

**Windsor Board of Education  
Regular Meeting**

Tuesday, September 17, 2024 7:00 PM

BOE Regular Meeting, Hybrid via Zoom and In-Person Please click the link below to join the webinar:  
<https://us06web.zoom.us/j/84756488804> Or Telephone: +1 646 558 8656 +1 301 715 8592 Webinar ID: 847  
5648 8804

601 Matianuck Avenue  
Windsor, CT 06095

1. Call to Order, Pledge to the Flag, Moment of Silence  
**Speaker(s):** D. Furie
2. Recognitions/Acknowledgements  
**Speaker(s):** D. Furie
  - 2.a. Introduction of New BOE Student Representative, Victor Montilla  
  
**Speaker(s):** B. Parker
  - 2.b. Introduction of Windsor’s Educator of the Year, Christina McCann  
  
**Speaker(s):** D. Batchelder/D. Gagne
  - 2.c. Introduction of Windsor’s Paraeducator of the Year, Susan Lyons  
  
**Speaker(s):** D. Batchelder/J. Mihalko
  - 2.d. Introduction of New Administrators  
**Speaker(s):** D. Batchelder
3. Audience to Visitors  
**Speaker(s):** D. Furie
4. Consent Agenda  
**Speaker(s):** D. Furie
  - 4.a. Human Resources Report  
**Speaker(s):** D. Batchelder
  - 4.b. Approval of BOE Regular Meetings for 2025  
  
**Speaker(s):** D. Furie
5. Approval of Minutes  
**Speaker(s):** L. Lockhart
  - 5.a. June 18, 2024 Regular Meeting  
  
**Speaker(s):** L. Lockhart
  - 5.b. July 25, 2024, Special Meeting  
  
**Speaker(s):** L. Lockhart
  - 5.c. September 10, 2024 Special Meeting  
  
**Speaker(s):** L. Lockhart
6. Student Representative Report  
  
**Speaker(s):** Victor Montilla
7. Board of Education  
**Speaker(s):** D. Furie
  - 7.a. President's Report  
**Speaker(s):** D. Furie
  - 7.b. Set Graduation Date for WHS Class of 2025  
  
**Speaker(s):** T. Hill
  - 7.c. CABA Level II Distinction Award  
**Speaker(s):** D. Furie
  - 7.d. Cell Phone Policy: Review of Cell Phone Policy with Board discussion and possible Board action and/or referral to the Policy Committee

**Speaker(s):** D. Furie/B. Parker/L. Jorgensen

8. Superintendent's Report

**Speaker(s):** T. Hill

- 8.a. Staffing Update for Opening of 2024-2025 School Year

**Speaker(s):** D. Batchelder

- 8.b. Fiscal Year 2024 Year End Financial Report

**Speaker(s):** D. Batchelder

9. Committee Reports

**Speaker(s):** D. Furie

10. Other Matters/Announcements/BOE Meetings

**Speaker(s):** D. Furie

- 10.a. Next BOE Regular Meeting is Tuesday, October 16, 2024, 7:00 PM, LPW, Board Room

**Speaker(s):** D. Furie

11. Audience to Visitors

**Speaker(s):** D. Furie

12. Adjournment

**Speaker(s):** D. Furie

**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** September 17, 2024

**PREPARED BY:** Danielle Batchelder  
Chief of Operations

**PRESENTED BY:** Danielle Batchelder

**ATTACHMENTS:** Christina McCann - BIO

**SUBJECT:** Educator of the Year for 2024-2025


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**BACKGROUND:**

Christina McCann is from Poquonock Elementary School

**RECOMMENDATION:** This is for information only.

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**Reviewed by:** 

**Recommended by the Superintendent:** TH/sb

**Agenda Item #** 2.b.

## **Windsor Public Schools 2024-2025 Teacher of the Year**

Windsor Public Schools proudly announces Mrs. Christina McCann as the distinguished recipient of the 2024-2025 Teacher of the Year accolade. With an illustrious career spanning 22 years in Windsor Public Schools, Mrs. McCann's commitment to educational excellence and community engagement exemplifies the core values of exceptional teaching.

Mrs. McCann's journey in Windsor commenced in 2002 as a reading recovery/reading teacher at Oliver Ellsworth Elementary School. Over the years, she transitioned to Poquonock School, where she served as a dedicated Kindergarten educator from 2012 until 2019, and presently, she shines as a 1st-grade teacher. Her steadfast dedication to fostering an enriching learning environment has left an indelible mark on countless students and families throughout the district.

Armed with a Bachelor of Science in Business Administration from King's College, Wilkes-Barre, PA, and a Master of Arts in Teaching from Sacred Heart University, Fairfield, CT, Mrs. McCann brings a wealth of knowledge and expertise to her role. Beyond the confines of the classroom, her passion for empowering families transcends conventional teaching boundaries. Through voluntary parent meetings and extensive home visits, she cultivates deep, collaborative relationships that amplify student success.

Mrs. McCann's teaching philosophy revolves around nurturing holistic growth and fostering a sense of responsibility within her students. By creating a safe, supportive learning environment, she instills essential life skills and values, empowering students to realize their full potential. Her dedication to each child's individual journey, coupled with her unwavering belief in the power of collaboration, embodies the essence of exceptional teaching.

Reflecting on her career, Mrs. McCann remarked, "I expect nothing from my students that I do not expect of myself." Her classroom ethos emphasizes teamwork, resilience, and mutual respect, laying a strong foundation for students to become active, engaged members of their community.

As the esteemed recipient of the Windsor Public Schools Teacher of the Year honor, Mrs. Christina McCann will proudly represent the district in the State of Connecticut Teacher of the Year program. The official announcement will be made by the Windsor Board of Education at their upcoming June meeting.

**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** September 17, 2024

**PREPARED BY:** Danielle Batchelder  
Chief of Operations

**PRESENTED BY:** Danielle Batchelder

**ATTACHMENTS:** Susan Lyons - BIO

**SUBJECT:** Paraeducator of the Year for 2024-2025


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**BACKGROUND:**

Susan Lyons is from John F. Kennedy School

**RECOMMENDATION:** This is for information only.

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**Reviewed by:** 

**Recommended by the Superintendent:** TH/sb

**Agenda Item #** 2.c.

## **Windsor Public Schools 2024-2025 Paraeducator of the Year**

We are thrilled to announce that Susan Lyons, a dedicated member of the JFK family, has been honored as our District Paraeducator of the Year! This prestigious recognition celebrates Sue's unwavering commitment to her students, her colleagues, and the entire Windsor community.

Sue Lyons exemplifies the true spirit of a paraeducator, going above and beyond to build exceptional bonds with each and every student she interacts with. Her genuine care and support create a nurturing environment where students feel valued, understood, and empowered to thrive.

Sue's impact doesn't stop there. She radiates positivity and light, brightening the days of all who have the privilege of working alongside her. Her infectious enthusiasm and dedication to her craft inspire those around her to reach new heights and make a difference in the lives of others.

The celebration of Sue's achievement was truly special. Escorted by two of her JFK students, she was greeted by the uplifting melodies of the Windsor High School band as she was announced as the District Paraeducator of the Year. It was a heartwarming moment that underscored the profound impact Sue has had on her students and the entire school community.

As we extend our heartfelt congratulations to Susan Lyons, we also extend our gratitude for her dedication, passion, and unwavering commitment to excellence. She is a shining example of the incredible individuals who make our school district such a special place to learn and grow.

Join us in celebrating Sue Lyons, our District Paraeducator of the Year, and in thanking her for the profound difference she makes in the lives of our students each and every day!  
Congratulations, Sue!

**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** September 17, 2024

**PREPARED BY:** Danielle Batchelder  
Chief of Operations

**PRESENTED BY:** Danielle Batchelder

**ATTACHMENTS:** None

**SUBJECT:** Newly Hired Administrators

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**BACKGROUND:** The following Administrators have been hired since July 1, 2024.

<b>Newly Hired Administrators</b>		
<b>Name</b>	<b>Position</b>	<b>Location</b>
Dana Gagne	Principal JFK	JFK
Kristin Blume	Acting Assistant Principal	JFK

**RECOMMENDATION:** This is for information only.

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**Reviewed by:** 

**Recommended by the Superintendent:** TH/sb

**Agenda Item #** 2.d.

## WINDSOR BOARD OF EDUCATION AGENDA ITEM

**For Consideration by the Board of Education at the Meeting of:** September 17, 2024

**Prepared By:** Katherine Zager,  
Human Resources Manager

**Presented By:** Danielle Batchelder,  
Chief of Operations

**Attachments:** Human Resources Report

**Subject:** Human Resources Report for June 1, 2024 – August 31, 2024

### CERTIFIED NEW HIRES / REAPPOINTMENTS

First Name	Last Name	Position	Location	Step/Grade
Melanie	Alzamora	Classroom Teacher (1 Yr. Position)	CLO	TMA 3
Imani	Hill	Special Education Teacher	CLO	TBA 4
Kylene	Thompson	Art Teacher	CLO/POQ	TSIX 10
Margaret	Jerram	STEM Teacher (5th Grade)	CLO	TBA 6
Brianna	Feliciano	STEM Teacher (4th Grade)	JFK	TMA 3
Lyn	Holzman	Special Education Teacher	JFK	TSIX 13
Jill	LePage	Special Education Teacher (Pre-K)	OE	TMA 9
Nancy	Knowles	Special Education Teacher (Pre-K)	POQ	TMA 13
Colleen	Malehorn	Math Interventionist (1 Yr. Position)	POQ	TMA 13
Kristianne	Kosanovich	Speech Language Pathologist	POQ	TSIX 13
Brooke	Hadgraft	English Language Arts Teacher	SPMS	TMA 6
Lauren	Bowers	Music/Choir Teacher	SPMS	TMA 10
Olivia	LaRocco	Culinary Arts Teacher	SPMS	TBA 6
Jennifer	Miettinen	Art Teacher	SPMS	TMA 7
Gabriella	Saavedra	Special Education Teacher	SPMS	TMA 5
Casandra	Smith	Science Teacher	SPMS	TSIX 6
Nicole	Ortiz	Special Education Teacher	SPMS	TBA 4
Matthew	Kabara	Social Studies Teacher	WHS	TSIX 11
Heather	Gebhardt	Health Careers Teacher	WHS	TSIX 11
Owen	Maltby	Mathematics Teacher	WHS	TMA 2
Rachel	Santostefano	Art Teacher	WHS	TBA 2
Kim	Townsend	Fashion Design Teacher	WHS	TBA 8
Tiffany	Citroen	Special Education Teacher	SPARK	TMA 7

<b>NON-CERTIFIED NEW HIRES / REAPPOINTMENTS</b>			
Leah	Piros	LTS: Music Teacher	JFK
Jonathan	Beane	Paraprofessional	CLO
Nancy	Field	Part-Time Reading Tutor	CLO
Brianna	Velthouse	Nurse	JFK
Jordan	Sanchez	Part-Time Cashier	JFK
Rana	Jandaly	Paraprofessional	JFK
Evelyn	Vegas	Custodian II (Evenings)	POQ
Marisol	Mendez	General Food Service Worker	POQ
Barbara	Cianciosi	Full-Time Math Tutor	SPMS
Isaiah	Huff	Building Substitute	SPMS
Frank	Sgro	Custodian II (Evenings)	WHS
Mark	Brown	Assistant JV Football Coach	WHS
Shamir	Holt	Assistant/JV Boys Soccer Coach	WHS
Joseph	Maffiolini	Assistant Girls Swimming Coach	WHS
Katherine	Campoli	Athletic Trainer	WHS
Robert	Simmons	Full-Time Safety Assistant	WHS
Karen	Jackson	Full-Time Spec. Ed. Tutor (Temporary)	WHS
Charles	Mitchell	Custodian II (Evenings)	LPW
Shannon	Samuels	Part-Time Tutor	SPARK
Tasha	Richards	Administrative Assistant for Pupil Svcs	LPW

<b>REASSIGNMENTS / TRANSFERS</b>			
<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Location</b>
Stacey	Michalic	Challenge Resource Teacher	CLO
Imani	Hill	Special Education Teacher	CLO
Kristin	Blume	Acting Assistant Principal	JFK
Lisa	Gruber	Special Education Teacher	JFK
Dana	Gagne	Principal (no longer Acting)	JFK
Lisa	Siana	Speech Language Pathologist	JFK
Danae	Lawrence	Classroom Teacher	OE
Noved	McLean	Speech Language Pathologist	OE
Kevin	McGee	Library Media Specialist	POQ


Abbie	Zablotsky	Special Education Teacher	WHS
Barbara	Lester	School Social Worker	SPARK
Arzman	Badalia	Nurse	SPMS
Erik	Michalic	Custodian II (Evenings)	SPMS
Cori	Richardson	Paraprofessional	CLO
Paulette	Collins	Paraprofessional	OE
Linda	Benoit	Part-Time Lunchroom Monitor	POQ
Ashley	Lindberg	Paraprofessional	POQ
Erik	Michalic	Custodian II (Evenings)	SPMS
Brianna	Olenski	Part-Time Special Education Tutor	WHS
Miguel	Rosario	Custodian II (Evenings)	WHS
Nathaneal	Wright	Full-Time Safety Assistant	WHS
Catherine	Sasportas	Full-Time Structured Literacy Tutor	DW

<b>RESIGNATIONS / SEPARATIONS / RETIREMENTS</b>			
<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Location</b>
Stacey	Williams	STEM Instructional Coach	CLO
Alyse	Roe	Art Teacher	CLO/POQ
Amy	Tebecio	Special Education Teacher	CLO
Kimberly	Wood	Assistant Principal	JFK
Lillian	Kasavage	STEM Teacher (4th Grade)	JFK
Lyn	Holzman	Special Education Teacher	JFK
Alexandra	Russo	Speech Language Pathologist	JFK
Amy	Rendock	Special Education Teacher	JFK
Laura	Rumrill Miller	Classroom Teacher (Grade 1)	OE
Stefanie	Dominguez	Pre-K Special Education Teacher	OE
Nancy	Field	Library Media Specialist	POQ
Cynthia	Coates	Pre-K Special Education Teacher	POQ
Kaitlin	Tinsley	Pre-K Special Education Teacher	POQ
Misty	Holke	Classroom Teacher (Grade 1)	POQ
Brittany	Welna	Special Education Teacher	SPMS
D'Anna	Murphy	Culinary Arts Teacher	SPMS
Marianna	Martino	Art Teacher	SPMS
Kimberly	Dietrichsen	Special Education Teacher	SPMS

David	Topitzer	History Teacher	WHS
Dan	Chrisis	CTE Teacher	WHS
Jeremy	Sorto	Biology Teacher	WHS
Samuel	Conley	Mathematics Teacher	WHS
Yasmine	Forte	Art Teacher	WHS
Gregory	Andrews	English Teacher	WHS
Danielle	Maguire	Literacy Interventionist	WHS
Jacquelyn	Owens	Special Education Teacher	WHS
Rebecca	Wales-Szyluk	Digital Graphic Arts Teacher	WHS
Shacara	Cook	Fashion Design Teacher	WHS
Kathleen	Clarke	Alternative Education Facilitator	WHS
Glen	Horrigan	Special Education Teacher	SPARK
Maria	Aristi	Paraprofessional	CLO
Leslie	Mahler	FT Multilingual Learner Tutor	CLO
Ruixing	Ouyang	Paraprofessional	CLO
DeSean	Jones	Paraprofessional	CLO
Tina	Kerr	Part-Time Cashier	JFK
Gabriela	Lopez	PT Lunchroom Monitor	JFK
Holly	Raymond	PT Lunchroom Monitor	JFK
Shaza	Mohamed	Paraprofessional	OE
Ambika	Kumar	Paraprofessional	OE
Camai	Schoenfeld	Paraprofessional	OE
Bernadette	Myers	PT Treehouse Group Leader	OE
Daron	Williams	Custodian II (Evenings)	OE
Dansford	Sweeney	Custodian II (Evenings)	POQ
Cheryl	Opresso	General Food Service Worker	POQ
Marco	Da Cunha	Boys Soccer Coach	SPMS
Marcus	Manson	Paraprofessional	SPMS
Sarah	Juarez	Full-Time Math Tutor	SPMS
Marwan	Abdeldayem	Full-Time Math Tutor	SPMS
Markus	Donahoe	Assistant Boys Soccer Coach	SPMS
Mikah	Epps	Building Substitute	SPMS
Mikah	Epps	Assistant Outdoor Track & Field Coach	SPMS
Shellby	Adgers	Paraprofessional	SPMS

Edward	Arrington	Part-Time Lunchroom Monitor	SPMS
Marcus	Manson	Assistant Cross Country Coach	WHS
Justin	Wilson	Full-Time Safety Assistant	WHS
Alexander	Clarke	Assistant/JV Boys Soccer Coach	WHS
Emily	Vazquez	Assistant Girls Swim Coach	WHS
Bernadette	Myers	Paraprofessional	WHS
Montrelle	Murphy	Full-Time Safety Assistant	WHS
Joshua	Amaro	Assistant Field Hockey Coach	WHS
Paul	Peczka	Part-Time Tutor	SPARK
David	Lozada	Full-Time Safety Assistant	LPW
Jennelle	Joseph	Part-Time Tutor	CBTA

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Reviewed by: 

Recommended by the Superintendent: TH/sb

Agenda Item # 4.a.

**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** September 17, 2024

**PREPARED BY:** Terrell M. Hill, PhD

**PRESENTED BY:** David Furie

**ATTACHMENTS:** N/A

**SUBJECT:** Board of Education Regular Meetings for 2025 Calendar Year

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**BACKGROUND:**

In accordance with the Freedom of Information Act, the Board of Education must establish a schedule for its regular meetings for the 2025 calendar year and submit it to the Town Clerk.

The meetings are held on the third Tuesday of the month, with the exception of July and August, in the Board Room at the L.P. Wilson Community Center, 601 Matianuck Avenue, Windsor. The last approved Regular Meetings in the current year are:

**Wednesday, October 16, 2024 at 7:00 PM (off schedule due to Indigenous Peoples' Day)**

Tuesday, November 19, 2024 at 7:00 PM

Tuesday, December 17, 2024 at 7:00 PM (Public Forum at 6:30 PM)

**STATUS:**

The following meeting dates are for the 2025 calendar year. Dates in bold indicate a change from the usual third Tuesday of the month:

**Wednesday, January 22, 2025 at 6:30 PM (off schedule due to MLK Day)**

**Wednesday, February 19, 2025 at 7:00 PM (off schedule due to Presidents' Day Holiday)**

Tuesday, March 18, 2025 at 7:00 PM

**Tuesday, April 8, 2025 at 7:00 PM (off schedule due to Spring break, 4/14- 4/18)**

Tuesday, May 20, 2025 at 7:00 PM

Tuesday, June 17, 2025 at 7:00 PM

Tuesday, September 16, 2025 at 7:00 PM

Tuesday, October 21, 2025 at 7:00 PM

Tuesday, November 18, 2025 at 7:00 PM

Tuesday, December 16, 2025 at 7:00 PM (Public Forum at 6:30 PM)

**First Meeting of 2026: Wednesday, January 21, 2026 at 6:30 PM (off schedule due to MLK Day)**

**RECOMMENDATION:**

Move to approve the regular meeting schedule for the 2025 calendar year.

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Recommended by the Superintendent:

TH/sb

Agenda Item #

4.b.

**Windsor Board of Education**  
**Regular Meeting –Hybrid via Zoom and In-person**  
**Unapproved Minutes**

Tuesday, June 18, 2024 7:00 PM  
L.P. Wilson Community Center, Board Room  
601 Matianuck Avenue  
Windsor, CT 06095

The following are the unapproved minutes of the Tuesday, June 18, 2024 Regular Meeting – Hybrid via Zoom and In-person. Any additions or corrections will be made at a future meeting.

Ms. Jill Canter:	Present
Mr. David Furie:	Present
Mr. Jeremy Halek:	Present
Mr. Anthony King:	Present
Mr. Leonard Lockhart:	Present
Mr. James Madison:	Present
Mr. Paul Panos:	Absent
Ms. Ayana Taylor:	Present
Mr. Nathan Wolliston:	Absent

Mr. Madison and Ms. Taylor participated virtually, all other board members were present in the boardroom.

Mr. Nathan Wolliston: Present  
Mr. Wolliston arrived in person at 7:20 PM.

1. Call to Order, Pledge to the Flag, Moment of Silence

The meeting was called to order at 7:03 PM with the Pledge to the Flag and a Moment of Silence. Also in attendance was Superintendent of Schools Dr. Terrell Hill, Director of Business Services and Human Resources Danielle Batchelder, Assistant Superintendent for Instructional Services Dr. Noha Abdel-Hady, and Director of Pupil and Special Education Services Mary Cristofaro.

2. Recognitions/Acknowledgements

- a. Recognition - WHS Juried Art Show, Board of Education Purchase Prize to Aron Kiehne for "Treehouse"; Superintendent's Purchase Prizes to Chay Williams for "Holders of Life" and to Aiden McGraw for "Breaking Free"; WHS Purchase Prize to Briana Martinez for "Overthinking"

Dr. Hill invited WHS Art teachers Marge Renno, Sarah Asplund, and Lisa Smith to introduce each of the art award recipients. Chay Williams and Aiden McGraw were recognized for their pieces, "Holders of Life" and "Breaking Free", respectively, selected for the Superintendent's Purchase Prize. Aron Kiehne was recognized for his piece, "Treehouse", as the Board of Education Purchase Prize. Briana Martinez was recognized for the WHS Purchase Prize for her piece, "Overthinking."

- b. Announcement–Windsor Educator of the Year, Christina McCann, and Paraeducator of the Year, Susan Lyons

Ms. Batchelder announced Windsor Educator of the Year, Christina McCann, of Poquonock Elementary School. She also announced Paraeducator of the Year, Susan Lyons, of John F. Kennedy School. Both will be invited to the September 17, 2024 regular meeting for further recognition.

3. Audience to Visitors

William Pelkey, 133 Portman Street - Mr. Pelkey asked the Board to take a look into the two-step verification and mandating it for staff. He also spoke on staff posting on social media accounts for the district.

#### 4. Consent Agenda

Immediately prior to the consent agenda, Mr. Lockhart raised a point of order for both the Board and the public's knowledge. Due to technical difficulties, the Zoom application on the screen in the boardroom could not show the webinar in gallery view, so both Mr. Madison and Ms. Taylor were not visible to the board members that were in person. Mr. Lockhart stated that the virtual board members would need to verbally interrupt if they wish to be recognized.

##### a. Financial Report

Expenditures for May 31, 2024:	\$10,940,533
Expenditures & Encumbrances through May 31, 2024:	\$74,740,403

##### b. Enrollment Report

##### d. Human Resources Report

Move the Board of Education approve consent agenda items 4.a. Financial Report, 4.b. Enrollment Report, and 4.d. Human Resources Report. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Jeremy Halek, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Mr. Jeremy Halek: Yes, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: Absent, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 8 No: 0

##### c. Food Service Report

Ms. Batchelder provided an explanation on the expenses, detailing the conclusion of Covid grant funding provided by the state and federal government, as well as projects that are taking place at the various schools utilizing the remaining funds.

Move the Board of Education approve consent agenda item 4.c. Food Service Report. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Jeremy Halek, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Mr. Jeremy Halek: Yes, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: Absent, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 8 No: 0

#### 5. Approval of Minutes

- a. May 21, 2024 Special Meeting
- b. May 21, 2024 Regular Meeting
- c. June 4, 2024 Policy Committee Meeting

Move the Board of Education approve the minutes of the May 21, 2024 Special Meeting, May 21, 2024 Regular Meeting, and the June 4, 2024 Policy Committee Meeting. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Jeremy Halek, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Mr. Jeremy Halek: Yes, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: Absent, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 8, No: 0

#### 6. Board of Education

a. President's Report

Mr. Furie reported on attending multiple end of the year celebratory events hosted by each of the schools. He also attended the virtual policy meeting on June 4th. Mr. Furie then spoke about attending each of the promotion ceremonies at each of the elementary and middle schools, as well as the adult education graduation. His report concluded with the graduation ceremony for the class of 2024, highlighting the community's support and the students' remarkable achievements.

b. School Liaisons Reports

1. Windsor High School

Mr. Wolliston shared his congratulations to the class of 2024 graduates, highlighting that both Dr. Hill and Mayor Black-Burke's children were part of the graduating class.

Ms. Taylor echoed Mr. Wolliston's sentiments and added that she is excited to see what the class of 2024 does next in each of their lives.

2. Sage Park Middle School

Mr. King expressed his congratulations to all of the students in finishing off the school year, highlighting those that will be moving on to the high school.

3. Clover Street School

Mr. Madison shared that the promotion ceremony held at LPW was excellent and congratulated all of the students.

