.

Respectfully submitted,

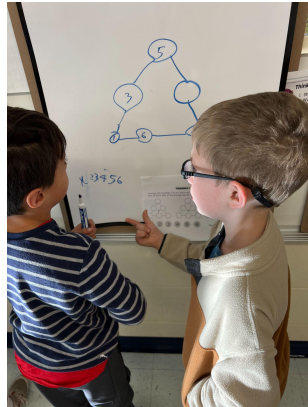


Monica Logan
Board Secretary



Kelly Lane Primary

November 2023

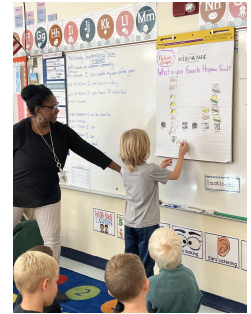


Board Goal #1: Student Learning and Achievement

100% of students will demonstrate growth toward mastery of ELA, and Math as measured by performance at the proficiency level or higher on state summative assessments.

- **At Kelly Lane, 80% of students will achieve proficiency in ELA based on BAS, STAR and DIBEL assessments.**
- **At Kelly Lane, Grade 1 - 70% , Grade K and 2nd - 80% of student will achieve proficiency in MATH based on Acadience and 70% on STAR assessments.**

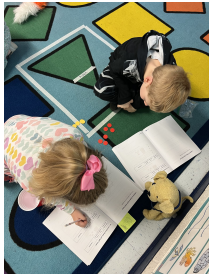
MATH - Acadience				
Grade	Spring	Fall	Fall - STAR	2024 GOAL
K		77%		80%
1st	82%	49%		70%
2nd	71%	69%	50%	80% Ac. 70% STAR
ELA - DIBELS				
Grade	Spring	Fall	Fall - STAR	2024 GOAL
K		37%		80%
1st	75%	53%		80%
2nd	84%	70%	54%	80%





Kelly Lane Academic Action Steps Fall 2023

- Full Math implementation of Illustrative Math resource to support high yield instruction
- Alignment of phonics, reading, and writing
- Small group-focused instruction - planned, implemented, and documented
- Data conversations and coaching focused on student learning and achievement
- Professional development for Math, RWP, and SEL (academic and behavioral) throughout the year
 - Teacher Led professional development to support building and district goals
- Instructional minutes are maximized
- MTSS structures (Multi-Tiered Support System)- continue to review and revise systems both in and out of the classroom while strengthening tiered behavior support.



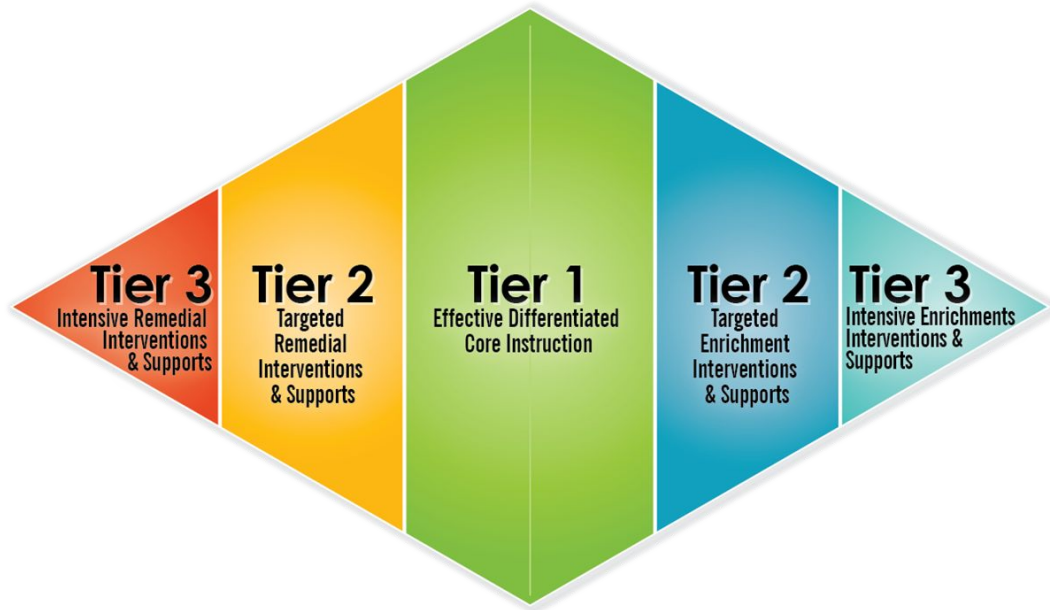
Multi-Tiered Systems of Support

What are we doing about the data?