4. John F. Kennedy School

Ms. Canter spoke of attending the end of the year assembly, highlighting the students that performed a hula dance taught by Mrs. Rodriguez and Asst. Principal Wood, showcasing Hawaiian and Polynesian cultures. There was also the 5th grade carnival and perfect attendance lunch.

5. Oliver Ellsworth School

Mr. Lockhart spoke of attending the promotion ceremonies. He also discussed the HVAC project taking place, detailing the progress and how everything is moving on schedule for teachers to come back in August. He stated that he will continue to monitor the project.

6. Poquonock School

Mr. Halek congratulated all of the students that were being promoted. He reminded everyone that PTO meetings will continue to be held over the summer, stating the dates are July 1 at 6:00 PM, August 5 at 6:00 PM, and September 2 at 6:00 PM. Meetings are both in person at the Poquonock library and virtual.

c. Discussion and Possible Action to Extend the Current Hybrid Format for Board of Education

The Board discussed the motion, with many members stating that the hybrid meeting format has been beneficial for those unable to attend in person.

Move to extend the current hybrid meeting format for the 2024-2025 school year for board members and the public for regular board meetings, including special meetings and leaving finance committee as hybrid and policy, curriculum and long range planning committee meetings as virtual. Executive committee meetings would be decided by the BOE President. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Jeremy Halek,  
Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Mr. Jeremy Halek: Yes, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: Absent, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 8, No: 0

## 7. Superintendent's Report

Dr. Hill thanked the community scholarship partners. Graduating seniors received over \$127,850 in scholarships at their Senior Scholarship and Awards Night on May 30.

The WPS Summer Food Program will run from June 19 to August 16, Monday through Friday (closed on July 4 and 5) at the following locations: Sharshon Park at 38 Skitchewaog Street, from 11:30 AM to 12:15 PM and at John Fitch Park, 156 Bloomfield Avenue from 12:00 PM to 12:45 PM. Due to changes in federal regulations for the Summer Food Service Program, the child must be present to be eligible for a meal. No parent or guardian pick-up is permitted and the child's meal must be consumed on site. Grab and Go meals are no longer permitted. Each child or teen 18 and under is eligible for one lunch per day. The menu is posted on the district website.

The WPS Summer Reading Program, Adventure Begins at Your Library, is underway for students in all our schools. Families should visit the district website for more information.

The District finished the year with all our district administrators at our annual end of year leadership retreat. Again this year, the District was able to have our leadership retreat at the new firehouse on Bloomfield Ave. A special thank you to Mr. Paul Goldberg at the firehouse for all his help and time in making this event possible.

WPS will be running Credit Recovery for our high school students who need to recover credits to be on track for graduation. Registration opened June 10 online, and there will be an in-person registration on Friday, June 21 from 1:00 PM to 3:00 PM at Windsor High School. Registration will close on Friday, June 21 in the evening.

Effective July 1, 2024, Ms. Kristen Blume will be the Acting Assistant Principal for John F. Kennedy School. Kristen is currently a math interventionist at Poquonock School. A search will be conducted in the spring for a permanent assistant principal for JFK.

Coffee Talks have concluded for this school year. Please watch for his Coffee Talks for the 2024-2025 school year which will be posted on the district website.

The next regular meeting will be on Tuesday, September 17, 2024 at 7:00 PM in the Boardroom at LPW. The first day of school for students for the 2024-2025 school year is Monday, August 26, 2024.

Families are reminded to update their returning children(s) information in the PowerSchool Parent Portal - Returning Student Update 24-25. There is a banner on the district website and families may access their forms there. It is important to update phone numbers, emergency contacts, etc. in the Parent Portal prior to the start of the new school year.

Thank you to Jenny Hawran, Howard Marsh and Jahmil Ahmed from WIN-TV and Robin Daly and Lexi Schacht, BOE stenographers, for their expertise with Zoom as well as Sam Batchelder and Kevin Moriarty for their assistance with the board meetings.

Dr. Hill then yielded to Ms. Batchelder who provided an explanation on a new law that allows local boards of education make a deposit of up to 2% of their annual operating budget into a reserve fund. This reserve fund has to be approved by a joint approval between the BOE and Town Council. Previously, deposits were only able to be used for capital improvement projects, however this new law lifts the limitations.

### a. 2023-2024 Academics Update

Dr. Hady presented an in-depth 2023-2024 academic update based on the available internal data from i-Ready, DIBELS, and SAT scores. She also presented on chronic absenteeism, as well as goals and next steps for the 2024-2025 school year.

Members of the board discussed and had questions on the presentation and the data that was provided.

Dr. Hady and Dr. Hill provided clarification to questions asked by the board members.

### b. CT Leaders and Educators' Evaluation and Support Plan

Dr. Hady invited Secondary Curriculum Director, Bonnie Fineman, and Elementary Curriculum Director, Michelle Williams, who shared information on the updated teacher evaluation and support plan that was mandated by the State. They detailed the differences between the new plan and what is currently in place in the WPS PDEC Committee, and provided clarification to questions asked by the Board.

#### 8. Committee Reports

Mr. Wolliston provided a policy committee update that there will be further discussion and research on the topic of people providing their addresses during Audience to Visitors at board meetings.

#### 9. Other Matters/Announcements/BOE Meetings

a. BOE Special Meeting (Supt. Evaluation), Tuesday, June 25, 2024 7:00 PM, LPW, Board Room

b. Next BOE Regular Meeting is Tuesday, September 17, 2024, 7:00 PM, LPW, Board Room

Mr. King thanked voters for coming out, speaking about how the budget passed that night.

Mr. Wolliston echoed Mr. King's sentiments.

Mr. Canter reminded everyone to stay hydrated this summer.

Mr. Lockhart wished everyone a good summer.

Mr. Halek expressed his condolences to State Trooper Pelletier's family on his passing in the line of duty. He also thanked students and staff for a great school year.

Ms. Taylor wished everyone a great summer and reminded everyone that there are cooling centers throughout the Greater Hartford area. She also thanked everyone for coming out to vote and the student engagement on the budget.

Mr. Furie thanked Dr. Hill and WPS staff for their hard work and encouraged families to read this summer.

#### 10. Audience to Visitors

None.

#### 12. Adjournment

Move to adjourn the meeting at 9:17 PM. This motion, made by Mr. Leonard Lockhart and seconded by Ms. Jill Canter, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Mr. Jeremy Halek: Yes, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: Absent, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 8, No: 0

The meeting adjourned at 9:17 PM.

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Leonard O. Lockhart, Secretary  
Windsor Board of Education

**Windsor Board of Education**  
**Regular Meeting –Hybrid via Zoom and In-person**  
**Unapproved Minutes**

Tuesday, June 25, 2024 7:00 PM  
L.P. Wilson Community Center, Board Room  
601 Matianuck Avenue  
Windsor, CT 06095

The following are the unapproved minutes of the Tuesday, June 25, 2024 Special Meeting – Hybrid via Zoom and In-person. Any additions or corrections will be made at a future meeting.

Ms. Jill Canter: Present  
Mr. David Furie: Present  
Mr. Jeremy Halek: Present  
Mr. Anthony King: Present  
Mr. Leonard Lockhart: Present  
Mr. James Madison: Present  
Mr. Paul Panos: Present  
Ms. Ayana Taylor: Present  
Mr. Nathan Wolliston: Present

Mr. Panos, Mr. Halek, and Mr. Lockhart participated virtually, all other board members were present in the boardroom.

Mr. Leonard Lockhart: Present

Mr. Lockhart arrived in person in the boardroom at 7:48 PM.

1. Call to Order, Pledge to the Flag, Moment of Silence

The meeting was called to order at 7:14 PM with the Pledge to the Flag and a Moment of Silence. Also in attendance was Superintendent of Schools Dr. Terrell Hill, Director of Business Services and Human Resources Danielle Batchelder, Assistant Superintendent for Instructional Services Dr. Noha Abdel-Hady, and Director of Pupil and Special Education Services Mary Cristofaro.

2. Audience to Visitors

None.

3. BOE Evaluation of the Superintendent and Discussion of Superintendent’s Contract and Compensation

Dr. Hill began with an opening statement.

Dr. Hill reviewed portions of his written self-evaluation. He invited board members to ask any follow-up questions that they may have regarding his self-evaluation.

Several board members had questions and comments during the presentation. After the presentation concluded, each member of the board shared their comments.

Mr. Madison commented on Dr. Hill’s connection with the community, staff autonomy, student academic performance, as well as his handling of the budget and its process.

Mr. King expressed his thanks for the passion and quality of education under the leadership of Dr. Hill.

Ms. Canter commented on Dr. Hill adhering to contractual obligations and providing documentation to the Board.

Mr. Wolliston stated that the Board should focus on broader issues. He commented on Dr. Hill's leadership, highlighting SEL as well as Windsor's budget process.

Mr. Halek spoke on the speech pathologist position being filled and the improvement of test scores. He also commented on Dr. Hill adhering to contractual obligations, as well as the selection of Principal Gagne as principal and incidents at schools.

Mr. Lockhart thanked Dr. Hill for a successful academic year, speaking on his leadership. He also spoke on Dr. Hill's communication and decision making, speaking on continued collaboration with the Board on district management.

Mr. Panos acknowledged that Dr. Hill made a good choice on the selection of Principal Gagne and that JFK is showing improvements. He appreciated the initiative to limit use of technology, as well as bringing special education students back into the district. Communication is doing well with the use of the Chat and Chill podcast and Coffee Talks. Data indicates that more work needs to be done to improve the testing results. He also commented on wanting to see a balance in SEL, as well as more information on incidents occurring at the schools. He then referenced a parent interaction at the August 29, 2023 Special Meeting.

Ms. Taylor called Point of Order, stating the reference to the parent interaction does not pertain to Dr. Hill's evaluation and should not be discussed, adding that it is hearsay and that Mr. Panos was not directly involved in the interaction.

Mr. King called Point of Order, stating that discussions about the superintendent's performance should remain general and not delve into specific, contentious, or legally sensitive issues.

Mr. Panos said it is his responsibility to report on his observations and use them for judgment on the superintendent's performance.

Dr. Hill began to respond, reminding the Board that they are in open session.

Ms. Canter called Point of Order, asking that Mr. Panos be allowed to finish his remarks.

Mr. Furie upheld the initial Point of Order.

Mr. Halek appealed the ruling of the Chair.

For reference purposes, Mr. Halek's motion to appeal the ruling of the Chair required a second; however, there was no official second. Mr. Lockhart immediately stated that the motion would need to go to a vote.

Motion to appeal the ruling of the Chair. This motion, made by Mr. Jeremy Halek and seconded by Mr. Leonard Lockhart, Failed.

This vote was done by roll call.

Ms. Jill Canter: Yes, Mr. David Furie: No, Mr. Jeremy Halek: Yes, Mr. Anthony King: No, Mr. Leonard Lockhart: No, Mr. James Madison: Abstain, Mr. Paul Panos: Yes, Ms. Ayana Taylor: No, Mr. Nathan Wolliston: No

Yes: 3, No: 5, Abstain: 1

Mr. Panos concluded with comments on Dr. Hill adhering to contractual obligations. He then referenced email correspondence from Dr. Hill.

Mr. King called Point of Order, stating that the comments made were unprofessional and personal, straying from the superintendent's performance evaluation and involving conjecture and hearsay. Mr. Panos refrained from additional comments.

Ms. Taylor expressed her appreciation for Dr. Hill's leadership, both as a parent and board member. She emphasized the effectiveness of SEL, improvements in bringing students back from out-of-district placements, and acknowledged the challenges and progress made post-pandemic.

Mr. Furie expressed support for Dr. Hill's leadership, emphasizing the importance of trusting and empowering staff. He highlighted initiatives in data-driven student growth, social-emotional learning, and vocational opportunities, praising efforts to engage with the community and improve district resources.

A motion was made to recess for caucuses to convene before continuing further discussion.

The board recessed at 8:44 PM and reconvened at 9:09 PM.

Move that the President of the BOE be authorized to work with the BOE attorney to extend the contract of the Superintendent by one calendar year, from July 1, 2024 through June 30, 2027, staying within the 3 year limitation. This motion, made by Ms. Ayana Taylor and seconded by Mr. Leonard Lockhart, Passed.

This vote was done by roll call.

Ms. Jill Canter: No, Mr. David Furie: Yes, Mr. Jeremy Halek: No, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: No, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 6, No: 3

Move to change the language in the Superintendent's contract under Sections D and E "Fringe Benefits" to state that he can decline coverage and take 100% of the current costs. This motion, made by Ms. Ayana Taylor and seconded by Mr. Leonard Lockhart, Passed.

Ms. Jill Canter: No, Mr. David Furie: Yes, Mr. Jeremy Halek: No, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: No, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 6, No: 3

During discussion of the motion, Mr. Madison requested additional elaboration on the proposed changes.

Ms. Batchelder provided clarification on the contract language and changes.

Move to take 50% of the current costs under "Fringe Benefits" as pensionable salary and the other 50% to reimburse the Superintendent for his mandatory TRB contributions and increase his annuity payment with the remainder. This motion, made by Ms. Ayana Taylor and seconded by Mr. Leonard Lockhart, Passed.

This vote was done by roll call.

Ms. Jill Canter: No, Mr. David Furie: Yes, Mr. Jeremy Halek: No, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: No, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 6, No: 3

During discussion of the motion, Mr. Madison requested additional elaboration on the proposed changes.

Ms. Batchelder provided clarification on the contract language and changes.

Move to authorize the BOE President to increase the Superintendent's base salary by 3%. This motion, made by Ms. Ayana Taylor and seconded by Mr. Leonard Lockhart, Passed.

This vote was done by roll call.

Ms. Jill Canter: No, Mr. David Furie: Yes, Mr. Jeremy Halek: No, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: No, Mr. Paul Panos: No, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 5, No: 4

#### 4. Announcements

Mr. Halek amended his remarks made in the school liaison report at the June 18, 2024 Regular Meeting. There are no PTO meetings in the months of July and August, however there will be one on September 2.

Mr. Taylor expressed gratitude to her caucus for streamlining the process efficiently. She also expressed excitement about having Dr. Hill continue to work with them, highlighting supporting her children through their education.

#### 5. Adjournment

Move to adjourn the meeting at 9:25 PM. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Mr. Jeremy Halek: Yes, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

The meeting adjourned at 9:25 PM.

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Leonard O. Lockhart, Secretary  
Windsor Board of Education

**Windsor Board of Education**  
**Special Meeting, Hybrid via Zoom and In-Person**  
**Unapproved Minutes**

Tuesday, September 10, 2024 6:30 PM  
L.P. Wilson Community Center, Board Room  
601 Matianuck Avenue  
Windsor, CT 06095

The following are the unapproved minutes of the Tuesday, September 10, 2024 Special Meeting (Self-Evaluation). Any additions or corrections will be made at a future meeting.

Ms. Jill Canter: Present  
Mr. David Furie: Present  
Mr. Jeremy Halek: Present  
Mr. Anthony King: Present  
Mr. Leonard Lockhart: Present  
Mr. James Madison: Present  
Mr. Paul Panos: Present  
Ms. Ayana Taylor: Present  
Mr. Nathan Wolliston: Absent  
Ms. Canter was present virtually.

Mr. Nathan Wolliston: Present  
Mr. Wolliston arrived at 6:37 PM.

1. Call to Order, Pledge to the Flag, Moment of Silence  
The meeting was called to order at 6:36 PM with the Pledge to the Flag and a Moment of Silence.
2. Audience to Visitors  
There were no speakers for audience to visitors.
3. Board of Education will engage in Self-evaluation (Executive Session and Possible Action Anticipated)

Mr. Furie explained the purpose of this executive session.

Move the Board of Education enter into executive session to conduct a self-evaluation inviting Nick Caruso from CABE to attend. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Mr. Jeremy Halek: Yes, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

The board entered into executive session at 6:38 PM.

The board returned to open session at 9:03 PM.

4. Announcements

There were no announcements.

5. Adjournment

Move to adjourn at 9:05 PM. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Mr. Jeremy Halek: Yes, Mr. Anthony King: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

The meeting adjourned at 9:05 PM.

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Leonard O. Lockhart, Secretary  
Windsor Board of Education

**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** September 17, 2024

**PREPARED BY:** Terrell M. Hill, PhD

**PRESENTED BY:** Terrell M. Hill, PhD

**ATTACHMENTS:** N/A

**SUBJECT:** Set Graduation Date for Class of 2025

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**BACKGROUND:**

Each year the Board of Education must vote on the date for graduation. We are requesting the Board approve Tuesday, June 10, 2025 as the date for graduation. Graduation will be held at The Bushnell in Hartford. Connecticut State law now allows the graduation date be set early on in the school year.

**RECOMMENDATION:**

The Board shares the above information with the public.

Move the Board of Education approve Tuesday, June 10, 2025 as the graduation date for the Class of 2025.

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**Recommended by the Superintendent:** \_\_\_\_\_

TH/sb

**Agenda Item #** \_\_\_\_\_

7.b.

**WINDSOR BOARD OF EDUCATION  
AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** September 17, 2024

**Prepared By:** Terrell M. Hill, PhD

**Presented By:** David Furie

**Attachments:** CAFE Board Recognition Awards Application (Level II)

**Subject:** CAFE Level II Distinction Award

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**BACKGROUND:**

The Connecticut Association for Boards of Education (CAFE) believes that Boards of Educations and Superintendents which exhibit the most effective leadership are characterized by their ability to work together as “teams”. The CAFE Board Recognition Awards are designed to recognize Boards that work effectively in this manner.

The Windsor Board of Education received the CAFE Level II Distinction Award in 2021, 2022 and 2023. Boards of Education are able to apply yearly for this distinction.

**RECOMMENDATION:**

Move the Board of Education approve its submission of the required criteria for the CAFE Level II Distinction Award to be submitted by the superintendent’s office

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**Recommended by the Superintendent:** TH/Sb

**Agenda Item #** 7.c.



# CAFE Board Recognition Awards

## Board Leadership Award and Board of Distinction Award

CAFE believes that Boards of Education and Superintendents which exhibit the most effective leadership are characterized by their ability to work together as "teams." The **CAFE Board Recognition Awards** are designed to recognize Boards which work effectively in this manner. Boards which fulfill 22 of the following 37 Level One criteria, including a minimum of three in each area, will earn the Level One **CAFE Board Leadership Award**.

In order to appropriately recognize those Boards which are truly exemplary, CAFE has now established a second level of awards, the **Board of Distinction Award**. Only Boards which have achieved Level One distinction at least twice in the prior four years are eligible to receive the **Board of Distinction Award**.

Please respond to the criteria requested on this form and send your information, with supporting data, to CAFE when you believe your Board has earned a Leadership Award or a Board of Distinction Award. If you have any questions, need further information, or require help in satisfying any of the criteria, please contact us for assistance.

Deadline for submission is: **Friday, October 4, 2024**

### REQUIRED CRITERIA

#### 1. Board Leadership/Student Achievement

##### Level One (minimum of three)

- A. The Board has developed district goals for this year. *(provide copy of goals)*
- B. The Board has conducted a self-evaluation and developed a plan for improvement in the past 12 months. *(provide copy of plan or descriptive narrative)*
- C. The Board has conducted a superintendent evaluation in past 12 months.
- D. The Board monitors its performance against a Board of Education code of conduct. *(provide copy of code)*
- E. The Board has conducted meetings pursuant to Board policy.
- F. The Board has established a calendar to ensure all responsibilities are conducted in timely manner. *(provide copy of meeting calendar)*
- G. The Board ensures that student voice is part of its decision-making process. *(provide bylaws that allow for student voice)*
- H. The Board models civil discourse while conducting Board business. *(provide examples)*
- I. The Board conducts orientation for new Board members. *(provide agenda or bylaws)*

##### Level Two (minimum of three)

- A. The Board of Education works to improve student achievement. *(provide description)*
- B. The Board relates the mission statement and goals to agenda items. *(provide examples)*
- C. The Board supports the appropriate use of technology in educational programming. *(provide examples)*

- D. The Board uses data to make informed decisions regarding student achievement. *(provide examples)*
- E. The Board addresses issues of diversity, equity, and inclusion. *(provide examples)*

#### 2. Board Member Professional Development

##### Level One (minimum of three)

- A. A majority of Board members have taken part in workshops or other in-service training during the last year. *(provide list of workshops and/or in-service training)*
- B. The Board provides adequate funds to permit Board members to take part in training. *(provide budget or listing for Board professional development)*
- C. A majority of the Board attended the CAFE/CAPSS Convention in the last 12 months. *(provide list of Convention participants)*
- D. A majority of the Board participated in the CAFE Board Member Academy in the last 12 months. *(provide list of programs and board members who attended)*
- E. The Board has used a CAFE facilitator or other outside group for Board workshop/retreat in last 12 months. *(provide agenda)*
- F. New Board members are provided orientation, including attending CAFE New Board Member Orientation. *(provide list of 2023-2024 participants)*
- G. The Board has participated in professional development about issues of diversity, equity and inclusion. *(provide a list of workshops and provider)*



# CABE Board Recognition Awards

## Board Leadership Award and Board of Distinction Award

### Level Two (minimum of two)

- A. The Board has developed district goals and reviews them on a regular basis. *(provide examples)*
- B. The Board has incorporated Board professional development into policy. *(provide examples)*
- C. The Board holds a retreat outside of a regular meeting with a component offering professional development. *(provide copy of agendas)*

### 3. Policy

#### Level One (minimum of three)

- A. The Board has developed and adhered to procedure for policy review. *(provide procedure)*
- B. The Board has a regular process for reviewing policies every three years.
- C. The Board uses CABE or a similar policy update service to ensure that policies remain current.
- D. The Board has adopted all required policies.
- E. The Board has reviewed appropriate policies as law and regulations have changed.
- F. The Board relies on policies as "living documents," by referring to them at Board meetings or in Board agendas.
- G. The Board provides the district policy manual in a searchable online version. *(provide URL)*
- H. The Board has a Code of Ethics. *(provide Code of Ethics)*

#### Level Two (minimum of three)

- A. The Board relates applicable agenda items to appropriate policies. *(provide sample agendas that show this practice)*
- B. Policy discussions are a regular part of Board meetings. *(provide agendas where this takes place)*
- C. The Board has adopted a policy addressing diversity equity, and inclusion. *(provide policy)*
- D. The Board has adopted a policy on civility. *(provide policy)*

### 4. Community Relations

#### Level One (minimum of three)

- A. The Board has clear, written policies on Community-Board Relations. *(provide copy)*
- B. The Board provides opportunities for appropriate participation at meetings by members of the community. *(provide copies of two recent agendas)*
- C. The Board seeks active community involvement with the schools. *(provide examples)*
- D. The Board demonstrates cooperation with news media. *(describe)*

- E. The Board promotes the school system to the public. *(provide copies of information disseminated)*
- F. The Board disseminates information to the public on its decisions in a unified, timely manner. *(provide copy of information provided)*

### Level Two (minimum of two)

- A. The Board sponsored a community-wide discussion of issues (courageous conversations, community conversations, CABE Equity Toolkit, etc.) during the past year. *(provide agenda and report the end results of the program)*
- B. The Board has successfully worked with other community leaders. *(provide description and/or supporting documentation)*
- C. The Board works with the community's local cable access channel. *(provide description)*
- D. The Board works with other Boards of Education. *(provide description)*

### 5. Related Organizational Leadership

#### Level One (minimum of three)

- A. A Board member serves on the CABE Board of Directors. *(provide name)*
- B. One or more Board members are active participants in the Convention Committee, CABE Government Relations Committee, Resolutions Committee or Federal Relations Network. *(provide name(s))*
- C. One or more Board members actively serve on a RESC Board. *(provide name(s) and RESC)*
- D. One or more Board members participated in the NSBA Convention, CUBE or other NSBA-sponsored activity in the last 12 months. *(provide name(s))*
- E. One or more Board members have participated in the CABE Delegate Assembly or Day-on-the-Hill in last 12 months. *(provide name(s))*
- F. The Board has submitted a resolution to CABE for consideration by the CABE Delegate Assembly in last two years. *(provide resolution(s))*
- G. The Board ensures that all collective bargaining agreements and the superintendent's contract are sent in a timely manner to CABE's Negotiations Service. *(provide date information sent)*



# CABE Board Recognition Awards

## Board Leadership Award and Board of Distinction Award

### Level Two (minimum of two)

- A. Representatives of the Board presented a workshop related to a district initiative at the annual CABE/CAPSS Convention or NSBA Convention. *(provide a copy of any handouts and presentation materials)*
- B. The Board has sponsored a Legislative Breakfast or some other legislative event. *(provide invitation or agenda)*
- C. The Board works closely with its local legislative delegation to improve the schools. *(provide description)*
- D. The Board sponsors an annual area meeting. *(provide agenda)*

### Optional Question:

#### Level One

Please tell us what, in your opinion, makes your Board's leadership especially effective.  
Feel free to provide any information that other Boards would find beneficial in learning about your Board's leadership.

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#### Level Two

Please tell us what, in your opinion, makes your Board's leadership especially effective in improving student achievement.

In collaboration with Windsor Public Schools, the Windsor Board of Education's plays a pivotal role in fostering student achievement by championing both academic excellence and social-emotional learning (SEL). This involves not only setting clear, ambitious goals for educational outcomes but also ensuring that SEL is seamlessly integrated into the curriculum and school culture. This means investing in professional development for educators, supporting programs that address students' emotional and psychological needs and creating a school environment where every student feels valued and understood. By prioritizing these areas, board leaders help cultivate a supportive and inclusive atmosphere that enhances students' overall well-being and academic success, ultimately preparing them for both personal and academic growth.

Through its mission statement, "To develop the genius in every child and create life-long learners," the Windsor Board of Education prides itself in offering a robust diverse curriculum, extensive technology, fine arts and sports programs for all students. Their school budget indicates their values. Through staff presentations at Board of Education meetings, they receive data from the State Accountability report and other indicators to monitor student performance.



## CABE Board Recognition Awards Board of Distinction Award (Level Two)

To be eligible for the Board of Distinction Award, a motion must be made at a board meeting to approve the application. If the majority votes in favor, the Board Chair and Superintendent should sign below (*please attach minutes*).

_____	_____
Board Chair	Date
_____	_____
Superintendent	Date



## **LEVEL 2 ITEM 1A. BOARD LEADERSHIP/STUDENT ACHIEVEMENT**

The Board of Education works to improve student achievement. (provide description)

The Board continues to support the Superintendent's emphasis on student achievement. Through its budget, the Board continued its support of the SEL programs in all our schools.

The Board of Education at its 9/19/2023 meeting, approved an MOU to work collaboratively with CCSU regarding Dual Enrollment CTE Courses on the CCSU campus and developing opportunities for Dual Enrollment Courses at Windsor High School. (9/19/2023 minutes attached)

**Windsor Board of Education**  
**Regular Meeting Hybrid and In-person**  
**Approved Minutes**  
Tuesday, September 19, 2023 7:00 PM  
601 Matianuck Avenue  
Windsor, CT 06095

The following are the approved minutes of the Tuesday, September 19, 2023 Regular Meeting as approved in the October 17, 2023 Regular Meeting.

- Ms. Jill Canter: Present
- Mr. David Furie: Present
- Ms. Juline Golinski: Present
- Mr. Jeremy Halek: Present
- Ms. Darleen Klase: Present
- Mr. Leonard Lockhart: Present
- Mr. Paul Panos: Present
- Ms. Ayana Taylor: Present
- Mr. Nathan Wolliston: Present

All board members were present in the board room.

For the purposes of voting accuracy, Ms. Canter left the meeting at 10:03 PM and returned at 10:07 PM.

1. Call to Order, Pledge to the Flag, Moment of Silence

The meeting was called to order at 7:02 pm with the Pledge to the Flag and a Moment of Silence. Also in attendance was Superintendent of Schools Dr. Terrell Hill, Director of Business Services and Human Resources Danielle Batchelder, Assistant Superintendent for Instructional Services Dr. Noha Abdel-Hady, and Student Representative Timothy Hoagland.

2. Recognitions/Acknowledgements

a. Introduction of New BOE Student Representative, Timothy Hoagland

Dr. Hill introduced the fall semester BOE Student Representative Timothy Hoagland. Mr. Hoagland has shown leadership skills and empathy for his fellow students. He has already accumulated more credits than necessary for graduation while participating in golf and other activities at WHS. He is known to be the type of student anyone would want to represent their organization.

b. Introduction of Windsor's Educator of the Year, Kathleen Stoll

Principal Mihalko of Poquonock Elementary School introduced Windsor's Educator of the Year, Kathleen Stoll. Ms. Stoll has been employed by Windsor Public Schools for many years, beginning at Oliver Ellsworth and most recently at Poquonock. She participates in many school activities as well as community events. She is an avid supporter of Alex's Lemonade Stand.

c. Introduction of Windsor's Paraeducator of the Year, Sandra Bailey

Principal Parker introduced Windsor Paraeducator of the Year, Sandra Bailey. Ms. Bailey works tirelessly to help all students succeed. She began a non-profit scholarship fund for her home country of Jamaica and fundraises within the community. She is proud of the students she works with and is mindful of the things that make everyone unique.

d. Introduction of New Administrators

Ms. Batchelder introduced the Acting Principal of JFK Elementary School, Mr. Dana Gagne, Primary Special Education Supervisor for Oliver Ellsworth and Poquonock, Ms. Karen Lawson, Arts and Humanities Supervisor at WHS, Dr. M.J. Martinez, and Assistant Principal of Clover Street School, Mr. Matthew Spector.

### 3. Audience to Visitors

Sally Grossman, 34 Remington Road - She spoke in support of the LGBTQ+ community in the school district.

Parker Grossman-Schoner, 34 Remington Road - He said that children are not born to hate and that we need to make sure that adults aren't teaching children to hate.

Bonnie Waterhouse, 5 Kari Court - She is attending as a representative of Voices Against Lyme Disease. She invited the BOE and community to attend a viewing of the documentary *The Monster Inside Me* at Windsor Public Library on October 14, 2023 at 1:00 PM.

Kathryn Parker, 166 West Street - She spoke as a representative of WEF regarding item 7.g. She spoke in response to Mr. Panos' comments in June asking for more open-mindedness. She asked why this was the first grant up for discussion in the last 20 years and who actually needs to be open-minded, the community or the board.

Margaret Essex, 95 Lighthouse Hill Road - She said that the mission of WEF and the board is to support students, but in questioning the grant there is a lack of support for all students. She asked the board to consider what their actual issues are with the grant are.

George Slate, 74 Ethan Drive - He said he initially came to the meeting to invite students to consider how the town would be represented for its 400th anniversary, as an oppressor of minorities or the first English settlement. He also brought a representative from a remediation company regarding the mold at Oliver Ellsworth. He sent an email to the board with the contact information from this company.

Ms. Klase left the room at 7:39 PM and returned at 7:43 PM.

Rebecca Jacobsen, 50 Lighthouse Hill Road - She said that she felt the aim of questioning the WEF grant was to further alienate marginalized students. She said that some board members seemed to have no interest in learning about others, only wanting to gain political points, and not to pretend the concern is in the best interest of the students.

Alexandra Torres, 78 Robin Road - On behalf of Geanellys Negron, she played a recording of Ms. Negron's statement. Ms. Negron requested that the board show respect for the LGBTQ+ community and to understand that the GSA is a safe space allowing students to speak up and out. She said that their feelings matter.

Leela DeLucia, 27 Donna Lane - She said that, regarding item 7.g., the board's purpose has been brought into question. There has been rhetoric and bigotry in the guise of saving kids. She said the board had been invited to attend GSA meetings, but have not attended.

Daniell Hynes, 49 Farmstead Lane - Regarding the WEF grant, she said it is intended to enhance educating students and encourage inclusion. She asked why they are ostracizing students when the grant supports mental-wellbeing.

Lia Negron, 382 Ridgewood Road - On behalf of Andrea Chudzik, a teacher at WHS, stated that the board seems to have a lack of awareness about the LGBTQ+ community and is discriminating against them by limiting their existence to sex and promoting negative stereotypes.

Move to extend Audience to Visitors by 30 minutes. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

Ace Ricker, 41 Vine Court, New Britain - He spoke as an openly multi-racial transgender man, in support of the WEF grant. He said that the board is denying students the opportunity to grow and know themselves. They need a safe space as home is not always safe.

James Madison, 8 Fitzmaurice Circle - He said he is in support of consenting adults having whatever kind of relationship they choose, but that he has concerns that the transgender community can compromise kids and sports. He said that heterosexual males could take advantage of the "transgender" label.

Alberto Cifuentes Jr., Representative of Q Plus/GSA - He spoke in support of GSA and the WEF grant. He said that GSA gives positive role-models, workshops, and networking to students who are harassed daily. He believes this grant enhances educational opportunities.

The next speakers attended virtually.

Adam Gutcheon, 19 Mechanic Street - He said that he was the first openly gay community member to serve on the BOE and Town Council. At that time, he had been accused of being a groomer and whether it was appropriate to serve as an elected official. He said the LGBTQ community is not well represented. He suggested the community vote accordingly in November.

Karen Mendoza, 721 Kennedy Road - She said she had originally planned to speak as an OE parent, but said she is now concerned that kids in the LGBTQ community may not be welcome and she is proud to have kids among the LGBTQ group. She did speak about the cracks in communication between the board and Town Council regarding the OE issues.

Dayle Blue, 31 Allen Street - She spoke as an educator at JFK. She said that the students there are changing and need places to belong. She said that everyone needs to open their eyes and minds to anyone who is different.

Lucy Goins, 9 Sage Park Road - Ms. Daly, the stenographer, read Ms. Goins written statement. Ms. Goins wrote she is glad there is an opportunity for the district middle schoolers to have a group that is welcoming and supportive. She said she is bothered that there is an agenda item that discusses blocking a group like this.

Gage Jacobsen, 50 Lighthouse Hill Road - He said that the GSA would allow him to know who is safe to talk to. He took offense at Mr. Madison's statement about transgender individuals.

The last speaker was present in the room.

Dr. Carmen Melecio, 137 Carroll Street, Springfield, MA - She works with children in the LGBTQ+ community at First Church in Windsor. She said there needs to be an understanding that people aren't different. She shared an allegory about community and baking a cake.

#### 4. Consent Agenda

- a. Human Resources Report
- b. Approval of BOE Regular Meetings for 2024

Move the Board of Education approve Consent Agenda item 4.a. Human Resources Report and 4.b. Approval of Regular Meetings for 2024. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

#### 5. Approval of Minutes

- a. June 20, 2023 Regular Meeting
- b. August 29, 2023 Special Meeting

Move the Board of Education approve the minutes from the June 20, 2023 Regular Meeting and the August 29, 2023 Special Meeting. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

#### 6. Student Representative Report

Mr. Hoagland said that there has been great engagement from the senior class for fundraising. Fall sports have started strong. The music program has participated in performances at the Yard Goats stadium and at the local Tavern Trot.

7. Board of Education  
a. President's Report

Mr. Furie spoke to district staff at Convocation on August 22. There were also inspiring remarks made by both Windsor Educator of the Year, Kathleen Stoll and Windsor Paraeducator of the Year, Sandra Bailey. Mr. Furie attended Sage Park and Oliver Ellsworth Schools on the first day of school.

Move to place Agenda Item 7.g. after Agenda Item 7.a. This motion, made by Mr. Leonard Lockhart and seconded by Ms. Ayana Taylor, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

b. Set Graduation Date for WHS Class of 2024

Move the Board of Education approve Tuesday, June 11, 2024 as the graduation date for the Class of 2024. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

c. Policy Adoption, 1<sup>st</sup> Reading

1. AR 5132 Student Dress

Dr. Hill explained that work done by the WHS Action Club and Student Advisory, has resulted in Dr. Hill amending the Administrative Regulation regarding dress code. As this is not a policy, the board does not need to approve changes. Dr. Hill emphasized that this was a student-led update and that older generations should not impose their bias on today's students. He said that colleges have casual dress codes that don't impact learning and that district schools should be similar. He said updates include wearing hats and hoodies, which require a lot of effort to enforce.

Several board members shared concerns over safety, professionalism, or who decides if clothing is offensive.

Other board members spoke in support of the students who researched the topic and commended students who use clothing as an expression of their personality. Some suggest that there is an over-sexualization of students, particularly girls, and this revision rectifies that.

d. Approval of CSDE Partnership Grant

a. Ms. Morales, Coordinator for Family and Community Partnership, explained the CSDE Partnership Grant and how it would be used to benefit Oliver Ellsworth School.

Ms. Klase left at 8:56 PM and returned at 8:58 PM.

Mr. Wolliston left at 8:57 PM and returned at 9:01 PM.

Move the Board of Education approve the submission of the FY 2024- Family Resource Center located at Oliver Ellsworth School - Partnership Grant to the State of Connecticut. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

- e. MOU with CCSU regarding Dual Enrollment CTE Courses on Campus (at CCSU) and Developing Opportunities for Dual Enrollment Courses at WHS

Dr. Hady reviewed the details of the MOU with CCSU regarding Dual Enrollment CTE Courses. She said that they're also hoping to certify CTE staff as part of the pathway.

Move that the Board of Education approves the MOU with Central Connecticut State University to work collaboratively to develop CTE dual enrollment courses. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Mrs. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

- f. C.A.B.E Level II Distinction Award

Mr. Furie said that he worked with Ms. Brown to compile the documents needed for submission of the C.A.B.E Level II Distinction Award.

Move the Board of Education approve its submission of the required criteria for the C.A.B.E Level II Distinction Award to be submitted by the superintendent's office. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Mrs. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

- g. Discussion on the part of the Windsor Education Foundation Grant Award from March 21, 2023 which states, "With support from their teacher, students in the GSA will facilitate workshops with middle school students to help build connections before high school!" Possible Board Action (Tabled from June 20, 2023 meeting)

For continuity, this agenda item was discussed after Agenda Item 7.a.

Ms. Golinski left at 8:24 PM and returned at 8:27 PM.

Mr. Panos opened the discussion by questioning the clarity of the purpose of the grant. He said that his impression was that the summit was for multiple schools, including elementary, and was an inappropriate topic at school. He said that it is a sensitive topic that shouldn't mix middle and high school age students.

At this time, Mr. Panos made a motion which ultimately was called out of order. His motion generally was that grant funds should not be used to facilitate relationships between middle school and high school students.

Mr. Panos, Ms. Canter, and Mr. Halek spoke out against the acceptance of the grants for the purposes of connecting younger and older students.

The remaining board members shared their disappointment that this was a continued topic of conversation. They made points about home not being safe for some students, how other organizations at school are age-mixed, and Windsor's rank of 2nd in the state for suicides.

Dr. Hill invited Dr. Monica Brase, WHS teacher and the grant writer, to address the topic.

Dr. Brase thanked the supporters in Audience to Visitors and stated that according to GLAAD (Gay and Lesbian Alliance Against Defamation), the law states that students have a right to learn and access to materials regardless of objecting schools or parents and the 1984 Federal Equal Access Act, which states that all groups must be treated equally or it may constitute a civil rights discrimination violation. She said that the republicans are concerned about a very select group co-mingling.

With this information, Mr. Furie stated that the motion is out of order due to possible litigation. He said this matter has been satisfied.

8. Superintendent's Report  
a. School Opening Comments

Dr. Hill spoke about convocation on August 22, 2023, when former Connecticut Department of Education head Dr. Sergie spoke. He thanked the Windsor Historical Society for hosting the New Teacher Orientation. This was the 2nd Annual Block Party at WHS on August 24, 2023. He thanked Ms. Morales and Ms. Phelps for their participation. He also thanked event sponsors who donated backpacks and supplies. The first day of school and Calling All Men was on August 28, 2023. He welcomed Mary Cristofaro, who was hired as Director of Pupil and Special Education, with a start date of October 1, 2023. The next Coffee Talk will be held on September 26 at 10 AM. Registration may be done on the district website.

He stated that September 18-24 is National Adult Education and Family Literacy Week. Mayor Trinks presented a proclamation recognizing it on September 19, 2023, with the staff and students of the Windsor Adult Education program at LPW. Governor Larnont will present a proclamation announcing its recognition at the state capitol on September 20, 2023. Ms. Aguirre-Ernest will represent Windsor's adult education and WPS.

b. Staffing Update for Opening of 2023-2024 School Year

This item was discussed before item 8.a. as Dr. Hill had left the board room.

Ms. Batchelder said that recruiting had been ongoing during last spring, so many positions were filled prior to the start of the school year. Also, some staff that had been interns have now been directly hired by the district.

Mr. Lockhart left at 9:35 PM and returned at 9:38 PM.

c. Fiscal Year 2023 Year End Financial Report

After Ms. Batchelder reviewed the report, board members made various comments. Concerns included transportation costs for Special Education, natural gas expenditures, and fees associated with the Oliver Ellsworth remediation and testing.

Ms. Klase suggested including a standing agenda item at regular meetings, which includes the Town Council's projects that affect the school district. She also recommended that the relationship of the BOE to the Town Council should be more of a tenant and landlord relationship.

Move the Board approves the return of \$907 to the Town with the details of the projected budget/category surpluses and deficits as attached. (Final amount subject to completion of the audit.). This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

Move to place Agenda Item 8.f. after 8.c. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 8, No: 0

d. Presentation on State Accountability Report

Move to table Agenda Item 8.d. until the October Regular Meeting. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

This agenda item has been tabled until the October Regular Meeting.

e. Update on Transportation

Ms. Batchelder reviewed the driver shortage, communication issues, and the new DATTCO app (Ride360).

Ms. Golinski left at 10:33 PM and returned at 10:35 PM.

Both Ms. Canter and Ms. Taylor expressed their concern and disappointment over the lack of communication from both DATTCO and the district regarding late or no buses.

Mr. Lockhart inquired if DATTCO has the capability to give GPS access to the district and if Ms. Batchelder needed assistance with monitoring bus schedules.

It was also requested that a representative from DATTCO attend the October regular meeting.

f. Update on OE Mold

For the sake of continuity, this agenda item was addressed after item 8.c.

Dr. Hill spoke about the informational Zoom meeting held with the Department of Health and Public Safety. He referenced the 8 commercial dehumidifiers and smaller portable units as well as the Town Council's plan to fast track an engineering solution.

Ms. Batchelder explained that a remediation company had used "green" cleaning solutions and will be inspecting bookcases and books for the presence of mold. If found, items will be bagged, and teachers may request replacements on expense sheets.

Mr. Lockhart reviewed BOE communication with the community and Town Council dating back to 2015 regarding the ventilation and mold issues at Oliver Ellsworth School.

Move to extend the meeting to 11:00 PM. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Ms. Juline Golinski: No, Ms. Jill Canter: Yes, Mr. David Furie: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 8, No: 1

9. Committee Reports

None

10. Announcements

Next BOE Regular Meeting is Tuesday, October 17, 2023, 7:00 PM, LPW, Board Room

In the interest of time, the board decided to refrain from making announcements.

11. Audience to Visitors

Move to extend the meeting until 11:15 PM. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

George Slate, 74 Ethan Drive - He spoke about item 7.g. and the co-mingling of varying age groups. He also recommended that the BOE should attend the town Public Building Commission meetings and work on organizing a 10-year plan for the town. Would it be in the districts best interest to keep improving old buildings or build new?

Rebecca Jacobsen, 50 Lighthouse Hill Road - She said the bus issues are unacceptable and inquired about legally breaking our contract.

Margaret Essex, 95 Lighthouse Hill Road - She said that her child's bus has never been on-time and is typically 30 minutes late. She said the cost of breaking the contract may be worth it.

The following comment was submitted online.

Karen Mendoza, 721 Kennedy Road - She asked what specific products are being used to clean at Oliver Ellsworth.


12. Adjournment

Move to adjourn the meeting at 11:04 pm. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Ms. Jill Canter: Yes, Mr. David Furie: Yes, Ms. Juline Golinski: Yes, Mr. Jeremy Halek: Yes, Ms. Darleen Klase: Yes, Mr. Leonard Lockhart: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Mr. Nathan Wolliston: Yes

Yes: 9, No: 0

The meeting adjourned at 11:04 PM.



Ayana K. Taylor, Secretary  
Windsor Board of Education

## LEVEL 2 ITEM 1C. BOARD LEADERSHIP/STUDENT ACHIEVEMENT

The Board of Education supports the appropriate use of technology in educational programming.

Through its budget process, the Board receives detailed information from the Assistant Superintendent for Instructional Services who oversee the IT Department. The Board of Education supports the use of technology in the district through programs listed on the attached documents. In addition, the Board supports technology through steady financial increases to support 21<sup>st</sup> century instructional practices using technological tools including 1:1 Chromebooks, iPads, assistive technologies, and specialty software technologies used in CTE, unified arts, and in the general education environment.

The Board continues to support the WHS/SPMS TSA (Technology Student Association) and its attendance at state and national competitions.

The following attachments indicates the Board's commitment to technology instruction for Windsor Public Schools' students:

- Technology goals for 23-24 school year
- Technology budget
- Technology education at WHS

# Technology

Technology tools are integrated within all of the day-to-day operations of the school district. They are an essential component of the educational curriculum that provides opportunities for students to develop critical thinking, communication, collaboration, and creativity skills while simultaneously strengthening attributes such as persistence and leadership. The department provides critical infrastructure, from broadband, devices, and policy recommendations, to digital content and instructional support for both staff and students to further teaching, learning, assessment, accountability, leadership, and culture with a focus on equity.

**The goals for the 2023-2024 school year are to:**

- Support the development and retention of exemplary school staff by building out a more comprehensive online learning platform for onboarding and continuing education of staff.
- Continue to align core technology and contracted services to district priorities as well as seek efficiencies, streamline services, and enhance network and data security.

**Towards our goals, to date we have accomplished the following:**

- Following recommendations for CISA.gov, we are implementing layered security elements across our district.
- Trained all administrators, classroom teachers, and appropriate support staff on accessing, collecting, or recording data in the Performance Matters platform based on their work with students to provide timely information on student progress.
- Continued to align core technology and contracted services to district priorities as well as seek efficiencies, streamline services, and enhance network and data security.

**Major 2024-2025 school year work:**

- Continue to maintain a robust Infrastructure and Technology Foundation. This involves the procurement, maintenance, and upgrades of hardware and networking equipment, alongside managing software licenses, ensuring their maintenance, and investing in educational software and platforms. Additionally, a strong emphasis will be placed on network security through the implementation of cybersecurity measures, firewall systems, and comprehensive employee training.
- Continue to provide user Support and Capacity Building. This includes provisions for a Help Desk and User Support services, aimed at providing timely assistance for students, teachers, and staff encountering technical issues.
- Continue to offer training and professional development covering initiatives for educators, workshops to enhance students' digital literacy, and resources to facilitate the seamless integration of technology into the curriculum by technology integration specialists

**SITE: 76 Technology**

	Actual Budget 22-23	BOE Adopted Budget 23-24	Superintendent's Proposed Budget 24-25	%
Professional Development	\$ 4,985	\$ 5,290	\$ 7,500	
Stipends - Liaisons	10,230	10,500	10,500	
Stipends/Extra Time	21,655	20,000	21,218	Summer work
Contracted Services - District Licenses	1,029,874	1,054,442	1,043,320	All DW licenses
*Equipment	192,313	678,128	352,205	
Supplies	31,857	24,200	25,700	
Service Repairs	4,596	6,200	9,000	
Dues & Fees and Travel	4,179	5,400	6,000	
<b>TOTAL</b>	<b>\$ 1,299,689</b>	<b>\$ 1,804,160</b>	<b>\$ 1,475,443</b>	<b>-18.22%</b>

Technology	Actual 22-23 FTE	BOE Adopted 23-24 FTE	Superintendent's Proposed 24-25 FTE
Director of Information & Technology	1	1	-
MIS Manager	1	1	1
Technology Teacher	2	2	3
Specialist**	1	2	2
Security & IT Specialist^	-	1	1
Technician	3	2	2
<b>Total</b>	<b>8</b>	<b>9</b>	<b>9</b>

\*Annual Chromebook replacement (student and staff) ; iPad Replacement (10% of fleet annually); Continue to replace classroom projectors district wide.

\*\* Data Specialist moved from WHS to LPW. This is only a transfer of location, not an additional FTE.

^ Based on district need, we eliminated a 1.0FTE technician and transferred that FTE to a Security & IT Specialist

**Additional Opportunities for Technology Education students:**

- Windsor Technology Student Association (Windsor TSA)
- E-Sports League
- Robotics FIRST
- STEM Warriors Club
- Tech Club
- Tomahawk
- Warrior Productions
- Go Baby Go
- Math Team
- Electrathon
- Art Club
- Electrathon Club
- Leadership Council
- Young Men's Leadership Academy
- Young Women's Leadership Corp

# Technology Education

Courses in Technology Education are linked to the following Pathways: **Technologies: Manufacturing, Communications and Repair, Construction Technologies and Design, Arts and Media.**

Technology Education coursework provides students with exposure to digital literacy, engineering design principles, and manufacturing concepts. Each course curriculum is designed to embed STEAM coursework, analysis, critical thinking, and innovation into solving real world challenges which prepares students for future career and/or college opportunities. All students will demonstrate knowledge through engineering, collaboration, and the safe use of tools, materials, and equipment.

The Technology Education pathway exposes students to the knowledge and skills that will contribute to them becoming innovative and technologically savvy citizens of a global society.