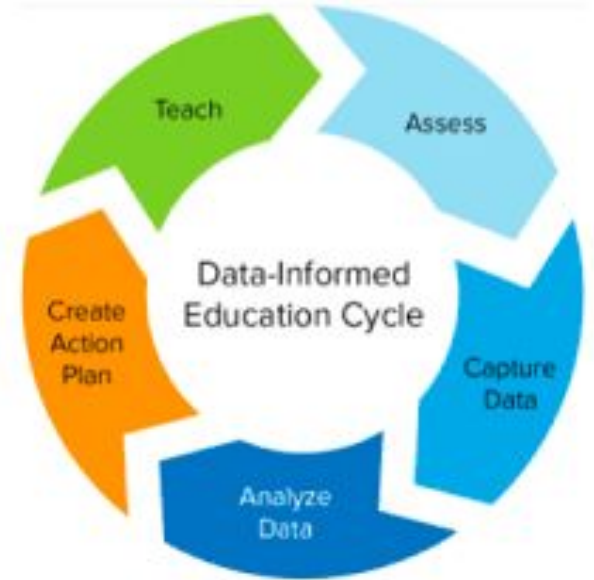
Action Steps:

- **Streamlining processes:**
 - Schoolwide MTSS meetings to tracking academic/behavior supports
 - Teachers write goals, create, model, and implement plans, and progress monitor with fidelity
 - Providing additional student support for reading and math
 - Aligning practices with Wells Road
 - Improving small group instruction
 - Early Interventionist Position to manage MTSS cycles
- 100% of students will demonstrate growth towards mastery in ELA and Math at Kelly Lane Primary School**
- **Instructional Coaches** work with teachers with plans and implementation for Tiers 1 and 2
 - **Classroom teachers** support in the classroom 3-5 times a week *in addition to* the whole class instruction (during content area block, WIN, and/or arrival time)
 - **Interventionists** support in or out of the classroom 3-5 times a week in a smaller setting
 - **Weekly PLC** meetings focused on instructional strategies and student outcomes

100% of students will demonstrate growth towards mastery in ELA and Math at Kelly Lane Primary School.



Tiered support for all students



Data Cycles for progress monitoring

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

- Principal parent events hosted 3 times per year
- Review survey data to reflect on areas of improvement to communication practices
- Weekly eblasts to families posted on the website
- Increase classroom mobile app-based communication
- Classrooms engage in 2 parent learning engagement opportunities
- Communication sent weekly and monthly to families both school wide and individual classroom based and through social media; monthly through a comprehensive newsletter
- Collaboratively partner with PTO
- Community events such as Kindergarten Book Buddy Program and STEAM night with the GMHS
- PAWsitive office referrals to recognize positive student behavior

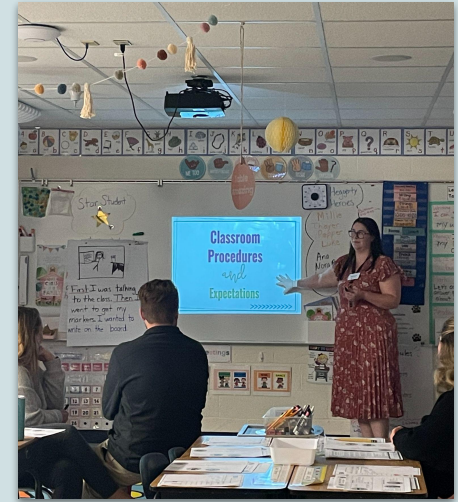
Communication and Engagement



PAWsitive Office Referral



Weekly/Monthly Communication



Curriculum Night



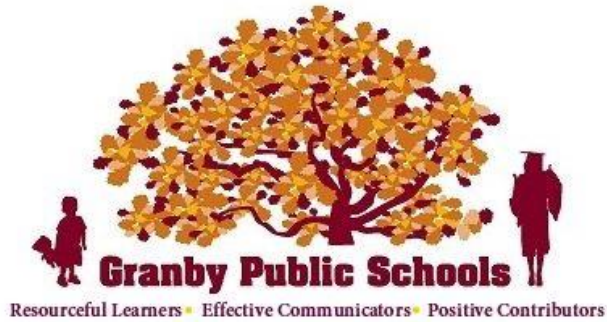
Popsicles with the Principal



Character Day at Kelly!



Mystery Readers!



Kelly Lane Primary School

Continuous Improvement Plan 2023-2024

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GRANBY PUBLIC SCHOOLS

Vision of a Graduate

All Granby Public Schools students will become resourceful learners and effective communicators who positively contribute at the local, national and global levels.

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

Board Goal #1: Student Learning and Achievement

Improve student achievement, academic performance, and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.

Kelly Lane Goal: Ensure all students are supported in achieving proficiency levels or higher on the assessments by monitoring their growth and performance over time. (1D) 100% of students will make growth in reading and writing.

1.1 Achievement Goal

- 80% of students will reach mastery as indicated by the assessment data collected on Dynamic Indicators of Basic Early Literacy Skills (DIBELS)
- 70% of students in Grade 1, 80% of students in Kindergarten and Grade 2 will reach mastery as indicated by Acadiance (K-2) and STAR (2nd grade) assessment

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<u>Instructional Support Action Plan</u>				
1. Twice weekly Professional Learning Community focused on data and instructional strategies.	Teachers, coaches, school improvement team	All Year	PLC Schedule	PLC Agenda and Notes
2. Refine the structures of Multi-tiered Systems of Support. <ul style="list-style-type: none"> a. Monitor with formative assessments and unit check-ins. b. Developing procedures for data collection for both academic and behavioral tiered support c. Restructured Intervention Cycles 	Early Intervention Specialist, Support Staff, Coaches	Ongoing	Intervention Support Data Meetings; intervention schedule; student data	Intervention schedule and progress notes Student Review Meetings
3. Coaching cycles for each teacher to support curriculum and instruction	Coaches, teachers	2 X a year per teacher	Coaching PLC's	Classroom Schedules; coaching sign-ups
4. Small group-focused instructional focus through WIN time, planned, implemented, and documented	Early Intervention Specialist, teachers	Ongoing	Meeting time to meet with teachers	WIN time schedule; small group documentation; Learning Walk Feedback
5. CARES-focused intervention group (Attendance, Behavior, SEL, Academic)	Principals, teachers, coaches, support staff	Bi-weekly	Student Data	Student Review Meetings, Tiered Intervention Plans
6. Teacher-led professional development on school-based curriculum needs	Teachers, Principal, Coaches,	Monthly, lunch and Learn (4x a year)	Professional development Time	Professional Development Resources

<p>7. Provide all teaching assistants with professional development regarding instructional strategies.</p>	<p>Early Interventionist specialist, Coaches, Principal</p>	<p>Monthly</p>	<p>Schedule of meetings</p>	<p>Implementation of small groups with teaching assistants</p>
<p>8. Engaged in targeted curriculum professional development with IM Math Consultant and Reading Consultant.</p>	<p>Coaches, Principal, Consultants</p>	<p>5 days a year for both reading and math</p>	<p>Consultant Time, Professional Development Time, and Grade level time</p>	<p>Learning Walk Feedback</p>

Kelly Lane Goal: 1.2 Achievement Goal: Align standards, instruction, and assessment through professional development and content knowledge. (1B)

Develop a culture 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, 1-J)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<u>Teacher Support Action Plan</u>				
1. Share and create student exemplars and examples when looking at grade-level expectations. Develop success criteria for work expectations.	Grade Level Teams	Weekly PLC Meetings	Professional Development time / Budget for additional materials	PLC Notes
2. Use the current benchmark assessments to analyze areas of growth for the grade level and individual classrooms.	Coaches, Grade Level Teams	Bi-Weekly PLC Coaching Meetings	Professional Development Time, budget for additional resources Time	Fall, Winter, Spring Data Behcnmarks
3. Create grade-level SMART goals based on current data	Coaches, Grade level teams	Ongoing	Time	Grade Level Notes
4. Faculty time is dedicated to data discussions and sharing best practices	Principal	Monthly	Time	Staff Feedback, Survey and Grade Level Notes
5. Train teacher in using DnA system to house benchmark data and track student growth	Instrucional Coaches	January - June	Team Time, Professional Development	Teachers using the new system

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

Kelly Lane Goal: Develop and maintain a positive, collaborative relationship with all stakeholders at Kelly Lane Primary School. (2A)