**Technology Education courses include (courses with an asterisk are eligible for dual credit through one of our concurrent enrolment programs):**

- **Grade 9**  
Construction Concepts, Introduction to Wood Technology, Introduction to Precision Manufacturing, Introduction to Drafting and Design, Television Production & Digital Media, Engineering Drawing\*, Housing and Interior Design, Introduction to Graphics, Introduction to Digital Photography, Robotics 1, Robotics 2, Introduction to Transportation Technology, Power Technology, Foundations of Technology, S.T.E.A.M. Guitar: A sampling of Technology Education and the Arts, Introduction to Programming through Creative Computing
- **Grade 10**  
Applied Wood Technology, Applied Graphics, Advanced Digital Photography, Applied Precision Manufacturing, *Automotive Systems*, *Computer Aided Drafting and Design (CADD)*, Applied Graphics, Advanced Television Production and Digital Media, *Computer Assisted Drawing/Computer Assisted Machining (CADD/CAM)* and all courses listed above
- **Grade 11**  
Advanced Automotive Systems, Advanced Drafting and Design, Advanced Graphics, Advanced Wood Technology, Advanced Precision Manufacturing\*, Yearbook, and all courses listed above
- **Grade 12**  
All courses listed above

## Awards/Recognitions/Competition Wins:

- Participated in NASA Hunch Challenges beginning in 2015. Program recognitions include a 2017 win. Best video for informing elementary through secondary school students about science accomplished on the ISS." It is one of only two awards this year, and was selected by the International Space Station (ISS) Communication Team. The link to the video can be found [here](#).
- In 2019 Windsor High School was the first high school in NASA History to receive the distinguished honor of being credited on NASA design plans for a seat track that is used on the International Space Station.

## LEVEL 2 ITEM 1D. BOARD LEADERSHIP/STUDENT ACHIEVEMENT

The Board uses data to make informed decisions regarding student achievement (provide examples).

- At their 10/17/23 meeting, the Board received an extensive presentation on the State Accountability Report, which included an update on the State Accountability Indicators (as of 10/5/23), the CT Next Generation Accountability System, the State and District Assessment Performance and areas of focus and priorities. (Presentation attached)
- The Board, at their 6/18/24 meeting, the assistant superintendent gave an academic update on the 2023-2024 school year which included an K-3 Dibels update, K-8 I-ready update, SAT and PSAT and chronic absenteeism data (Presentation attached).



**CONTINUOUS GROWTH & DEVELOPMENT**



**BOE**

**Academic Update  
for 2022-2023 School Year**



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## Presentation Overview

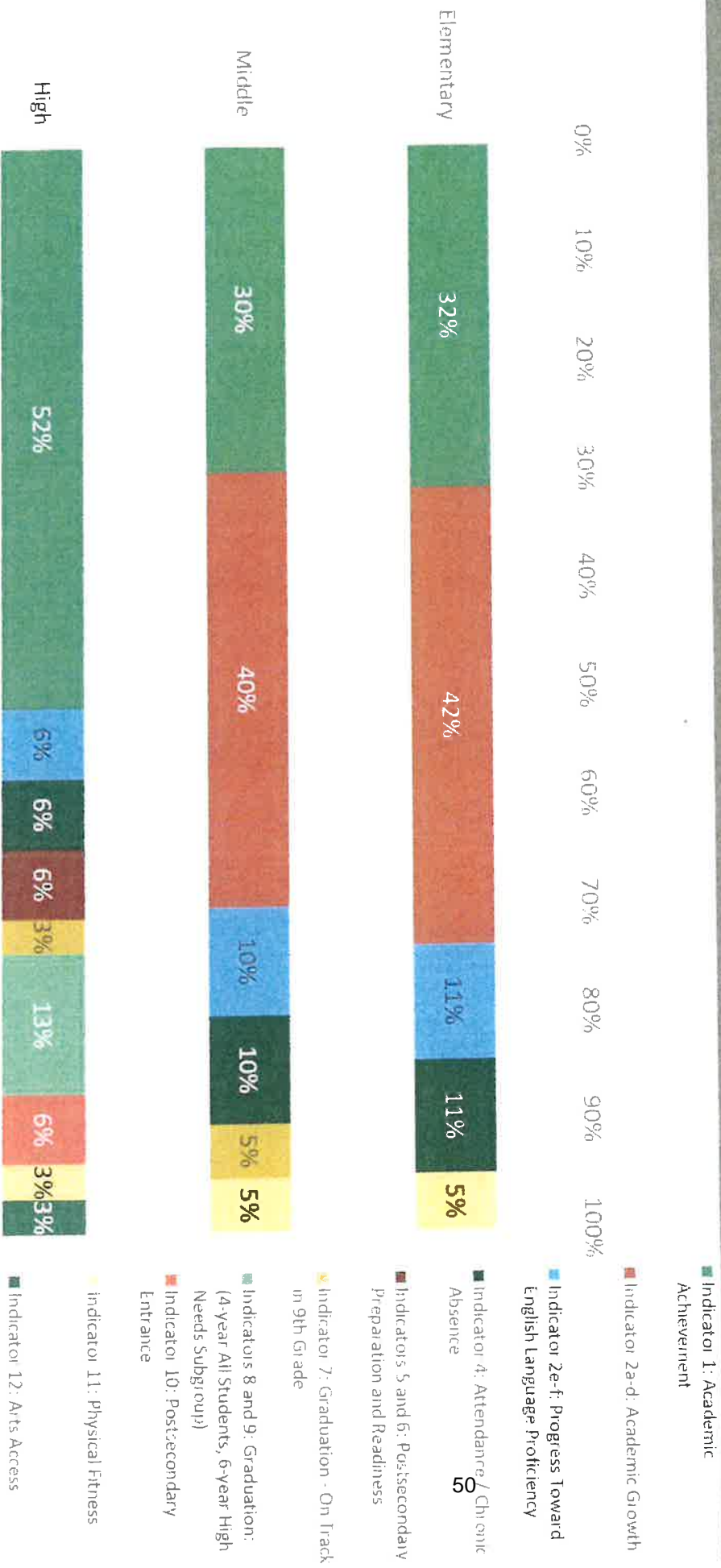
- Updates on State Accountability Indicators (As of 10/5/23)
- Connecticut Next Generation Accountability System
- State & District Assessment Performance
  - Spring 2023 AP scores and comparison to 2022
  - Spring 2023 AP scores Vs. AP course grades
  - Spring 2023 SAT scores
  - Spring 2023 I-ready scores
- 23-24 Priorities and Areas of Focus

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## State Accountability Indicators

1. Academic achievement
2. Academic growth
3. Assessment participation rate
4. Chronic absenteeism
5. Preparation for postsecondary and career readiness – Preparation
6. Preparation for postsecondary and career readiness – Readiness
7. Graduation – on track in ninth grade
8. Graduation – four-year adjusted cohort
9. Graduation – six-year adjusted cohort
10. Postsecondary entrance rate
11. Physical fitness
12. Arts access

## State Accountability Percentages

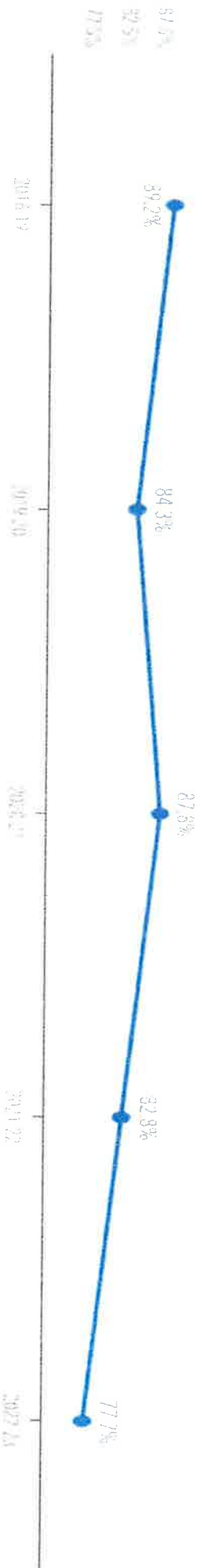


**Indicator 7: On Track to High School Graduation**  
**9th Grade**

Percent On-Track

**77.7%**

Percent On-Track by School Year





## College and Career Readiness (CCR- Indicator 5)

Percent CCR Course Taking

# 96.8%

School Year: 2022-23

### CCR Course Taking School Year Comparison

Fall of Year	Numerator	Denominator	Percent CCR Course Taking	Difference
2021	509	568	89.6%	
2022	579	598	96.8%	7.2%

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## Indicator 5: AP/ECE, CTE, Workplace Experience

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- **AP Courses:** AP courses are college-level classes offered in high schools, covering various subjects. They prepare students for college-level work, taught by qualified instructors.
  - **AP Exams:** These exams are taken at the end of AP courses. They assess students' subject knowledge and skills. Scoring well can earn college credit and boost college applications.
- 
- **ECE Courses:** UCONN Early College Experience Courses are college level courses taught by our certified WHS instructors. Students taking and passing these classes receive UCONN college credit (transferable).
- 
- **CTE Courses:** 2 Courses in one of the 12 Career and Technical Education approved pathways offered at WHS. Students taking two courses in the same pathway.



# Advanced Placement (AP)

Crs#	Course Title	AP	ECE	Gr 9	Gr 10	Gr 11	Gr 12	Total
1021	AP English Language & Comp	Y				55		55
1091	AP English Literature & Comp	Y					21	21
1146	AP World History-Modern	Y			32			32
1156	AP Psychology	Y			1	25	8	34
1163	AP U.S. Gov't/Politics (ECE)	Y					24	24
1239	AP Calculus AB	Y				1	10	11
1249	AP Statistics	Y				3	11	19
1266	AP Computer Sci Principles	Y		1	7	5	11	24
1315	AP Environmental Science	Y					12	12
1735	AP Art*	Y					10	10
1090	Multimodal & Academic Comp-HH (ECE)		Y				39	39
1133	AP U.S. History (ECE)	Y	Y			19	1	20
1182	Contemporary Issues in Sports-HH (ECE)		Y				17	18
1238	AP Calculus BC (ECE)	Y	Y			11	5	16
1347	AP Chemistry (ECE)	Y	Y			25		25
1363	AP Physics 1, Mechanical (ECE)	Y	Y			1	16	17
1379	AP Biology (ECE)	Y	Y		24		1	25
1726	Art Drawing 3 - H* (ECE)		Y			1	7	8
		AP	Ttl			147	130	
		AP	%			50%	45%	
		ECE	Ttl			58	86	
		ECE	%			20%	30%	

--> Total of 1150 students for SY22-23

--> Total Grade 11 Students = 293

--> Total Grade 12 Students = 289



## Advanced Placement (AP)

	Total Exams	Score										% passing 2023	% passing 2022	% + or -
		5	4	3	2	1	0	1	0	1	0			
Biology	24	3	8	7	6	0						75	67.5	7.5
Calculus AB	11	1	2	5	2	1						72.7	75	-2.3
Calculus BC	16	2	6	5	1	2						81.2	62.5	18.7
Chemistry	25	3	4	12	6	0						76.0	27.3	48.7
Computer Science A	0										N/A		83.3	
Computer Science Principles	24	3	6	8	5	2						70.8		70.8
English Language and Composition	55	3	10	12	24	6						45.4	50.0	-4.6
English Literature and Composition	20	1	2	10	5	2						65.0	88.5	-23.5
Environmental Science	12	1	4	2	5	0						58.3	76.5	-18.2
Macroeconomics	3	0	0	0	1	2						0.0	0.0	0.0
Microeconomics	0										N/A		0.0	
Physics 1	17	2	2	4	7	2						47.0	64.3	-17.3
Physics 2	1	0	1	0	0	0						100.0	100.0	0.0
Psychology	34	3	8	9	7	7						58.8	54.0	4.8
Spanish Language and Culture	0										N/A		57.1	
Statistics	19	5	8	4	2	0						89.4	60.0	29.4
2D Art	10	2	5	1	2	0						80.0	88.9	-8.9
3D Art	1		1	0	0	0						100.0	100.0	0.0
United States Government and Politics	24	7	2	5	9	1						58.3	57.1	1.2
United States History	20	1	4	6	5	4						55.0	58.3	-3.3
World History	31	6	9	10	5	1						80.6	56.8	23.8
<b>Total</b>	<b>347</b>	<b>43</b>	<b>82</b>	<b>100</b>	<b>92</b>	<b>30</b>						<b>64.8</b>	<b>58.9</b>	<b>5.9</b>

**5.9% increase in passing scores from Spring 22 to Spring 23.**

	Total Exams/Total Students in Class					
		5/A	4/B	3/C	2/D	1/F
Biology	24	3	8	7	6	0
Class Grades	25	12	9	3		1
Calculus AB	11	1	2	5	2	1
Class Grades	11	1	4	4	2	0
Calculus BC	16	2	6	5	1	2
Class Grades	16	8	1	5	2	0
Chemistry	25	3	4	12	6	0
Class Grades	25	6	8	8	3	0
Computer Science Principles	24	3	6	8	5	2
Class Grades	24	9	7	5	3	0
English Language and Composition	55	3	10	12	24	6
Class Grades	55	24	27	3	1	0
English Literature and Composition	20	1	2	10	5	2
Class Grades	21	8	8	3	2	0
Environmental Science	12	1	4	2	5	0
Class Grades	11	3	3	3	2	0
Macroeconomics	3	0	0	0	1	2
Class Grades	0					
Physics 1	17	2	2	4	7	2
Class Grades	17	4	2	8	2	1
Physics 2	1	0	1	0	0	0
Class Grades	1	1	0	0	0	0
Psychology	34	3	8	9	7	7
Class Grades	34	15	9	4	4	2
Statistics	19	5	8	4	2	0
Class Grades	19	9	6	4	0	0
2D Art	10	2	5	1	2	0
Class Grades	10	7	3	0	0	0
3D Art	1	0	1	0	0	0
Class Grades	0	0	0	0	0	0
United States Government and Politics	24	7	2	5	9	1
Class Grades	24	7	13	2	2	0
United States History	20	1	4	6	5	4
Class Grades	20	5	8	4	2	1
World History	31	6	9	10	5	1
Class Grades	32	20	9	2	1	0

# AP Exams Vs. AP Class Grades

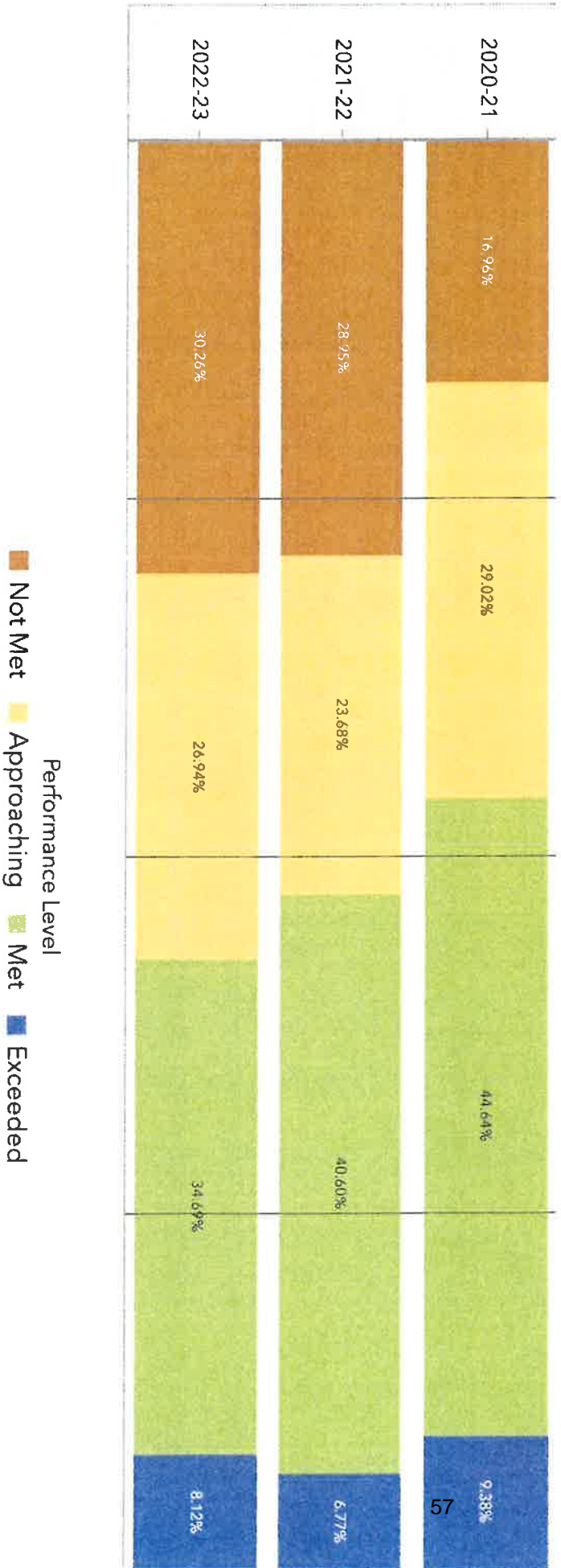
	Total Exams/Total Students in Class	5/A	4/B	3/C	2/D	1/F
<b>Total (AP Scores)</b>	<b>347</b>	<b>43</b>	<b>82</b>	<b>100</b>	<b>92</b>	<b>30</b>
<b>Percent of Students in Each Category</b>		<b>12%</b>	<b>24%</b>	<b>29%</b>	<b>27%</b>	<b>9%</b>
<b>Total (AP Classes Grades)</b>	<b>345</b>	<b>139</b>	<b>117</b>	<b>58</b>	<b>26</b>	<b>5</b>
<b>Percent of Students in Each Category</b>		<b>40%</b>	<b>34%</b>	<b>17%</b>	<b>8%</b>	<b>1%</b>

**65% of students passed (>3) AP Exam**  
**74% of students got A/B as a final grade**



# SAT ELA Spring 2023 Scores

\*Important to note that students who took the school day SAT in Spring 2023 had 8th grade remote and 9th grade hybrid.





# SAT Math Spring 2023 Scores

\*Important to note that students who took the school day SAT in Spring 2023 had 8th grade (Algebra 1/Pre-Alg) remote and 9th grade (Algebra II/Algebra I) hybrid.



Performance Level

- Not Met
- Approaching
- Met
- Exceeded

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## WHS Post Graduation Plans - Class of 2023

<b>4-yr colleges</b>	<b>90%</b>
<b>2-yr colleges</b>	<b>6%</b>
<b>Vocational/Proprietary</b>	<b>2%</b>
<b>Military</b>	<b>1%</b>
<b>Work Force</b>	<b>1%</b>



**i-Ready Math Assessment: % at or Above Benchmark**

Grade	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	STAR End of Year		STAR/i-Ready End of Year		i-Ready End of Year		i-Ready End of Year		i-Ready End of Year	
K	N/A		No Data		63		65		88	
1	65.5				42		60		62	
2	61				35		45.5		58	
3	49				44		47		44	
4	64.5				43		55		54	
5	56				35		38		48	
6	41				47		37		45	
7	48				32		38		34	
8	36		40		30		38			

\*STAR Test Highlighted



## i-Ready Reading Assessment: % at or above benchmark

\*STAR Test Highlighted

Grade	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
	STAR End of Year	STAR End of Year	i-Ready End of Year	STAR/i-Ready End of Year	i-Ready End of year
K	75	No Data	N/A	65	90
1	71		75	74	50
2	65		47	69	
3	43		69	62	61
4	43		49	51	49
5	35		31	41	44
6	37		38	41	50
7	33		39	43	42
8	30	49	35	49	



## I-Ready ELA Spring 2023 End of Year Data

Grade Level	% at/above	% One Grade Level below	% 2 or more grade level below	% increase at/above from Fall to Spring
KG	90%	10%	0%	90%
Grade 1	74%	25%	1%	60%
Grade 2	69%	21%	10%	42%
Grade 3	62%	20%	18%	28%
Grade 4	50%	36%	15%	22%
Grade 5	44%	26%	30%	14%
Grade 6	50%	22%	29%	19%
Grade 7	41%	21%	37%	14%
Grade 8	50%	15%	35%	15%



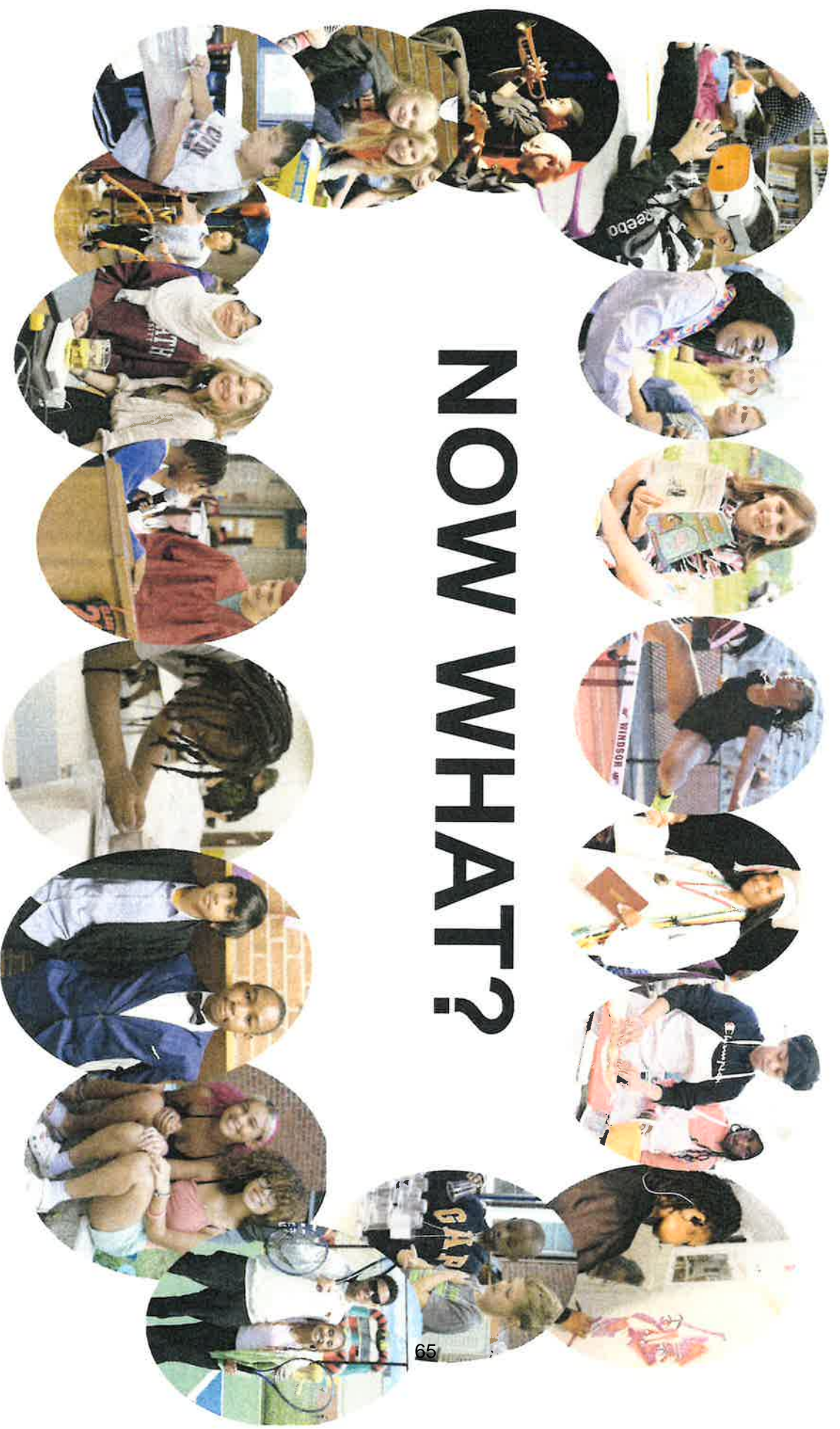
## I-Ready MATH Spring 2023 End of Year Data

Grade Level	% at/above	% One Grade Level below	% 2 or more grade level below	% increase at/above from Fall to Spring
KG	87%	13%	0%	87%
Grade 1	62%	37%	1%	57%
Grade 2	58%	38%	4%	47%
Grade 3	44%	44%	12%	37%
Grade 4	54%	32%	15%	37%
Grade 5	48%	33%	20%	24%
Grade 6	45%	25%	30%	23%
Grade 7	34%	28%	37%	16%
Grade 8	40%	24%	36%	15%



## SBAC and i-Ready Comparison: Spring 2023 Results

Grade	Subject	SBAC % Prof Spring 2023	i-Ready%Prof Spring 2023	% Difference i-Ready to SBAC
3	ELA	34.80%	61%	↑ 26.2%
3	Math	37.90%	44%	↑ 6.1%
4	ELA	49.30%	49%	↓ 0.3%
4	Math	40%	54%	↑ 14.0%
5	ELA	39.80%	44%	↑ 4.2%
5	Math	31.10%	48%	↑ 16.9%
6	ELA	45.20%	50%	↑ 4.8%
6	Math	33.60%	45%	↑ 11.4%
7	ELA	35.90%	42%	↑ 6.1%
7	Math	32.50%	34%	↑ 1.5%
8	ELA	40%	49%	↑ 9.0%
8	Math	33.10%	38%	↑ 4.9%



# NOW WHAT?

# Instructional Priorities: Academics

- Tier 1 (**Back to the Basics**)
  - Explicit Teaching
  - Paper-Pencil (No Busy Work) - Note Taking
  - Proper and limited use of technology (5% of the day ~ 20 min)
- Data
  - Data Talks (All core content areas and Administrators)
  - ALL students (SPED, ELL,...)
  - Small groups informed by data



# Instructional Priorities: Culture

- SEL
  - Tier 1 SEL: Everyday in every class
  - Links to learning
  - SEL Specialists
- School-to-Home Connections
  - Home Visits
  - Make it easier on families to support students at home
    - Windsor Academy (K-5)
    - Structured Notes (3-12)
    - Google Classroom (6-12)

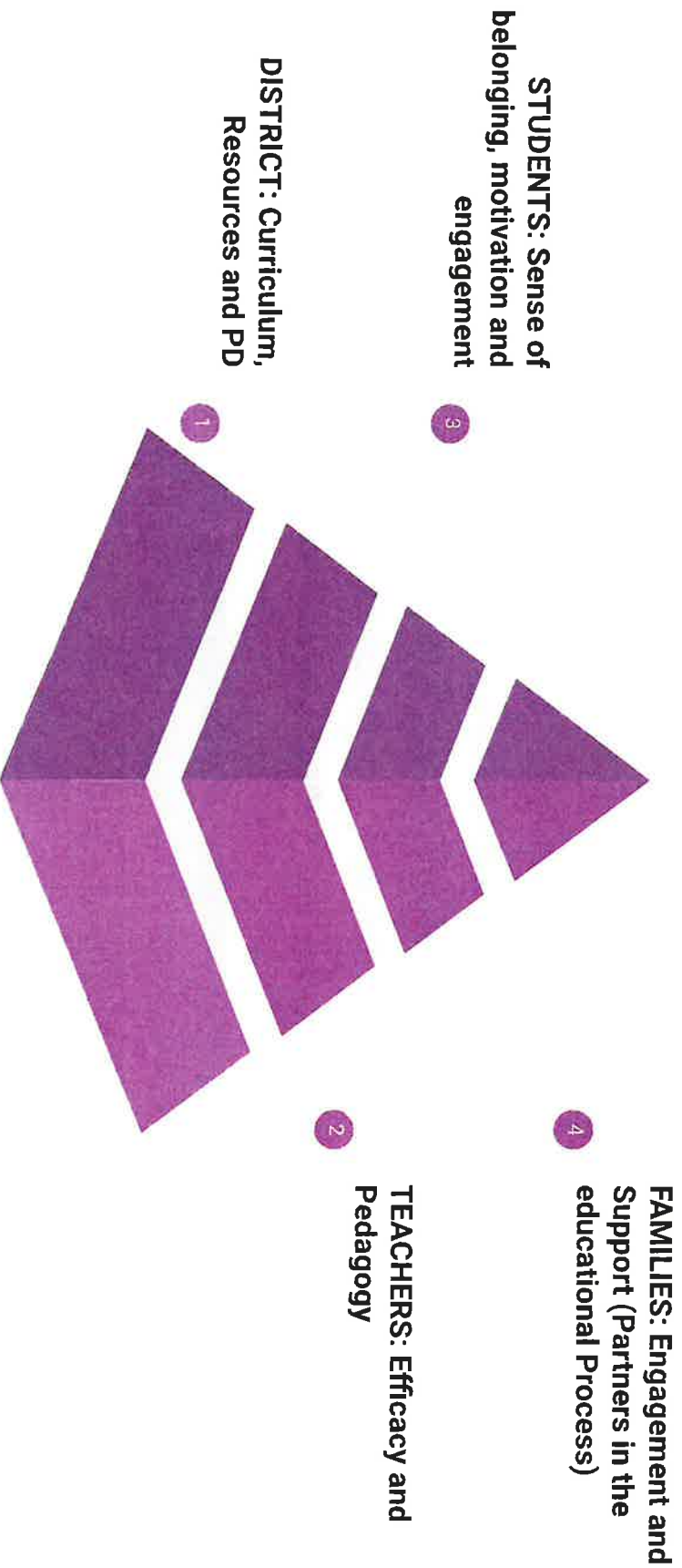


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## Next Steps

- District accountability index will be released in early November
- Continue to share student performance data with teachers and administrators to create a sense of accountability, transparency, and urgency
- Continue the use of the data talks structures district wide
- Continue our focus on instructional accountability by conducting frequent walkthroughs with feedback, and providing teachers with professional development aligned to areas of needs
- Communicate with families and share resources that can be used at home to support students

## What Are We doing About It?



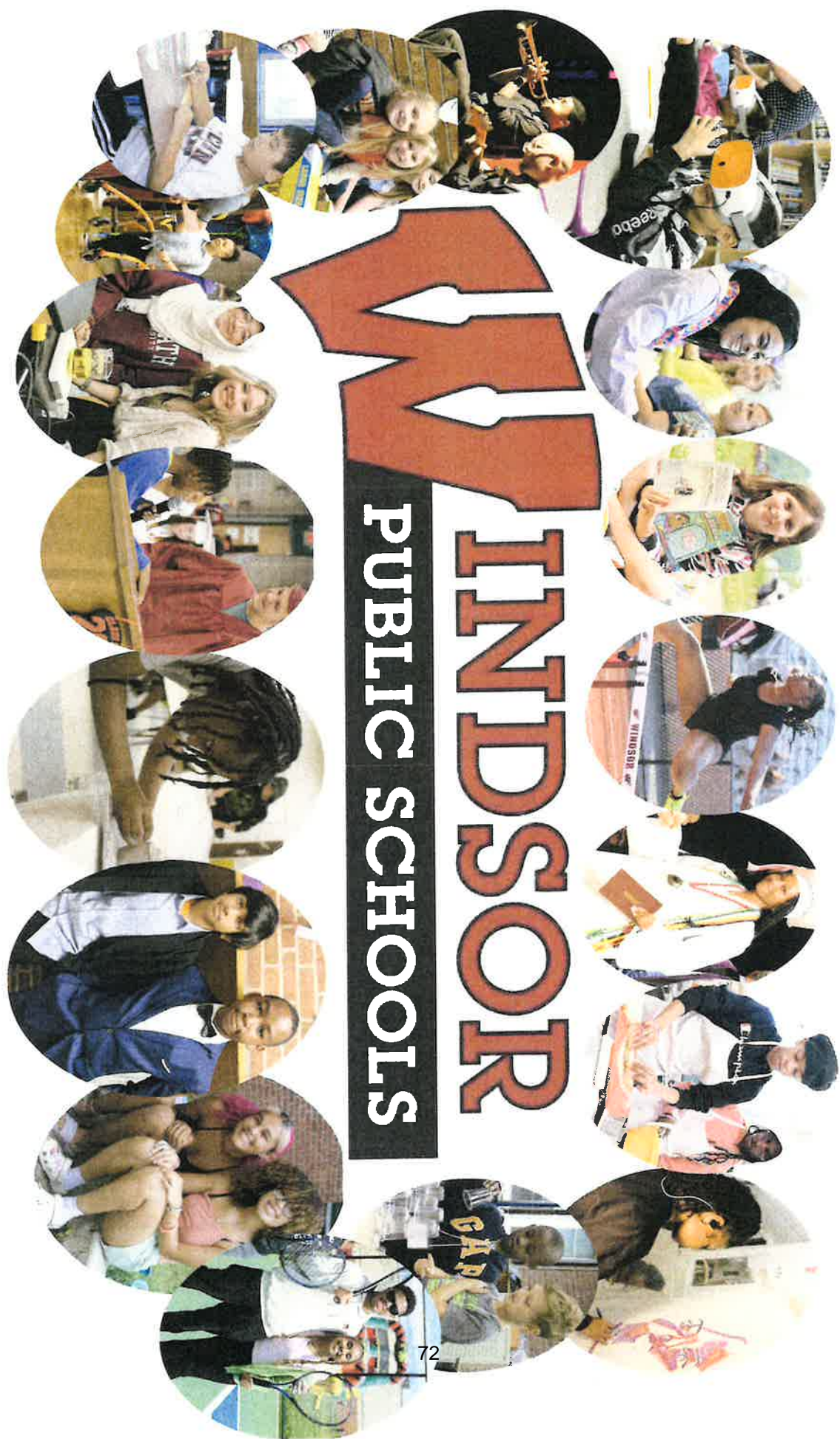
Thank YOU...



QUESTIONS







# WINDSOR

PUBLIC SCHOOLS

**CONTINUOUS GROWTH & DEVELOPMENT**



**BOE**

**Academic Update  
for 2023-2024 School Year**



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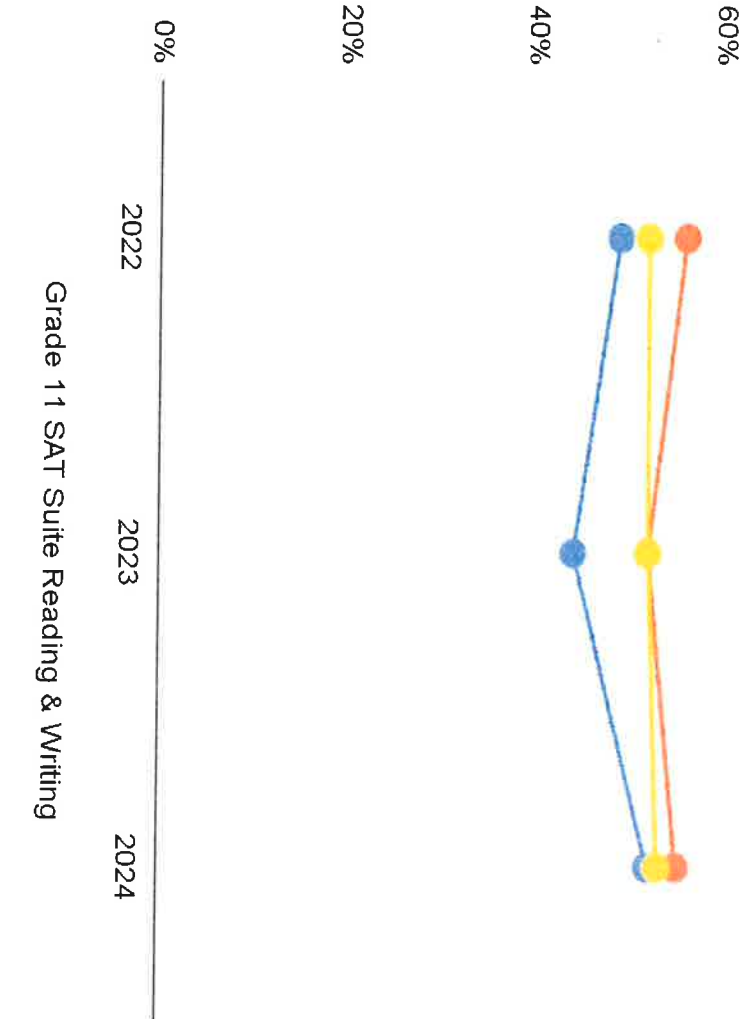
## **Presentation Overview**

- K-3 Dibels updates
- K-8 I-ready (Math and Reading)
- SAT and PSAT
- Chronic Absenteeism



# SAT ELA Spring 2022-2024 Scores

School Day SAT: Gr. 11: Reading & Writing



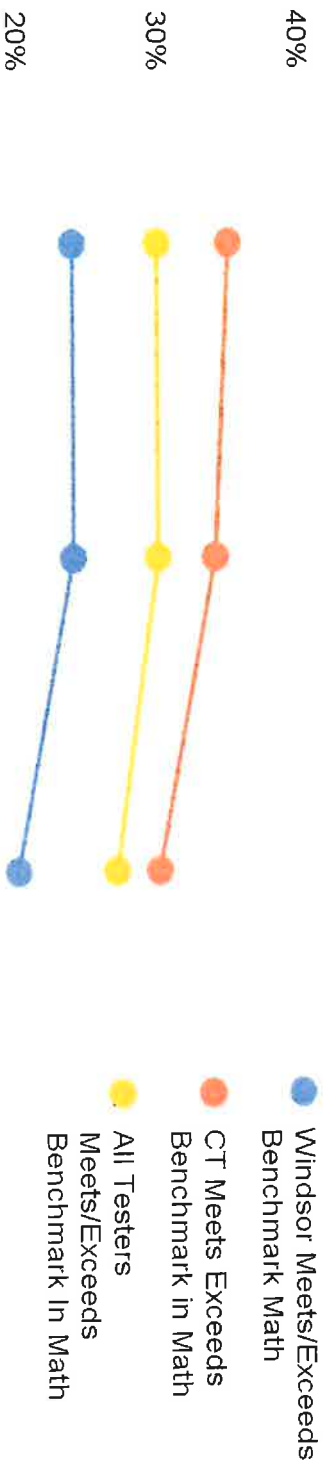
- Windsor Meets/Exceeds Benchmark Reading & Writing
- CT Meets/Exceeds Benchmark In Reading & Writing
- All Testers Meets/Exceeds Benchmark In Reading & Writing

	Windsor Meets/Exceeds Benchmark Reading & Writing	CT Meets/Exceeds Benchmark in Reading & Writing	All Testers Meets/Exceeds Benchmark In Reading & Writing
Grade 11 SAT Suite Reading & Writing 2022	52%	55%	53%
2023	44%	52%	52%
2024	52%	55%	53%



# SAT Math Spring 2022-2024 Scores

School Day SAT: Grade 11: Mathematics

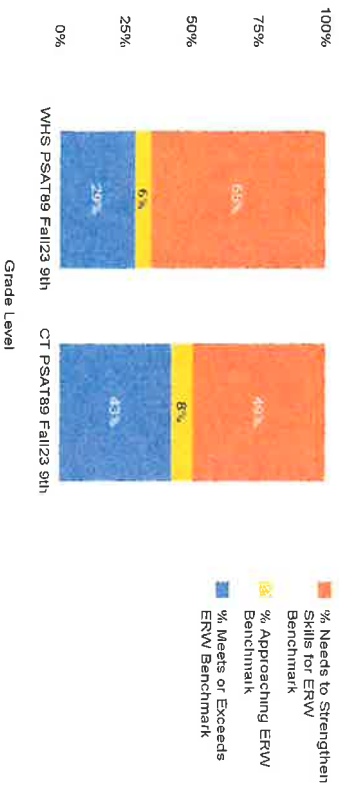


Year	Windsor Meets/Exceeds Benchmark Math	CT Meets Exceeds Benchmark in Math	All Testers Meets/Exceeds Benchmark In Math
2022	24%	35%	30%
2023	24%	34%	30%
2024	20%	30%	27%

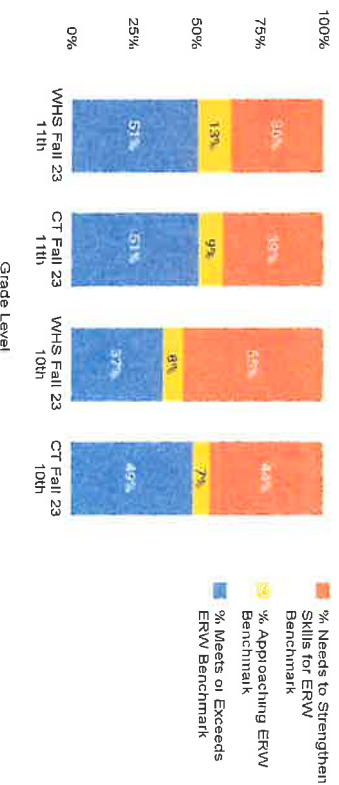
Year	Windsor Meets/Exceeds Benchmark Math	CT Meets Exceeds Benchmark in Math	All Testers Meets/Exceeds Benchmark In Math
2022	24%	35%	30%
2023	24%	34%	30%
2024	20%	30%	27%

# PSAT Grades 9, 10, 11 in Fall 2023

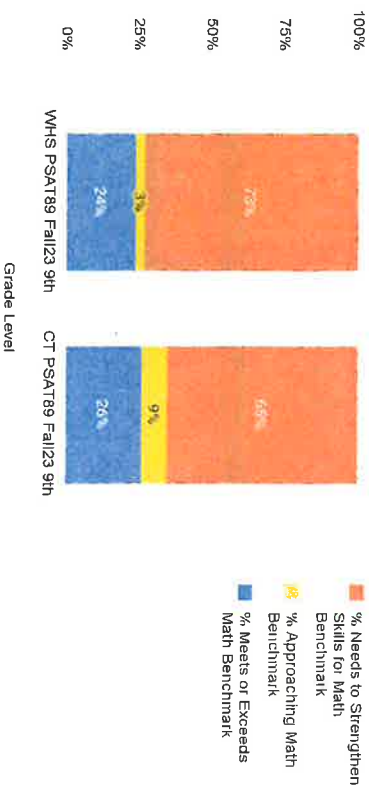
PSAT 8/9 Grade 9 Fall'23: Reading & Writing



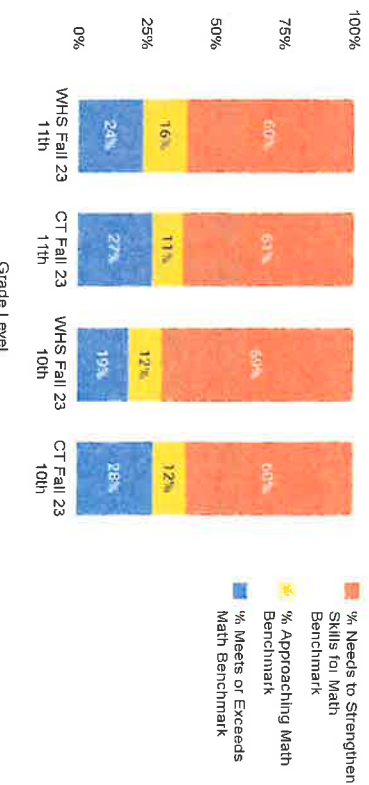
PSAT/NMSQT Grade 10-11 Fall'23: Reading & Writing



PSAT 8/9 Grade 9 Fall'23: Mathematics



PSAT/NMSQT Grade 10-11 Fall'23: Mathematics





## i-Ready Math Assessment: % at or Above Benchmark

Grade	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	
	STAR End of Year	STAR/i-Ready End of Year	i-Ready End of Year	i-Ready End of Year	i-Ready End of year	i-Ready End of year	
K	N/A	No Data	63	65	88	→ 88	
1	65.5		42	60	62	↗ 71	
2	61		35	45.5	58	↗ 72	
3	49		44	47	44	↗ 50	
4	64.5		43	43	55	54	↘ 44
5	56		35	35	38	48	↗ 51
6	41		47	47	37	45	↗ 49
7	48		32	32	38	34	↗ 43
8	36	40	40	30	38	↘ 34	

\*STAR Test Highlighted



## i-Ready Reading Assessment: % at or above benchmark

\*STAR Test Highlighted

Grade	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
	STAR End of Year	STAR End of Year	i-Ready End of Year	STAR/i-Ready End of Year	i-Ready End of year	i-Ready End of year
K	75		N/A	65	90	N/A
1	71			75	74	62
2	65			47	69	↗ 82
3	43		69	62	61	↗ 70
4	43	No Data	49	51	49	↘ 46
5	35		31	41	44	↗ 49
6	37		38	41	50	↗ 51
7	33		39	43	42	↗ 52
8	30		49	35	49	→ 49

## I-Ready ELA Spring 2024 End of Year Data

Grade Level	% at/above	%One Grade Level below	%2 or more grade level below	%increase at/above from Fall to Spring
KG				
Grade 1				
Grade 2	82%	14%	5%	↗ 49%
Grade 3	70%	16%	14%	↗ 19%
Grade 4	46%	38%	16%	↗ 15%
Grade 5	49%	28%	23%	↗ 17%
Grade 6	51%	19%	30%	↗ 23%
Grade 7	52%	15%	34%	↗ 12%
Grade 8	49%	21%	30%	↗ 11%

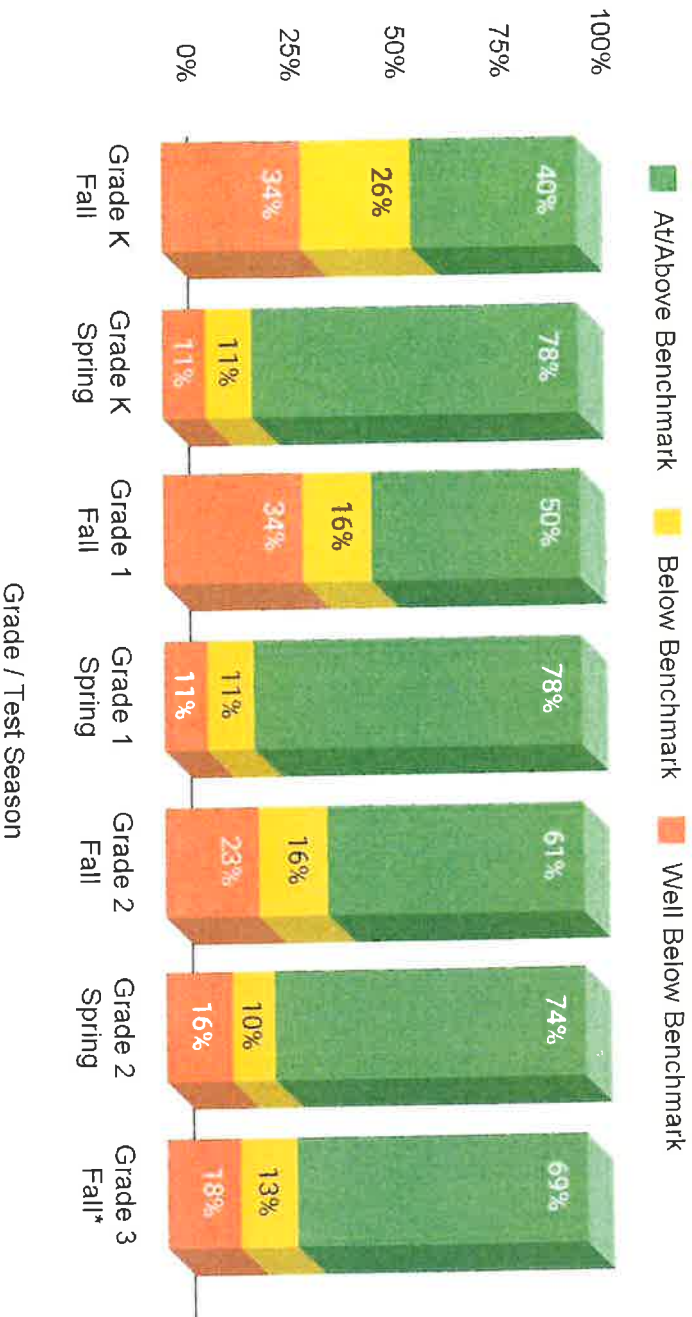


## I-Ready MATH Spring 2024 End of Year Data

Grade Level	% at/above	%One Grade Level below	%2 or more grade level below	%increase at/above from Fall to Spring
KG	88%	12%	0%	↗ 64%
Grade 1	71%	28%	1%	↗ 59%
Grade 2	72%	24%	5%	↗ 59%
Grade 3	50%	41%	9%	↗ 35%
Grade 4	44%	39%	17%	↗ 25%
Grade 5	51%	31%	18%	↗ 27%
Grade 6	49%	27%	24%	↗ 27%
Grade 7	43%	27%	30%	↗ 19%
Grade 8	34%	29%	37%	↗ 13%

## Dibels K-3\* Fall-Spring 2024

DIBELS (Dynamic Indicators of Basic Early Literacy Skills): K-3\*

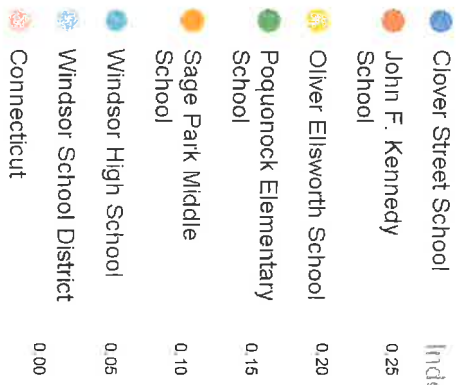
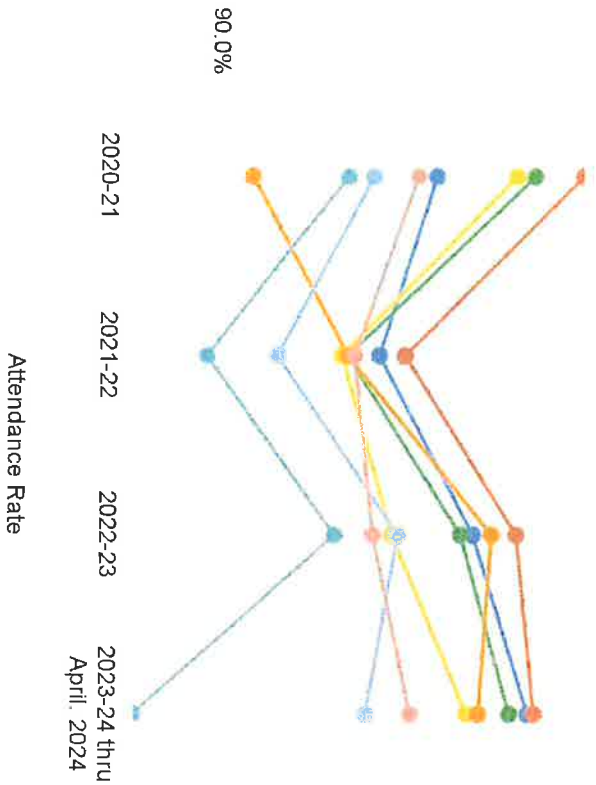


\*All Grade 3 students take DIBELS in the Fall.