Kelly Lane will work collaboratively to create an atmosphere of mutual trust and respect to ensure effective communication in schools and enhanced engagement with families. (Strategic Initiative 2-A, 2-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Focused Principal events hosted throughout the school year (Parent conferences, Learning Platforms, Summer Learning, etc.)	Principal, CAS Leaders and coaches	3 times per year (once a trimester)	Scheduled Events, budget for family events	Attendance to events, parent feedback
2. Acknowledge and celebrate student success	Teachers, Administration	Ongoing	PAWsitive Office Referrals, announcements, bulletin board, contact home	Referrals
3. Engage families in learning activities within the school	Teachers, Administration	2 X a year	Time	Attendance at events
4. Create opportunities for formal and informal communication between home and school - weekly newsletters focused on academics and social-emotional well-being.	Teachers, Principal	Weekly	Provide strategies for proactively engaging with families, social media	Teacher eblasts, newsletters, surveys, and conference sign-up, facebook posts
5. Work with the School Improvement Team to increase participation in school-based events such as . . . STEAM Night, Family Coding Night, and other planned events.	School Improvement Team	Ongoing	Meeting Times	Staff feedback, surveys
6. Continue to work collaboratively with Parent Teacher Organization	Principal	Ongoing	Meeting Times	PTO Events

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

Kelly Lane Goal: Provide all staff with ongoing professional learning opportunities that focus on student social and emotional well-being. (3D)

Through school-wide SEL alignment, we will create an equitable learning environment that empowers all students to achieve their potential and build a growth mindset for both social and academic relationships. (Strategic Initiative 3-A, 3-C, 3-D)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Analyze DESSA data to target specific competencies.	Principal, DESSA leadership	3 x a year	DESSA administration	DESSA Assessment tools
2. Create cross-grade level CARES groups to support SEL lessons/strategies	SIT Team, Principal, support staff, SEL committee, all staff	January - June	Time and space	SEL lessons to support current practices
3. Monthly school-wide assemblies.				
4. Provide all staff with ongoing professional learning opportunities that focus on student social and emotional well-being with a focus on Equity Social-Emotional Learning (SEL) practices.	Administration	Ongoing	Meeting Time, resources	Resources
5. Provide opportunities for staff to reflect on and develop their own social, emotional, and cultural competencies.	Teachers	Staff Meetings	Time, Staff Survey	Dedicated PD time, staff reflection survey
6. Incorporate purposeful play and soft starts into our daily instruction	Administration, Teachers	Ongoing	Professional Development, Book Study	Teacher Schedules/Completed Book Study
7. Create recognition opportunities for celebrations and success.	Principal, teachers	Ongoing	Referral procedures; recognition items	Student and staff referrals

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.

Kelly Lane Goal:

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

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 elementary school	Principal, CAS (Content Area Specialists), and Teachers	2022-2023 school year	Time	Submission of 22-23 school-based budget, small caps and plus one budget
2. Monitor class sizes to ensure appropriate learning environments and staffing	Principal	2022-2023 school year	Longitudinal survey of projected enrollment	Observation of appropriate class size and staffing needs
3. Review Kelly Lane structures and staffing to ensure a supportive environment for students and staff based on data.	Principal, Instructional Coaches, CAS Leaders, and Teachers	2022-2023 school year		
4. Continue to review and analyze current student achievement data to ensure adequate support are in place.	Coaches, Interventionists	Ongoing	Current enrollment data	Summary of review discussed with the Superintendent and/or Assistant Superintendent
			Intervention data and number of students being serviced	Current data, caseloads for intervention teachers

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.

Kelly Lane Goal: Ensure system-wide practices and structures are in place to support the implementation of the Granby Public Schools Anti-Bias/Anti-Racism Plan. (5A)(5I) (5J)

(Strategic Initiative 5-A, 5-B, 5-E, 5-G, 5-H)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Increase Education, Excellence and Equity (E3) experiences during PLC meetings.	Kelly Lane Equity Team / Administration	Monthly	Meeting Time	Activities to support E3 experiences
2. Develop Collaborative Action Groups within the Kelly Lane Equity Team to support equity practices.	Kelly Lane Equity Team / Administration	Monthly	Meeting time	Group action plan
3. Recognize and bring awareness to the Cultural Heritage Months identified through the Granby Equity Team.	Kelly Lane Equity Team / Administration	Monthly	Time/Activities	Resources for teachers
4. Continue to support diverse artwork and murals throughout the school.	Principal	Ongoing	Budget, Resources	Completed art work
5. Build a budget to support increasing diverse books in each elementary classroom.	Principal, teachers	Ongoing	Budget, Books, resources	curated library of books/resources

Board Goal #6: Professional Learning

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

Kelly Lane Goal: Build employee capacity to collaborate and share accountability for outcomes. (6B)

Ensure alignment with adopted programs by providing ongoing professional development, job-embedded coaching, and feedback from assessment data. (6E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage teachers and teams in developing the capacity to use data to inform instructional decisions and interventions.	Administration, DLT, GSP Consultant, Coaches	Ongoing	PD, meeting times	Increased teacher capacity, observations, review of practice
2. Continue to work with the Great School Partnership (GSP) to align practices focusing on Feedback and Practice.	GSP Consultant, DLT, teachers	October, November, February, March	Great Schools Partnership PD	Professional Development work
3. Build capacity for small group instructional strategies and data collection with all staff	Interventionists, Coaches, Teachers	Ongoing	Professional Development time	Ongoing collaboration
4. Embed developmentally appropriate SEL lessons aligned to the CASEL framework.	DESSA leadership and SEL Team	Monthly from September - May	Time/Schedule	Scheduled meetings. Agendas/Notes
5. Implement a communication processes for staff to share learning goals and outcomes as well as ongoing communication with families.	Principal, Teachers	Weekly/Monthly	Time	Teacher Communication; Principal Communication
6. Create a committee to begin the process of Preschool curriculum review to align Early Childhood State Standards	Principal, Director of Pupli Services, preschool	2023-2024 School Year	Preschool Curriculums, ELC standards, Time	Agendas
7. Build capacity to support new legislative guidelines around Purposeful Play in classrooms.	Principal, Classroom Teachers	Ongoing	Meetings / PD /Presenters	Instructional Time Scheudule
8. Utilize specialized consultants in ELA and Math to support academic conversations and increase teacher capacity in the curriculum.	Principal, Coaches and Consultants	Schedule of dates from consultants	Consultant contract	Professional Development dates, agenda and notes

Finance Subcommittee Meeting – Approved Minutes
Wednesday, September 20, 2023, 5:30 p.m.
Central Services

Attendance:

Katharine Leenders	Present	Cheri Burke	Present
Monica Logan	Present	Anna Robbins	Present
Donna Nolan	Present		
Rosemarie Weber	Present		

Meeting commenced at 5:37 p.m. Meeting adjourned at 6:22 p.m.

- 1. Public Comment:** N/A
- 2. Approve Minutes from the June 21, 2023 Finance Subcommittee Meeting:** A motion was made by Monica Logan and seconded by Katie Leenders that the Finance Subcommittee approve the minutes from the June 21, 2023 Finance Subcommittee Meeting. Motion passed.
- 3. June 2023 Statement of Accounts:** Reviewed and approved.
- 4. July/August 2023 Statement of Accounts:** Reviewed and approved
- 5. FY23 Year-End Budget Transfers:** Reviewed and moved to full Board for approval.
- 6. Authorized Signatures Change Form for Food Service Program:** Reviewed and moved to full Board for approval.
- 7. FY25 Budget Timeline:** Reviewed the FY25 budget timeline.
- 8. Building Committee Update:** The building project is down to a punch list to finish up. Phase I of the Culinary Arts project: An architect is under contract to go out to bid with vendors to complete the Culinary Arts space. The roof project is largely completed with just a few remaining items. Completion is expected in a month. The next Building Committee Meeting is October 2nd.
- 9. Other:** An update was given on athletic field maintenance of the baseball/softball fields. \$20K was allocated and irrigation repairs have been made. It is up and running and the fields have been seeded

A motion was made by Monica Logan and seconded by Katie Leenders to adjourn the meeting. This motion passed at 6:22 p.m.



UPCOMING DISTRICT EVENTS

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 13	SEPTO Meeting	7:30-8:30 p.m.	Wells Road Media Center
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 18	Mattress Fundraiser	10 a.m.-5 p.m.	Community Gym
November 22	Early Release (All Schools)		
Nov. 23-24	Thanksgiving Recess (No School)		Offices Closed
December 1	NHS Sports Tournament	6:00-9:00 p.m.	HS Main Gym/Comm. Gym
December 6-8	Early Release (Elementary Only-Conf.)		
December 6	Evening Conferences (Kelly Lane)		
December 7	Evening Conferences (Wells Road)		
December 22	Early Release (All Schools)		
Dec. 25-Jan. 1	Winter Break		Offices closed Dec. 25 th and Jan. 1 st