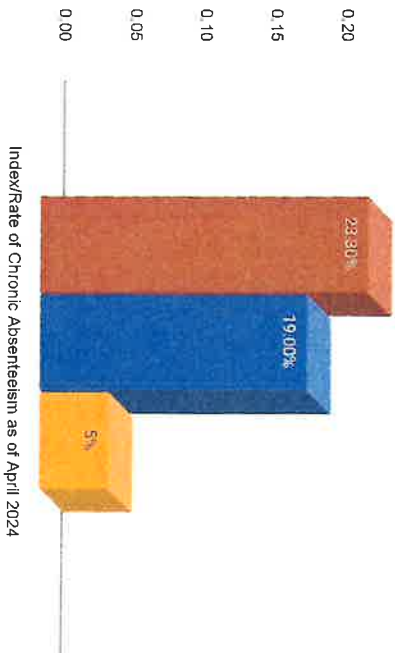
Only at-risk Grade 3 students take DIBELS in Spring.

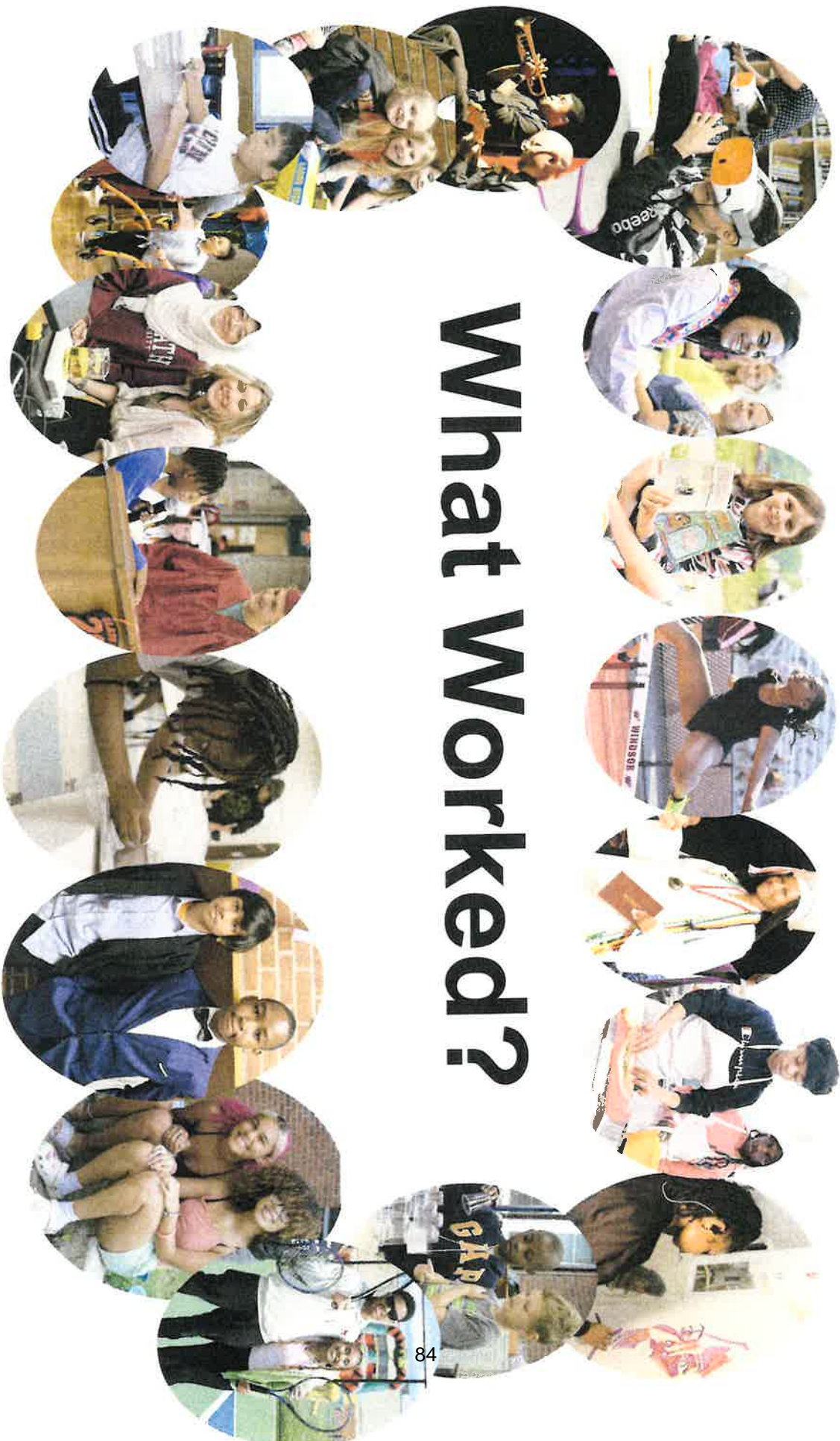
## Chronic Absenteeism through April 2024

Attendance Rate by School, District, CT April 2020-2024



Index/Rate of Chronic Absenteeism as of April 2024





# What Worked?

# Academics

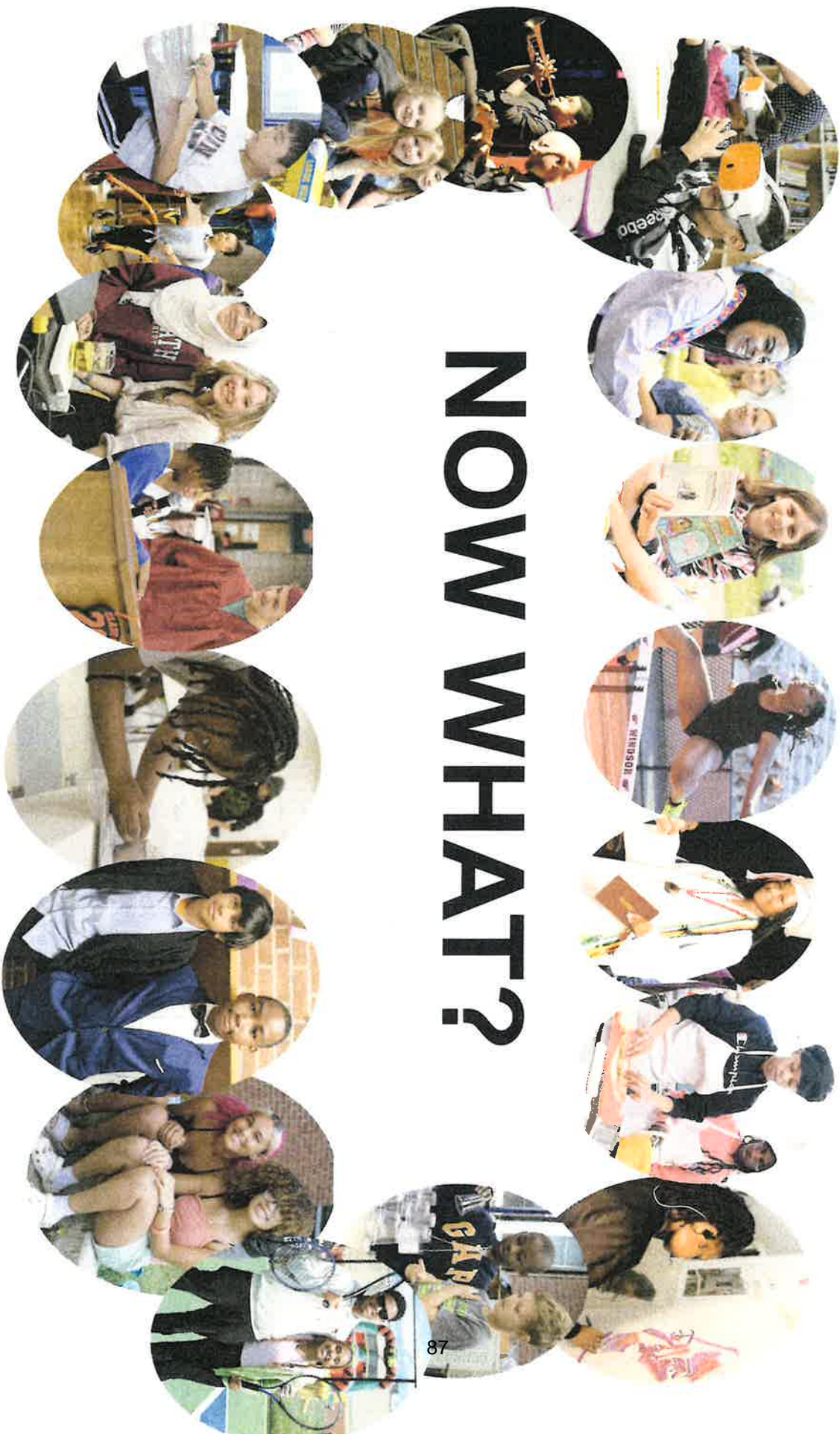
- Explicit Teaching (Going back to the basics)
- Paper-Pencil
- Limited use of technology
- Strategic roll out of BTC (Building thinking classroom)
- Frequency of walkthrough with feedback and follow up
- Pushing teachers outside of their comfort zone
- District wide alignment of PLC, Data talks, School development plans
- Consistent district wide expectations and messaging (Windsor Nation)



# Culture

- SEL tier 1 and 2 (Push in support)
- Building teachers' leadership (PLCs and teacher to teacher visits)
- Accountability (Teachers holding each other accountable)
- Self Efficacy (Trusted Teachers Team)





# NOW WHAT?

# Instructional Priorities

- Tier 1 (**Back to the Basics**)
  - Data Focus
  - SEL
- School to Home Connection

# Instructional Purpose

- I. **Why** (Highest Aspiration): Develop the Genius in Every Child.
- II. **What** (Desired Qualities): Portrait of the Graduate Attributes
  1. Critical Thinker
  2. Problem Solver
  3. Effective Communicator
  4. Socially Responsible
  5. Self Aware
- III. **How** (Daily practices, programs and Strategies)  
Shared understanding of High Quality Instruction: High Quality Instruction results in **students thinking critically** through acts of solving problems, communicating effectively, being socially responsible and self aware.

## Expectations for Daily Practices

1. Get students thinking
2. Thinking Tasks
3. Thinking Groups

**Accountability System**: Are we moving towards our highest aspirations? If not, what are we doing about it?

---

## Next Steps

- Continue to share student performance data with teachers and administrators to create a sense of accountability, transparency, and urgency
- Continue the use of the data talks structures district wide
- Continue our focus on instructional accountability by conducting frequent walkthroughs with feedback, and providing teachers with professional development aligned to areas of needs
- Communicate with families and share resources that can be used at home to support students
- Roll out our Phase 1 Instructional Purpose to faculty and staff for the 24-25 school year
- Use our accountability system to hold everyone accountable and celebrate successes along the way

Thank YOU...



# QUESTIONS



**LEVEL 2 ITEM 2A. BOARD MEMBER PROFESSIONAL DEVELOPMENT**

The Board has developed district goals and reviews them on a regular basis.

The Board of Education developed district goals in 2016. They are reaffirmed consistently and are always referred to by the BOE, administration, staff and community. They are attached.



### Mission Statement

To develop the genius in every child and create life-long learners.

### Goals

To accomplish this mission, the Windsor Public Schools, in cooperation with families and the greater Windsor community, will ensure that all students acquire the following skills and behaviors:

1. All students will demonstrate a strong work ethic, exemplary academic skills, effective oral and written communications, technological aptitude, and necessary skills to work collaboratively with others.
2. All students will demonstrate the ability to think critically and to solve complex problems utilizing analytical ability, creativity, research skills, logical reasoning, innovation, integrative understanding and resilience.
3. All students will demonstrate a knowledge and understanding of the increasingly global nature of society and behaviors associated with good citizenship.
4. All students will graduate from Windsor Public Schools with a clear achievable post-secondary plan.
5. All students will demonstrate an understanding of the importance of health and wellness.
6. All students will gain an appreciation for the visual and performing arts.

Approved by the Board of Education: December 20, 2016

## LEVEL 2 ITEM 2B. PROFESSIONAL DEVELOPMENT

The Board has incorporated Board professional development into policy.

Attached:

- BL 9250
- BL 9340

## LEVEL 2 ITEM 2B

B9250

### **Bylaws of the Board**

#### **Remuneration and Reimbursement**

##### **Remuneration**

Board of Education members shall receive no compensation for their services.

##### **Reimbursement**

Attendance by members of the Board at school board conventions or seminars held out of State, shall be approved by a majority of the Board at least two (2) months prior to the convention or seminar. The Board of Education will pay expenses for conventions and seminars held out of State in accordance with Board policies related to expense reimbursement as follows:

- A. Pre-paid registration fees;
- B. Reimbursement for hotel accommodations and meals for Board of Education members only;
- C. Travel expenses for Board of Education members only; and
- D. Board of Education members shall not be reimbursed for expenses of a spouse or companion.

Each member of the Board may attend school Board conventions or seminars within the State without the prior approval of the Board, provided that the remuneration or reimbursement for expenses shall be limited to registration fees and housing accommodations if appropriate as provided for by the Board in its annual budget.

**Bylaw Adopted: January 19, 2005**

## LEVEL 2 ITEM 2B

B9340

### **Bylaws of the Board**

#### **Membership in Associations**

The Board of Education may ordinarily hold membership and attend meetings of such local, state, regional and national school board associations as may exist, and may look upon such memberships as opportunities for in-service training.

(cf. 1500 - Relations between area, state, regional and national associations and the schools)

(cf. 9140 - Board representatives)

**Bylaw Adopted: January 19, 2005**

## LEVEL 2 ITEM 3A. POLICY

The Board related applicable agenda items to appropriate policies.

Examples of this include the BOE special meeting on 11/13/23 regarding the Board Orientation (BL 9230 and agenda attached) and BOE regular meetings on 5/21/24 regarding the CAFE Student Leadership Awards (BL 9411 and agenda attached) and the 6/18/24 regarding the Hybrid Format for Board of Education Meetings (agenda attached).

**Windsor Board of Education**  
**Special Meeting –In-Person**  
Monday, November 13, 2023 7:00 PM  
L.P. Wilson Community Center, Board Room  
601 Matianuck Avenue  
Windsor, CT 06095

- |   |                 |
|---|-----------------|
| 1. Call to Order, Pledge to the Flag and Moment of Silence            | Board President |
| 2. Audience to Visitors   | Board President |
| 3. Board Orientation with Attorney Thomas Mooney, Shipman and Goodwin | T. Mooney       |
| 4. Announcements  | Board President |
| 5. Adjournment  | Board President |

*Public Act 75-342 requires notice of special meetings to be posted in the Town Clerk's office not less than 24 hours prior to the time of such meeting. No other business shall be considered at this meeting than that listed on this agenda.*

**Bylaws of the Board**

**Orientation of Candidates and New Members**

**The Board of Education and the administrative staff shall assist each candidate for election to the Board and each newly elected member to understand the Board of Education's functions, policies, procedures and the operation of the school district. Each candidate shall be:**

1. Given selected material on the functions of the Board of Education and the school district,
2. Invited to attend Board meetings, and
3. Invited to meet with the Superintendent and other administrative personnel to discuss services they perform for the Board.

Each newly-elected member shall be:

1. Provided with a copy of the Board's policies and bylaws, administrative regulations and other available materials pertaining to orientation of new members, and
2. Encouraged to attend, at district expense, workshops for newly-elected members as approved by the Board in its annual budget.

**Bylaws Adopted: January 19, 2005**

**Windsor Board of Education**  
**Regular Meeting - Hybrid Meeting via Zoom and In-Person**

Tuesday, May 21, 2024 7:00 PM  
L.P. Wilson Community Center, Board Room  
601 Matianuck Avenue  
Windsor, CT 06095

The executive committee will not be meeting with the public at 6:30 PM this evening due to the special meeting at 6:00 PM.

**Zoom Instructions**

**Dialing in by Phone Only:**

1. Please call: 1-646-558-8656 or 1-301-715-8592
2. When prompted for participant or meeting ID, enter: 827 8475 0961 and then press #
3. You will then enter the meeting muted. During “Audience to Visitors”, if you wish to speak, press \*9 to raise your hand. Please give you name and address prior to voicing your comments.

**Joining in by Computer:**

1. Please go to the following link: <https://us06web.zoom.us/j/82784750961>  
When prompted for participant or meeting ID, enter 827 8475 0961
2. Only if your computer has a microphone for two-way communication, then during “Audience to Visitors”, if you wish to speak, press **Raise Hand** in the webinar control. If you do not have a microphone, you will need to call in on a phone in order to speak. Please give you name and address prior to voicing your comments.
3. During “Audience to Visitors,” if you do not wish to speak, you may type your comments into the Q&A feature as follows: name, address, comments.

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|---|------------------|
| 1. Call to Order, Pledge to the Flag and Moment of Silence                | D. Furie         |
| 2. Recognitions/Acknowledgements  | D. Furie         |
| <b>2.a. Recognition—CABE Student Leadership Awards:</b>                   | D. Furie/T. Hill |
| WHS—Kayla Cameron, Marcelus Brown; SPMS—Jazmin Schroeder, Luke Giacomazzi |                  |
| <b>2.b. Recognition—Sophia DiFelici, BOE Student Representative</b>       | D. Furie         |
| <b>2.c. Recognition—CABE Communication Award</b>                          | L. Lockhart      |
| 3. Audience to Visitors   | D. Furie         |
| 4. Consent Agenda   | D. Furie         |
| <b>4.a. Financial Report</b>  | D. Batchelder    |
| <b>4.b. Enrollment Report</b>   | D. Batchelder    |
| <b>4.c. Food Service Report</b>   | D. Batchelder    |
| <b>4.d. Human Resources Report</b>  | D. Batchelder    |
| 5. Approval of Minutes  | L. Lockhart      |
| <b>5.a. April 16, 2024 Regular Meeting</b>                                | L. Lockhart      |
| <b>5.b. May 1, 2024 Special Meeting</b>                                   | L. Lockhart      |
| 6. Student Representative Report  | S. DiFelici      |
| 7. Board of Education   | D. Furie         |
| <b>7.a. President's Report</b>  | D. Furie         |
| <b>7.b. Revised Last Day of School for 2024-2025</b>                      | D. Batchelder    |
| <b>7.c. Program Enhancement Project (PEP) Grants for Adult Education</b>  | D. Batchelder    |
| <b>7.d. School Liaison Reports</b>  | D. Furie         |

- |   |                        |
|---|------------------------|
| 7.d.1. Windsor High School  | A. Taylor/N. Wolliston |
| 7.d.2. Sage Park Middle School  | A. King/P. Panos       |
| 7.d.3. Clover Street School   | J. Madison             |
| 7.d.4. John F. Kennedy School   | J. Canter              |
| 7.d.5. Oliver Ellsworth School  | L. Lockhart            |
| 7.d.6. Poquonock School   | J. Halek               |
| 8. Superintendent's Report  | T. Hill                |
| 8.a. Multilingual Learner (MLL) Program   | N. Abdel-Hady          |
| 8.b. Increasing Educator Diversity Plan   | D. Batchelder          |
| 9. Committee Reports  | D. Furie               |
| 10. Other Matters/Announcements/Regular BOE Meetings                                  | D. Furie               |
| 10.a. Next BOE Regular Meeting is Tuesday, June 18, 2024,<br>7:00 PM, LPW, Board Room | D. Furie               |
| 11. Audience to Visitors  | D. Furie               |
| 12. Adjournment   | D. Furie               |

**LEVEL 2 ITEM 3A**

**B9411**

**Bylaws of the Board**

**Recognition of Accomplishments by Students, Staff Members, Citizens or Members of the Board of Education**

**Recognition for Accomplishment**

The Board is committed to recognizing and reinforcing the positive efforts and performance of individuals involved in the school system. The Superintendent shall develop procedures to honor the distinguished or exceptional achievements of students, staff and citizens. This should also include retiring staff who have contributed to the school system over an extended period of time. This may be done by recognition at Board meetings, letters of recognition, or other appropriate methods.

**Bylaw Adopted: January 19, 2005**

**Windsor Board of Education**  
**Regular Meeting - Hybrid Meeting via Zoom and In-Person**  
 Tuesday, June 18, 2024 7:00 PM  
 L.P. Wilson Community Center, Board Room  
 601 Matianuck Avenue  
 Windsor, CT 06095

**Zoom Instructions**

**Dialing in by Phone Only:**

1. Please call: 1-646-558-8656 or 1-301-715-8592
2. When prompted for participant or meeting ID, enter: 845 2112 0249 and then press #
3. You will then enter the meeting muted. During "Audience to Visitors", if you wish to speak, press \*9 to raise your hand. Please give you name and address prior to voicing your comments.

**Joining in by Computer:**

1. Please go to the following link: <https://us06web.zoom.us/j/84521120249>  
 When prompted for participant or meeting ID, enter 845 2112 0249
2. Only if your computer has a microphone for two-way communication, then during "Audience to Visitors", if you wish to speak, press **Raise Hand** in the webinar control. If you do not have a microphone, you will need to call in on a phone in order to speak. Please give your name and address prior to voicing your comments.
3. During "Audience to Visitors," if you do not wish to speak, you may type your comments into the Q&A feature as follows: name, address, comments.

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|--|------------------------|
| 1. Call to Order, Pledge to the Flag and Moment of Silence   | D. Furie               |
| 2. Recognitions/Acknowledgements   | D. Furie               |
| 2.a. Recognition--WHS Juried Art Show, Board of Education Purchase Prize to Aron Kiehne for "Treehouse", Superintendent's Purchase Prizes to Chay Williams for "Holders of Life" and to Aiden McGraw for "Breaking Free"; WHS Purchase Prize to Briana Martinez for "Overthinking" | D. Furie/T. Hill       |
| 2.b. Announcement--Windsor Educator of the Year, Christina McCann, and Paraeducator of the Year, Susan Lyons   | D. Batchelder          |
| 3. Audience to Visitors  | D. Furie               |
| 4. Consent Agenda  | D. Furie               |
| 4.a. Financial Report  | D. Batchelder          |
| 4.b. Enrollment Report   | D. Batchelder          |
| 4.c. Food Service Report   | D. Batchelder          |
| 4.d. Human Resources Report  | D. Batchelder          |
| 5. Approval of Minutes   | L. Lockhart            |
| 5.a. May 21, 2024 Special Meeting  | L. Lockhart            |
| 5.b. May 21, 2024 Regular Meeting  | L. Lockhart            |
| 5.c. June 4, 2024 Policy Committee Meeting   | L. Lockhart            |
| 6. Board of Education  | D. Furie               |
| 6.a. President's Report  | D. Furie               |
| 6.b. School Liaison Reports  | D. Furie               |
| 6.c.1. Windsor High School   | A. Taylor/N. Wolliston |

6.b.2. Sage Park Middle School	A. King/P. Panos
6.b.3. Clover Street School	J. Madison
6.b.4. John F. Kennedy School	J. Canter
6.b.5. Oliver Ellsworth School	L. Lockhart
6.b.6. Poquonock School	J. Halek
6.c. Discussion and Possible Action to Extend the Current Hybrid Format for Board of Education Meetings	D. Furie
7. Superintendent's Report	T. Hill
7.a. 2023-2024 Academics Update	N. Abdel-Hady
7.b. CT Leaders and Educators' Evaluation and Support Plan	N. Abdel-Hady
8. Committee Reports	D. Furie
9. Other Matters/Announcements/Regular BOE Meetings	D. Furie
9.a. BOE Special Meeting, Tuesday, June 25, 2024, 7:00 PM, LPW, Board Room	D. Furie
9.b. Next BOE Regular Meeting is Tuesday, September 17, 2024, 7:00 PM, LPW, Board Room	D. Furie
10. Audience to Visitors	D. Furie
11. Adjournment	D. Furie

## **LEVEL 2 ITEM 3B. POLICY**

Policy discussions are a regular part of Board meetings.

Attached:

- December 19, 2023 regular meeting agenda

**Windsor Board of Education**  
**Regular Meeting – Hybrid Meeting via Zoom and In-Person**

Tuesday, December 19, 2023 7:00 PM  
 L.P. Wilson Community Center, Board Room  
 601 Matianuck Avenue  
 Windsor, CT 06095

**Zoom Instructions**

**Dialing in by Phone Only:**

1. Please call: 1-646-558-8656 or 1-301-715-8592
2. When prompted for participant or meeting ID, enter: 875 0032 8965 and then press #
3. You will then enter the meeting muted. During “Audience to Visitors”, if you wish to speak, press \*9 to raise your hand. Please give you name and address prior to voicing your comments.

**Joining in by Computer:**

1. Please go to the following link: <https://us06web.zoom.us/j/87500328965>  
 When prompted for participant or meeting ID, enter 875 0032 8965
2. Only if your computer has a microphone for two-way communication, then during “Audience to Visitors”, if you wish to speak, press **Raise Hand** in the webinar control. If you do not have a microphone, you will need to call in on a phone in order to speak. Please give you name and address prior to voicing your comments.
3. During “Audience to Visitors,” if you do not wish to speak, you may type your comments into the Q&A feature as follows: name, address, comments.

- |  |                            |
|--|----------------------------|
| 1. Call to Order, Pledge to the Flag and Moment of Silence   | D. Furie                   |
| 2. Recognitions/Acknowledgements   | D. Furie                   |
| 3. Audience to Visitors  | D. Furie                   |
| 4. Consent Agenda  | D. Furie                   |
| 4.a. Financial Report  | D. Batchelder              |
| 4.b. Enrollment Report   | D. Batchelder              |
| 4.c. Food Service Report   | D. Batchelder              |
| 4.d. Human Resources Report  | D. Batchelder              |
| 5. Approval of Minutes   | L. Lockhart                |
| 5.a. November 21, 2023 Regular Meeting   | L. Lockhart                |
| 5.b. December 7, 2023 Policy Committee   | L. Lockhart                |
| 5.c. December 12, 2023 Long Range Planning Committee   | L. Lockhart                |
| 6. Student Representative Report   | T. Hoagland                |
| 7. Board of Education  | D. Furie                   |
| 7.a. President's Report  | D. Furie                   |
| 7.b. Policy Adoption, 1 <sup>st</sup> Reading  | D. Furie                   |
| 7.b.1. Revised P 5112 Age of Attendance  | N. Wolliston/N. Abdel-Hady |
| 7.b.2. Revised AR 5123.1 Promotion/Retention (WHS)   | N. Wolliston/N. Abdel-Hady |
| 7.b.3. Revised 6148 Policy to Improve Completion Rates of the Free Application for Federal Student Aid (FAFSA) | N. Wolliston/N. Abdel-Hady |
| 7.b.4. Revised P 6200 Adult/Continuing Education   | N. Wolliston/N. Abdel-Hady |
| 7.c. School Liaison Reports  | D. Furie                   |
| 7.c.1. Windsor High School   | A. Taylor/N. Wolliston     |
| 7.c.2. Sage Park Middle School   | A. King/P. Panos           |
| 7.c.3. Clover Street School  | J. Madison                 |
| 7.c.4. John F. Kennedy School  | J. Canter                  |

- |   |               |
|---|---------------|
| 7.c.5. Oliver Ellsworth School  | L. Lockhart   |
| 7.c.6. Poquonock School   | J. Halek      |
| 7.d. Discussion and possible action on parent concern<br>(discussion proposed for executive session)  | P. Panos      |
| 8. Superintendent's Report  | T. Hill       |
| 8.a. Budget Assumptions, 2 <sup>nd</sup> Reading  | D. Batchelder |
| 8.b. Update on OE Mold/Buses  | D. Batchelder |
| 8.c. School Calendars 2024-2025; 2025-2026, 1 <sup>st</sup> Reading   | D. Batchelder |
| 9. Committee Reports  | D. Furie      |
| 10. Other Matters/Announcements/Regular BOE Meetings  | D. Furie      |
| 10.a. Next BOE Regular Meeting is Wednesday, January 17, 2024,<br>6:30 PM, (Superintendent Presents Budget, Public Forum, Regular<br>Meeting) LPW, Board Room | D. Furie      |
| 11. Audience to Visitors  | D. Furie      |
| 12. Adjournment   | D. Furie      |

**LEVEL 2 ITEM 3D. POLICY**

The Board has adopted a policy on civility. Board policy 9271 Code of Ethics addresses civility (attached).

**Bylaws of the Board**

**Code of Ethics**

As a guide to performing their duties, Board members should:

1. Be an advocate of high quality free public education for all Connecticut children;
2. As an agent of the state, uphold and enforce all laws, rules, regulations and court orders pertaining to public schools, and bring about any needed change only through legal and ethical means;
3. Help create public schools which meet the individual educational needs of all children regardless of their ability, race, color, national origin, ancestry, sex, sexual orientation, physical or mental disability, religion or social standing;
4. Work to help the community to understand the importance of proper support for public education;
5. Become informed about the nature, value and direction of contemporary education and support needed change in the schools;
6. Recognize that a Board member's responsibility is not to "run the schools," but to see that they are well-run through effective policies;
7. Exercise care in any discussions concerning the employment, performance, promotion, evaluation, health or dismissal of a Windsor Public School employee or applicant for employment because (1) they do not supervise such employees and (2) they may be required to make impartial judgments concerning such employees. Board members should refrain from such discussions unless acting as a personal reference during the normal course of the hiring process.
8. Recognize that they are prohibited from discussing confidential information they receive as Board members concerning academic or disciplinary matters related to Windsor Public school students except as permitted by law.
9. Confine Board action to policy-making, planning, and appraisal, and consult with those who will be affected by the Board's actions;
10. Arrive at conclusions after fully discussing the issue at an open meeting, and abide by the principle of majority rule;
11. Recognize that authority rests only with the whole Board assembled in a meeting, and make no personal promises nor take any private action that may compromise the Board;
12. Acknowledge that the Board represents the entire school community, and will refuse to surrender their independent judgment to special interests or partisan political groups;
13. Never use the position on the Board for personal gain;

14. Hold confidential all matters pertaining to the schools that, if disclosed, might needlessly injure individuals or the schools;
15. Ensure that all school business transactions be open and ethical;
16. Ensure that the best personnel available are appointed to all positions in the district;
17. Refer all complaints through the proper "chain of command" within the system, and act on such complaints at public meetings only when administrative solutions fail;
18. Treat all fellow Board of Education members, school district employees and community members with mutual respect, trust, civility and regard for each other's respective roles and responsibilities; and
19. Practice and promote ethical behavior in the Boardroom as a model for all members of the school district.

**Bylaw Adopted: January 19, 2005**

## LEVEL 2 ITEM 4B. COMMUNITY RELATIONS

The Board has successfully worked with other community leaders. A monthly BOE report (attached) is provided to the town governing body, Town Council, on a monthly basis. Either the BOE President or Secretary attends the meeting to give the report and answer any questions from Town Council members. Additionally, the Chair of BOE Finance Committee (along with the Superintendent, Director of Business Services and Human Resources and BOE President) provides a presentation on the BOE budget each April (April TC meeting agenda attached). The Town Council membership is invited to district events such as convocation and graduation. They receive a copy of the BOE agenda and attachments for all regular and special meetings.

All Town Council meetings are live streamed and available to the community on the town's website. They are also available through our local cable access channel.

Attachments:

- 4/3/24 Town Council Special Meeting Agenda
- 6/3/24 BOE Report to Town Council

# TOWN OF WINDSOR, CONNECTICUT

## Special Meeting Notice



### Zoom Instructions

#### Dialing in by Phone Only:

Please call: **312 626 6799** or **309 205 3325**

1. When prompted for participant or meeting ID enter: **841 7852 8288** then press #
2. You will then enter the meeting muted. During Public Comment if you wish to speak press \*9 to raise your hand.

#### Joining in by Computer:

Please go to the following link: <https://us02web.zoom.us/j/84178528288>

When prompted for participant or meeting ID enter: **841 7852 8288**

1. Only if your computer has a microphone for two way communication, then during Public Comment if you wish to speak press **Raise Hand** in the webinar control. If you do not have a microphone you will need to call in on a phone in order to speak.
2. During Public Comment if you do not wish to speak you may type your comments into the Q&A feature.

**AGENCY:** Town Council

**DATE:** April 3, 2024

**PLACE:** Hybrid Meeting – in person in Council Chambers and via Zoom

**TIME:** 6:30 PM

### AGENDA

1. Call to Order
2. Board of Education
3. Revenues
4. Public Works
5. Landfill Enterprise Fund
6. Resident Transfer Station Enterprise Fund
7. Adjournment

Public Act 75-312 requires notice of special meetings to be posted in the Town Clerk's Office no less than 48 hours prior to the time of such meetings. No other business shall be considered at this meeting than that listed on this Agenda.



**Board of Education Report to Town Council  
Monday, June 3, 2024**

- The Windsor High School Class of 2024 Commencement will take place on Tuesday, June 11, 2024 at the Bushnell Performing Arts Center at 6:30 PM. The last day of school for students Pre-K to Grade 11 will be Friday, June 7, 2024.
  
- After more than many nominations across the district, building level interviews and 12 district finalists, the WPS District Selection Committees announced two amazing staff members who will go on to represent the district at the state level. Last week, the Paraeducator of the Year and Teacher of the Year were surprised at their respective schools by the requisite selection committees. The Paraeducator of the Year is Ms. Susan Lyons at John F. Kennedy School. The Teacher of the Year is Mrs. Christina McCann at Poquonock School. Both will move on to the state process.
  
- Congratulations to the following students who have signed to play athletics at a college/university next fall - these students are in addition to the students announced at the May Town Council meeting:
  - Maxim Copeland- Outdoor Track & Field- Morgan State University
  - Jordan Crain- Outdoor Track- Livingstone College
  - Eli Fangiullo- Baseball- Wentworth Institute of Technology
  - Noah Fedo- Boys Swimming & Diving- Widener University
  - Hunter Howard- Outdoor Track- Livingstone College
  - Kaiden James- Boys Basketball- Westfield State University
  - Destiny Ross-Bates- Track & Field- Livingstone College
  - Mikaela Williams- Girls Basketball- University of Hartford
  
- On May 22, 2024, Windsor High School held their annual Art and Fashion Show. The following students' art work were selected as the purchase prizes:
  - BOE Purchase Prize selected by BOE Vice President Ayana Taylor
    - *Treehouse* by **Aron Kiehne**
  - Superintendent's Purchase Prizes selected by Superintendent Dr. Terrell Hill
    - *HOLDERS of Life* by **Chay Williams**
    - *Breaking Free* by **Aiden McGraw**
  - Windsor High School Purchase Prize selected by Principal Breon Parker
    - *Overthinking* by **Briana Martinez**

- The district is pleased to announce the appointment of the JFK Principal:
  - **Mr. Dana Gagne** has been appointed by the Board of Education as the permanent principal of John F. Kennedy School. He has served as acting principal since last July. Mr. Gagne has been an educator for WPS for the past 24 years. His remarkable ascent through the ranks stands as a testament to his passion for education, tireless work ethic, and unwavering commitment to the success of our students.
  
- The BOE's next regular meeting will be on Tuesday, June 18, 2024 at 7:00 PM in the Board Room at LP Wilson Community Center.
  
- Dr. Hill's Coffee Talks have concluded for this school year. Please watch for his Coffee Talks for the 2024-2025 school year which will be posted on the district website.

## LEVEL 2 ITEM 4C. COMMUNITY RELATIONS

The Board of Education and district often work with Windsor Community Television: WIN-TV.

WIN-TV provides videotaping services for Board of Education meetings in our newly renovated Board Room and livestreams our meetings out into the community. They also are available to tape other district events. This year, WIN-TV taped our August New Teacher Orientation, a three-day event. They were able to take the taped video, and edit and produce training guides for our human resources department for future use with new employees.

From WIN-TV's website:

Windsor Community Television (WIN-TV) is a private, non-profit, corporation and was incorporated by the State of Connecticut in January of 1982. WIN-TV is a public, education, and government (PEG) cable community access provider. The Hartford area franchise holder in 1981 was Times Mirror Communication Inc. and was required, by a franchise agreement with the Connecticut Department of Public Utilities Control (DPUC), to establish Community Access Television in each of the six Hartford Franchise towns once proper wiring passed a sufficient number of homes in each town.

Once the station was incorporated, Times Mirror supported WIN-TV through direct dollar grants, employed the Station Manager, and shared equipment. With this strong support from the Franchise, WIN-TV was ready to begin programming from its first home, the basement of Windsor Public Library. Programming was created by community volunteers and we were on the air two hours each weekday evening when volunteers could come to the station and run the tapes.

The station has grown since then to a 24 hour community station. With the ability to watch programming on demand as well as a mobile app coming soon.

## LEVEL 2 ITEM 5A. RELATED ORGANIZATIONAL LEADERSHIP

Representatives of the Board presented a workshop related to a district initiative at the annual C/ABE/CAPSS Convention

- Dr. Michael Mallery, Director of SEL for Windsor Public Schools and WPS SEL Specialist Damion Morgan presented *Transforming Culture and Connecting to SEL Dots Across a District*. (presentation attached).



**Transforming Culture and Connecting the SEL Dots Across a District**  
**#SELiswhatwedo**



**Dr. Michael Mallery Ph.D.** - District SEL Coordinator  
**Damion Morgan** - SEL Specialist

**CABE/CAPSS Convention**  
**November 17, 2023**



**Dr. Michael Mallery**  
Windsor Public Schools  
Director of SEL



**Damion Morgan**  
Windsor Public Schools  
SEL Specialist

## Our Norms

- Seek to understand
- Ask questions and provide feedback in the chat
- Stay flexible & adaptable
- Acknowledge our limits
- Family (#weareWINDsor)

## 3 P's: Purpose, Process, Payoff

- 1 Purpose:** To provide an understanding of how we are transforming culture through **Social Emotional Learning and Strategic Partnerships**
- 2 Process:** Walkthrough our SEL Process and engagement practices
- 3 Payoff:** A better understanding of SEL and how we are transforming culture and being intentional about how we teach SEL skills to all members of our school community.

# Vision & Core Strategies

## OFCP VISION

Our vision is to increase student achievement through improved collaborative partnerships and to further develop capacity (skill and understanding) of families, the schools and partners.

**SEL Vision:** To build a thriving learning community where social and emotional growth is at the heart of every classroom, creating an empowering and supportive environment for students, teachers, and staff.

## THREE CORE STRATEGIES

1. Build collaborative trusting relationships
2. Implement high quality learning practices
3. Develop capacity of families & school staff focused on learning

## Organization

1

Prioritized by our Superintendent Dr. Terrell Hill.

2

Conducted initial SEL strategy meetings with each school Admin Team, district office, Office of Family & Community Partnerships (OFCP).Hired a team of SEL specialists assigned to each school

3

Conducted District-wide Professional Development Trainings for teachers/staff/SEL specialists

4

Focused all communication on **SEL SKILLS Strengths | Needs | Challenges**

5

Intentional Collaboration with our Asst. Superintendent for Instructional Services Dr. Noha Hady



What skills do we want our children to have and be able to showcase when they graduate?

## How We Define SEL in Windsor

**SEL** is the deliberate daily practice of teaching, learning, and acquiring the skills necessary to transform the educational experience for both students and adults.

Self-Awareness

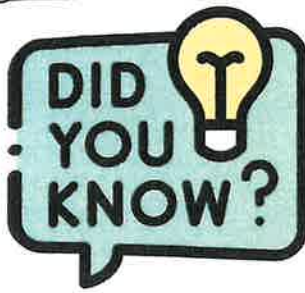
Social Awareness

Self-Management

Relationship Building

Responsible  
Decision-Making

CASEL 5 Core Competencies

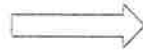


approximately  
**15,884.75 hours**  
**952,485 minutes**

In One Academic Year (In School)  
 approximately  
**1,222.68 hours**



Grade Range	Total Hours (Standard Bell Schedule)	Total Minutes (Standard Bell Schedule)
K - 2	<b>3665.25</b> hours	<b>219,915</b> minutes (approx)
3 - 5	<b>3665.25</b> hours	<b>219,915</b> minutes (approx)
6 - 8	<b>3665.25</b> hours	<b>219,915</b> minutes (approx)
9 - 12	<b>4877</b> hours	<b>292,620</b> minutes (approx)
K-12 approximately 15,884.75 hours   952,485 minutes   *Does not include absenteeism etc.   181 Day/yr		



**approximately 40 to 50 teachers**

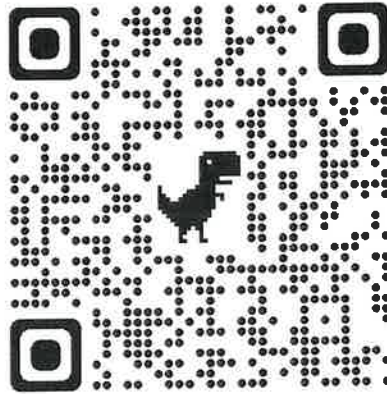
## Activity #1: TURN & TALK



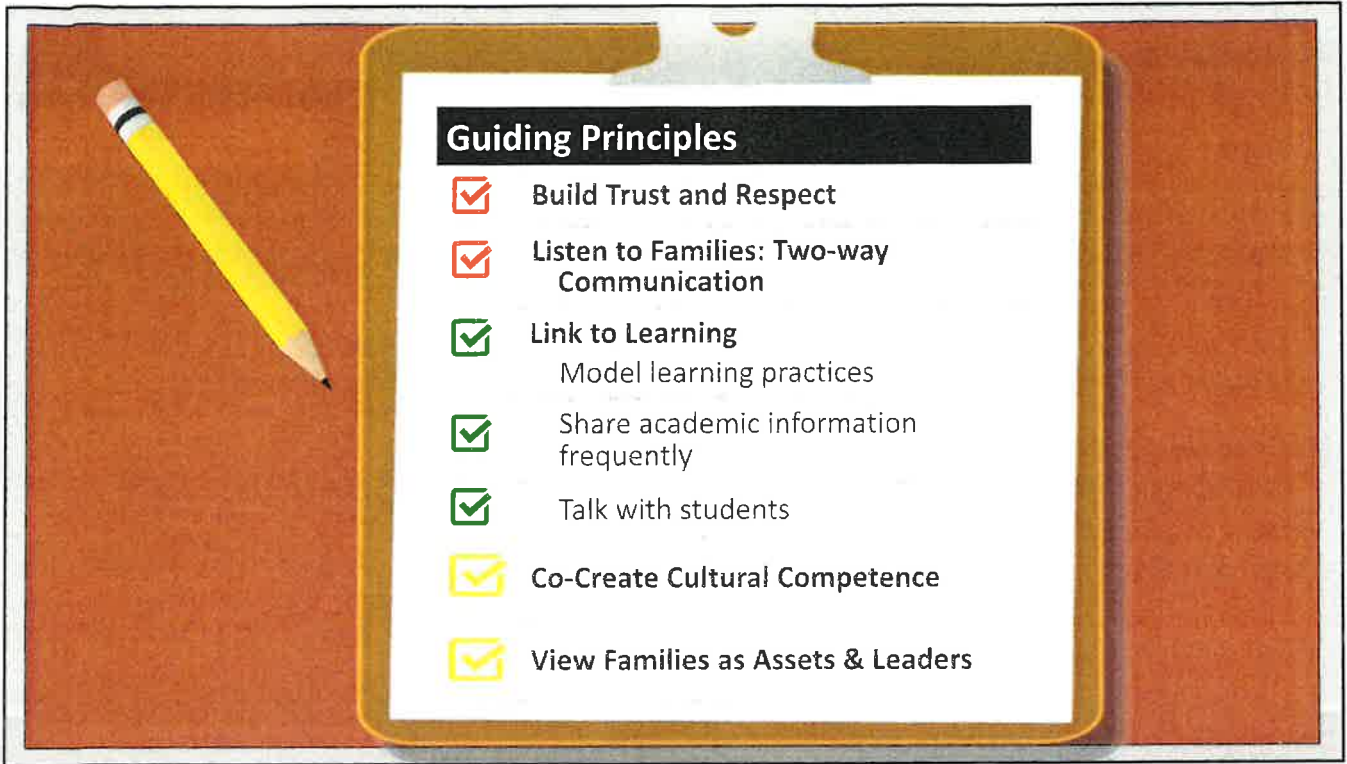
**Think-Pair-Share:** **approximately** how many transformative schools/teachers/leaders did you have during your K-12 experience as a student?

# Activity #1: SEL Reflection

Reflect on your Social Emotional Learning experiences. What words or phrases come to mind when you think of excellent SEL?

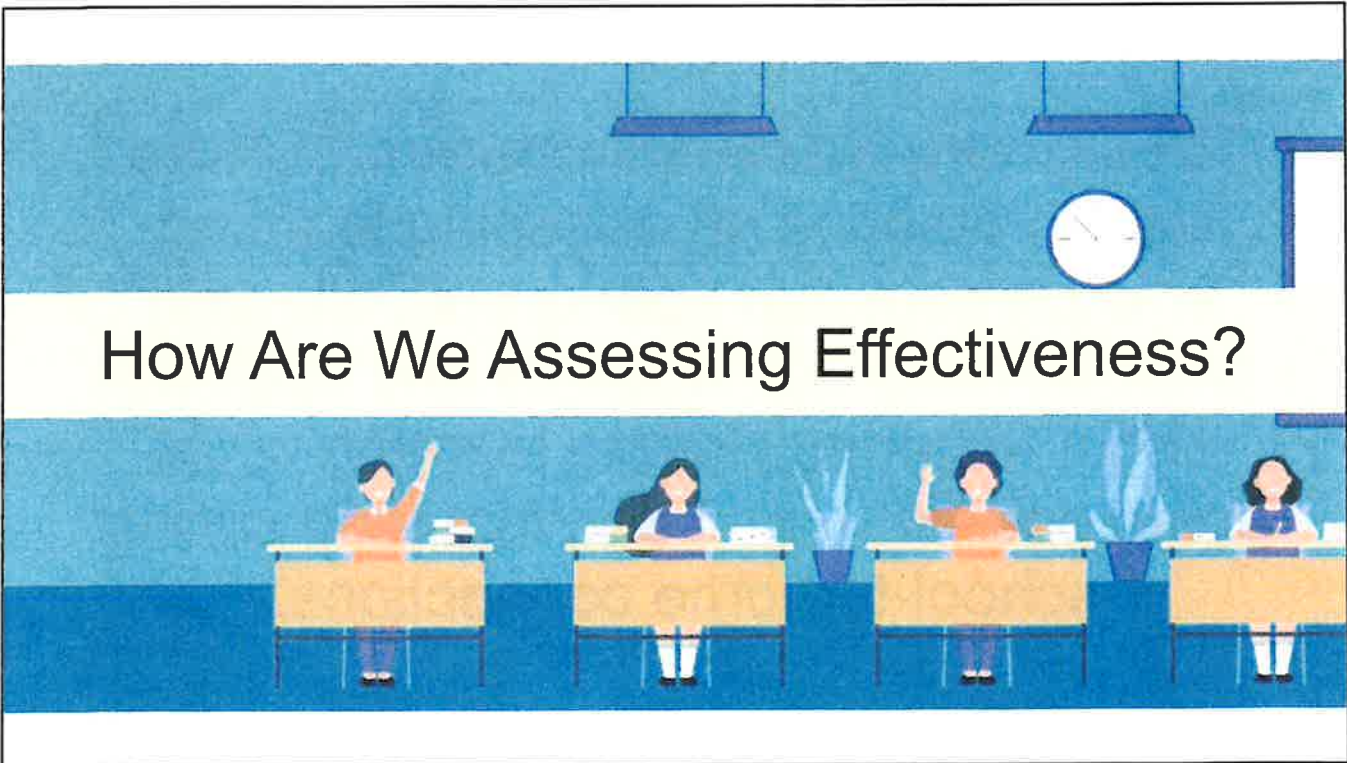


**"Designing a Transformative Culture** entails creating an engaging learning environment that sparks curiosity and empowerment for students and staff. It's about fostering lifelong learning while being data-informed and fostering strong school-to-home connections.



**Guiding Principles**

- ✓ Build Trust and Respect
- ✓ Listen to Families: Two-way Communication
- ✓ Link to Learning
  - Model learning practices
- ✓ Share academic information frequently
- ✓ Talk with students
- ✓ Co-Create Cultural Competence
- ✓ View Families as Assets & Leaders



**How Are We Assessing Effectiveness?**

The illustration shows a classroom with four students at desks. A clock on the wall indicates the time. The students are engaged in learning, with one student raising their hand.



# CSDE's Entry Points for Implementing SEL



## State-Level Priorities on SEL

125,445 CT Students Assessed

3 Cohorts

\*Windsor Cohort #1



Scale-up SEL based on statewide findings provided by districts to improve student academic and behavioral outcomes.



Intensify tier one supports based on feedback from districts.



Bolster TA and coaching on using the Devereux Student Strengths Assessment (DESSA) System and integration into implementation practices.



Unpacking SEL as a measurable indicator to uncover students' needs much earlier.

## DESSA Cycle



- Devereux Student **Strengths** Assessment Mini
- Three times per year (September, January, May)™
- Completed by teacher (K-8)
  - High School Student Self Reflect

This form describes a number of behaviors seen in some children. Read the statements that follow. The phrase: *During the past 4 weeks, how often did the child...* and place a check mark in the box under nearly the word that tells how often you saw the behavior. Answer each question carefully. There are no right or wrong answers. Please answer every item. If you wish to change your answer, put an X through it and fill in your new choice as shown to the right.

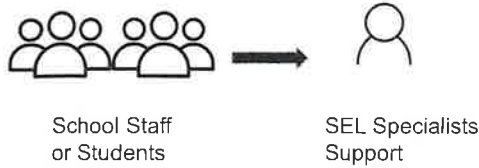
Never Rarely Occasionally Frequently Very Frequently

Item #	During the past 4 weeks, how often did the child...	Never	Rarely	Occasionally	Frequently	Very Frequently	Score
1.	accept responsibility for what she/he did?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
2.	do something nice for somebody?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
3.	talk about positive things?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
4.	pay attention?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
5.	contribute to group efforts?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
6.	perform the steps of a task in order?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
7.	show care when doing a project or school work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
8.	follow the advice of a trusted adult?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
						Raw Score Sum	_____



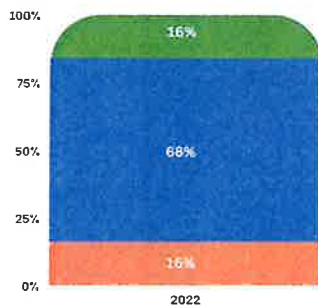
## The Aperture 8

1. Nationally standardized, strength-based behavior rating scale
2. Assesses social and emotional competencies and is intended to help support instruction, document students' strengths and areas of need
3. Provides data to track interventions and monitor progress at individual and group level for students
4. System enables us to make strategic, data-based decisions about SEL within our schools.



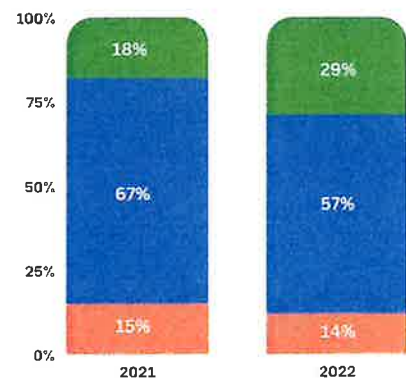
### NATIONAL AVERAGE

- Need for Instruction
- Typical
- Strength



### WINDSOR PUBLIC SCHOOLS

- Need for Instruction
- Typical
- Strength



Clover Street School  
Serving 3rd-5th Grades

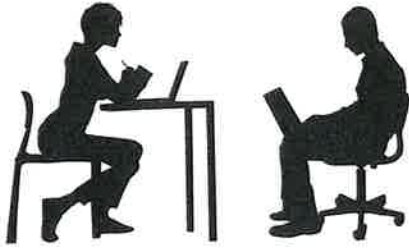
## SEL ASSESSMENT OVERVIEW

DESSA Cycle

Data Analysis

Tiered Interventions

Results



## Data Analysis

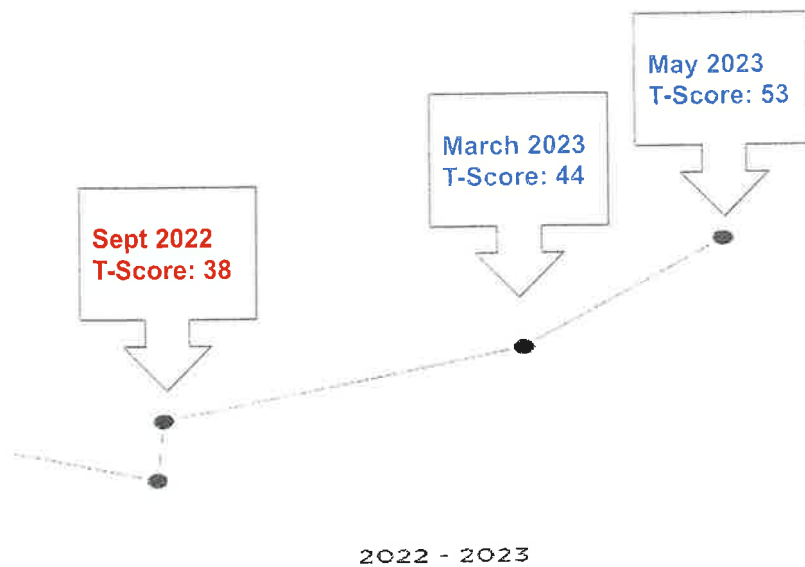
Purpose: To identify areas of need for social emotional learning skills development

The DESSA-MINI SCALE  
(Reference)

Need Range | 28 - 39

Typical Range | 41 - 59

Strength Range | 61 - 71



# SEL Tiered Interventions

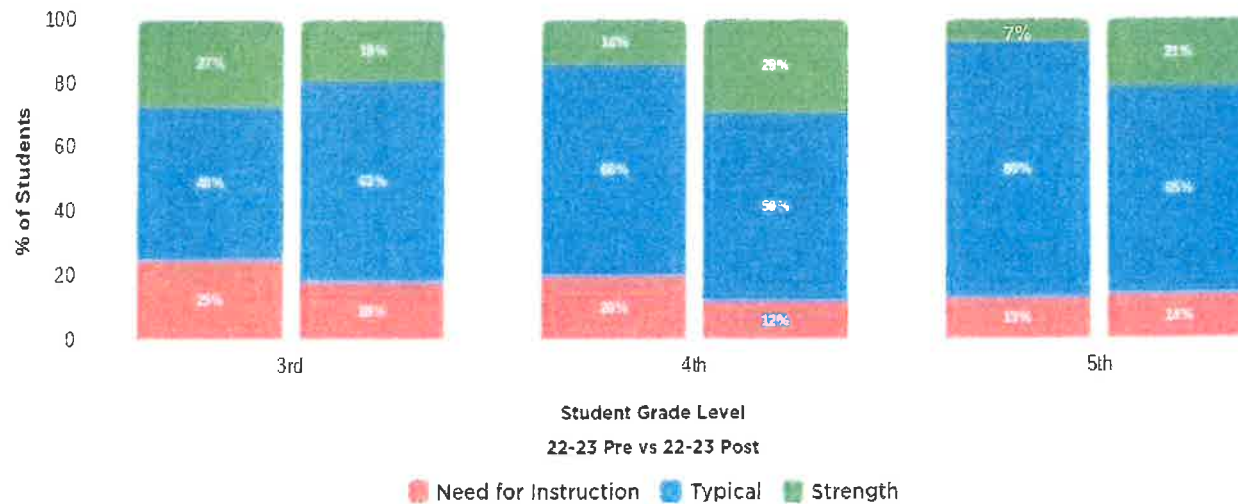
Aligned with MTSS (Multi-tiered System of Support) school model

- Tier I (Whole School & Whole Class)
  - Pod Days
  - Morning Meeting
  - Morning Broadcast
  - Schoolwide/Classroom Expectations
  - Centers
  - Calm Corner
  - Family Events
- Tier II/III (Small Groups & One-on-One)
  - Second Step
  - Centervention
  - Lego Education
  - Check In/Check Out
  - SEL Lunch Bunch



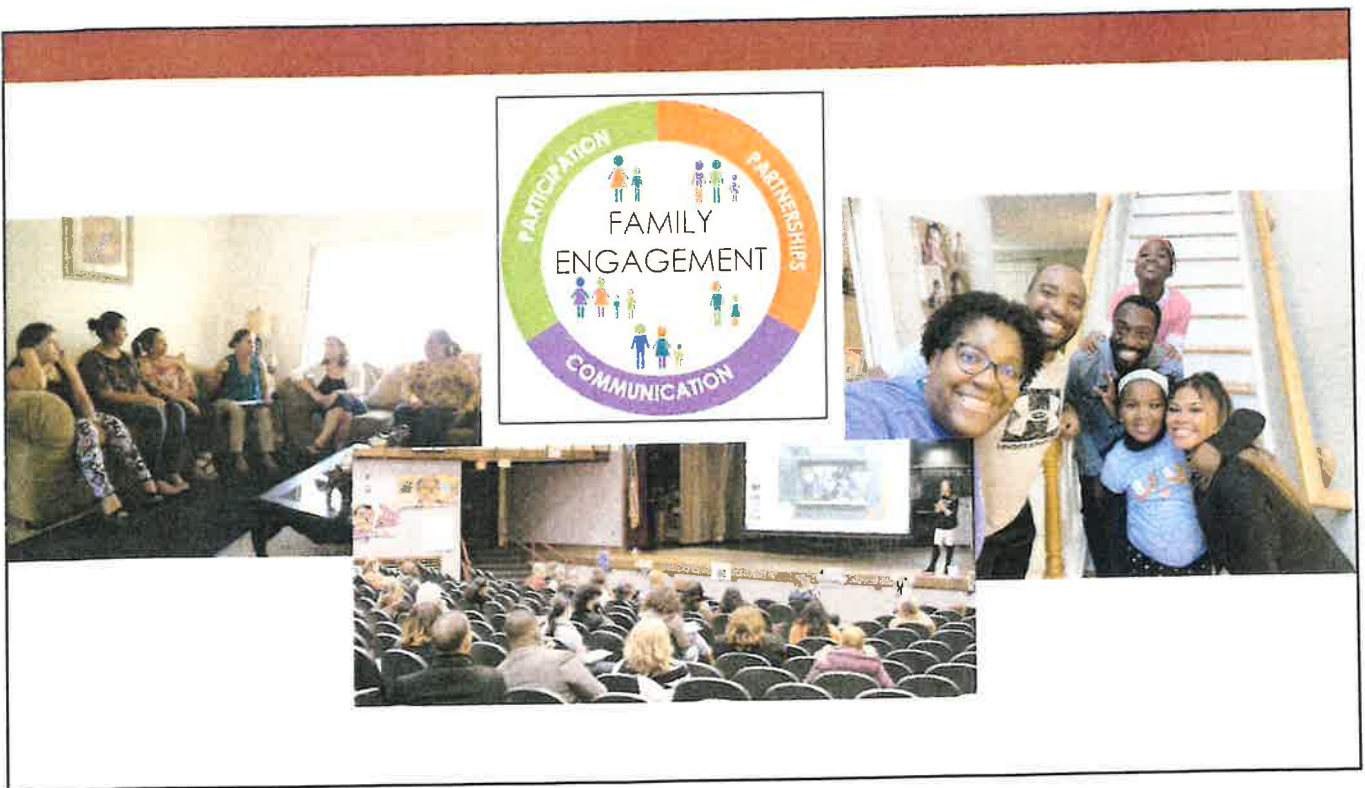
## Change in Students' Social and Emotional Competence by Grade Level

Source: <https://www.azed.gov/>



## Activity #2: SEL Practical Activity

# Mum Game



# Activity #3: Reflecting on Family Engagement

## TURN & TALK

How do you define family, school,  
and community partnership?

Family engagement is...



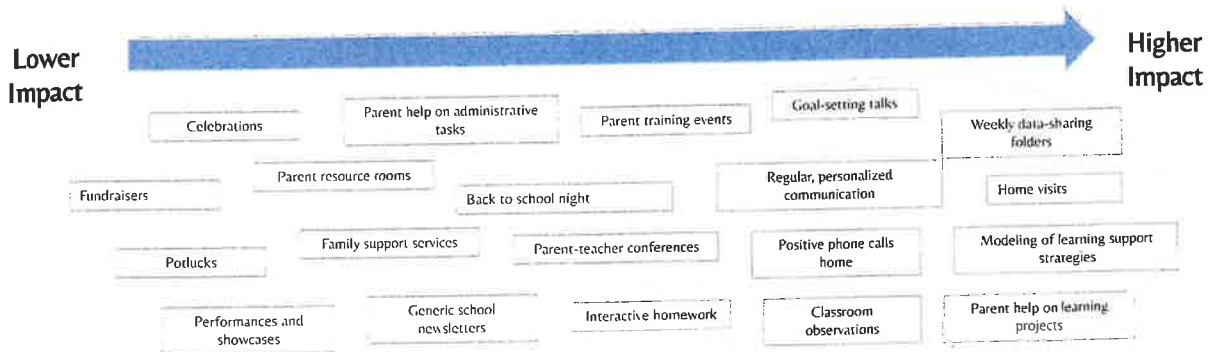
a full, equal and equitable partnership  
among families, educators and community  
partners  
to promote children's learning and  
development,  
from birth through college and career.

What?

- Full** Collaborating closely and consistently
- Equal** Partners with different roles but equal status
- Equitable** Families are empowered  
Removing systemic and structural, barriers

## High Impact Family Partnership

CTSDE Framework: Family engagement should be relational, should build capacity of families **and** staff, and be linked to learning



Courtesy of Flamboyant Foundation

### What is School-Home Connection?

A successful home-school partnership is a way to establish frequent two way communication. It depends on the development of mutual trust and respect between the school and parents.

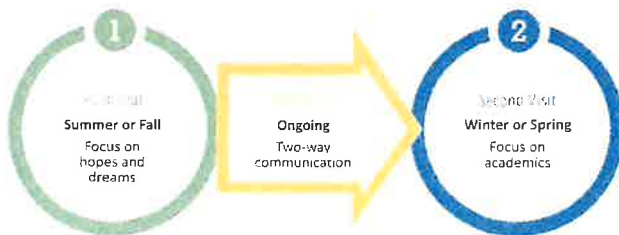
(New Ways to Engage Parents, Patricia Edwards)

### What is Parent Teacher Home Visits?

The Parent Teacher Home Visits (PTHV) model emphasizes shared leadership and respect for all individuals. Training teachers to establish meaningful connections with student families through voluntary, 30-40 minute home visits enhances instruction. The two-visit approach begins with an ice-breaking visit in early fall, focusing on hopes and dreams, followed by ongoing communication and a second visit addressing academic or relevant student/family concerns.

#### The Visits

PTHV is a two-visit model.



#### Parent Teacher Home Visits

#### Non-Negotiable Core Practices



## Outcomes

### For Staff and Families

- ❖ Increased trust and empathy for co-educators
- ❖ Increased capacity to better engage students academically

### For Students

- ❖ Increased student attendance rates
- ❖ Increased academic success for students
- ❖ Decreased suspension/expulsion rates
- ❖ Decreased vandalism at school site



## SEL Big Picture



What skills and story do we want our children to have and be able to share when they graduate?

## Student Led Advisory



**Kruti Dharsandiya**

Class of 2023

[Link](#)



## SEL Link to Learning Initiative



## Transforming Culture - Inside Of Windsor Public Schools

Assessment	Tier 1 & 2 Lessons	One-on-One	Student Led Advisory
PTHV	Attendance Matters	School to Home	Video Modeling
Star Tickets	Chess Club	Calm Corners	SEL + Family
Skill Development Small Groups	SEL Day	Student Modeling	Sensory
Ambassadors	Workshops	Gamification	Mediations
SEL Blocks	SEL Advisory	SEL + PBIS	SEL Career Exposure

### WHS Student SEL Reflections



Sometimes high school can be a lot, but it's important to really understand what is best for you by being able to have the **self-management skills** to truly put your best potential out there.

**Kruti Dharsandiya** - WHS Class of 2023 Valedictorian



I am a very observational person. Along with observing others I also observe myself, my actions, behaviors, thoughts and emotions. I am always in tune with myself which is why I would consider **self-awareness** my strongest SEL skill. Learning these skills should be mandatory for all students.

**Aleyna Romero** - WHS Class of 2023



Everyday I attend school, I really enjoy showcasing and working on my **self-management skills**. I know what I need to get done to be a successful student.

**Trey Griggs** - WHS Class of 2023

# Windsor SELibrations

## National Awards/Recognition



21-22 SEL Star District



2023 SEL Impact Award



## Questions?



**Dr. Michael Mallery**  
Windsor Public Schools  
Director of SEL



**Damion Morgan**  
Windsor Public Schools  
SEL Specialist

## **LEVEL 2 ITEM 5C. RELATED ORGANIZATIONAL LEADERSHIP**

The Board works closely with its local legislative delegation to improve schools.

- BOE President David Furie, Secretary Leonard Lockhart, along with Superintendent Dr. Terrell Hill, Assistant Superintendent Dr. Noha Abdel-Hady and Chief of Operations Danielle Batchelder, attended the 2024 CREC/CABE/HASA Legislative Forum on February 21, 2024. The group met with Windsor legislators, Maryam Khan, Jane Garibay and Douglas McCrorey.
- BOE President David Furie, Secretary Leonard Lockhart and Minority Leader Paul Panos attended the CABE Day on the Hill with Assistant Superintendent Dr. Noha Abdel-Hady and Chief of Operations Danielle Batchelder on March 13, 2024. President Furie escorted three WHS students to the event. They met with Windsor legislators Jane Garibay, Douglas McCrorey, John Kissel and Tami Zawistowski (State Representative for Windsor Locks, Suffield, and East Granby).

**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** September 17, 2024

**PREPARED BY:** Danielle Batchelder,  
Chief of Operations

**PRESENTED BY:** Danielle Batchelder

**ATTACHMENTS:** None

**SUBJECT:** Staffing Update for Opening of 2024-2025 School Year

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**BACKGROUND:** For the September Board of Education meeting, information is always provided on all of the personnel actions that have taken place since the June Board of Education meeting.

**A. Recruitment Fairs**

Administration actively recruited new teachers starting in the winter of 2023 through the beginning of September 2024. We attended numerous recruitment fairs and were able to hold on the spot interviews with newly graduated students from surrounding colleges and universities.

**B. Advertisements**

We advertised our teacher openings in the CT REAP (website with CT educational jobs), CEA (CT Educ. Assoc.), CASCIAC (CT Assoc. of Schools and CT Interscholastic Athletic Conference), CAPSS (CT Assoc. of Public School Superintendents) and the Windsor Public Schools Website. In our efforts to reach a much larger and, more diverse population we continue to contract with Education Week (edweek.org)/ Top Schools Jobs (topschoolsjobs.org). New this past summer, the CSDE has their own hiring portal for all Special Ed/Pupil Service positions. The HR team also utilized this new portal as well as our WPS Social Media outlets (i.e. facebook, twitter, etc.)

**C. Hiring Process**

Candidates participate in multiple rounds of interviews, which typically include representation from teachers, supervisors, building administrators and central office administrators. All interview processes for teachers' end with an interview with the Chief of Operations. Interview processes for administrators below the rank of cabinet or building principal end with an interview with the Superintendent.

Another important piece of the process is the reference check. Administrators complete a district reference check form by personally contacting at least three (3) of the candidates' references. A requirement of any certified hire is for the administrator to obtain a reference check with the candidate's direct supervisor. A detailed conversation ensues focusing on areas that are important to Windsor in its new hires.

**D. New Teacher/Staff Orientation**

All new teachers, took part in the 3-day New Teacher/Staff Orientation. As we started last school year, we included SEL Specialists, Full Time Tutors, Building Substitutes and Behavior Technicians to the orientation. New Teacher/Staff orientation was held August 14<sup>th</sup> – 16<sup>th</sup>. The orientation focused on new initiatives from the Instructional Services Department; informational sessions from Pupil Services, Office for Family and Community Partnerships, WEA Union Reps, and technology. Marge Renno and her Induction Support teachers presented to new faculty the requirements for TEAM (Teacher Education and Mentoring Program). They specifically focused on Teacher Responsibility and Ethics.


**E. Statistics**

As of August 31, 2024, there were 43 new employees in the district. This number includes teachers, administrators, supervisors, SEL specialists, behavior technician, food services, custodial, safety monitors, and paraeducators. Teacher openings were due mainly to teachers taking positions in other districts, retirements, resignations, or childrearing.

For all newly hired certified employees (23 total), the breakdown between male and female is 8.69% male and 91.31% female. Of the newly hired certified staff, 17.39% of them are educators of color. The district-wide percentage of certified staff of color now stands at 26.73%.

**RECOMMENDATION:** The BOE receive this report for informational purposes only.

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Reviewed by: 

Recommended by the Superintendent: 

Agenda Item # 8.a.

**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** September 17, 2024

**PREPARED BY:** Danielle Batchelder,  
Chief of Operations

**PRESENTED BY:** Danielle Batchelder

**ATTACHMENTS:** Year End Budget Site & Category Balances

**SUBJECT:** Fiscal Year '24 Year End Balances

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**BACKGROUND:**

Board Policy 3160 allows the board to transfer any unencumbered portion of any budget site to another budget site, but expenditures shall not exceed the appropriation made by the fiscal authority of the Town.

The Board of Education's budget for Fiscal Year 2024, which ended June 30<sup>th</sup>, was \$80,184,011. Our unexpended balance is \$1,386. (NOTE: results have not been audited.)

For the Fiscal Year End June 30, 2024, due to bringing students back from OOD placements, there were significant under expenditures in Special Education OOD Tuition. There was also a significant under expenditures in certified salaries due to being understaffed throughout the year. The other significant under expenditure was in magnet school tuition due to the LP3 – Magnet Schools grant of \$674,795. Offsetting this under expenditure was over expenditures in Special Education Transportation, tutors salaries and Physical Plant Services.

**STATUS:**

The projections of expenditures for the close of Fiscal Year 2024 are **within** the total approved appropriation from the Town of Windsor for the Fiscal Year. The total expenditures for the fiscal year did **not** exceed the budget appropriation of \$80,184,011.

The attached financial report outlines the budget sites and categories that were over budget and their subsequent budget sites and categories that offset the deficits.

**RECOMMENDATION:**

That the Board approves the return of \$1,386 to the Town with the details of the projected budget/category surpluses and deficits as attached. (Final amount subject to completion of the audit.)

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**Reviewed by:** 

**Recommended by the Superintendent:** 

**Agenda Item #** 8.6.

Windsor Public Schools  
Financial Report  
June 30, 2024

	2023-2024 Budget	Expenditures YTD 6/30/24	Encumbrance	Balance 6/30/2024	% Balance
<b><u>Instructional Services</u></b>					
Clover Street School	63,170	55,920	0	7,250	11%
John F. Kennedy School	84,950	78,982	0	5,968	7%
Oliver Ellsworth School	86,730	82,652	0	4,078	5%
Poquonock School	69,300	64,771	0	4,529	7%
Sage Park Middle School	210,935	202,505	0	8,430	4%
Windsor High School	380,644	364,180	0	16,464	4%
Windsor High School Interscholastic Sports	207,000	206,841	0	159	0%
Athletic Coaches	299,000	335,648	0	(36,648)	-12%
WHS Career & Technical Education	59,745	61,661	0	(1,916)	-3%
Continuing Education	70,400	67,685	0	2,715	4%
Instructional Mgt. & Curriculum Development	181,985	180,063	0	1,922	1%
Magnet School Tuition*	1,660,600	1,362,367	0	298,233	18%
Technology	1,773,660	1,789,850	0	(16,190)	-1%
<b>Total Instructional Services</b>	<b>5,148,119</b>	<b>4,853,125</b>	<b>0</b>	<b>294,994</b>	<b>6%</b>

<b><u>Education Support Services</u></b>					
Pupil Personnel Services	410,350	437,616	0	(27,266)	-7%
Special Education	97,200	89,541	0	7,659	8%
Special Education Tuition	6,779,140	6,463,469	0	315,671	5%
Policy & Planning	136,386	131,890	0	4,496	3%
Employee Personnel Services	148,400	147,560	0	840	1%
Financial Management	268,340	269,854	0	(1,514)	-1%
Financial Services	38,500	37,659	0	841	2%
Pupil Transportation & Safety	3,289,198	3,279,789	0	9,409	0%
Special Education Transportation	2,519,650	3,129,789	0	(610,139)	-24%
Physical Plant Services	2,486,800	2,752,197	0	(265,397)	-11%
Major Maintenance	486,000	481,776	0	4,224	1%
L.P. Wilson Center	254,800	280,247	0	(25,447)	-10%
Benefits	11,919,971	11,910,307	0	9,664	0%
Certified Salaries	34,319,520	33,784,780	0	534,740	2%
Non-Certified Salaries	10,449,816	10,575,796	0	(125,980)	-1%
Regular Ed Tutor Salaries	362,737	432,736	0	(69,999)	-19%
Special Ed Tutor Salaries	298,370	416,857	0	(118,487)	-40%
Substitute Salaries	770,714	707,637	0	63,077	8%
<b>Total Education Support Services</b>	<b>75,035,892</b>	<b>75,329,500</b>	<b>0</b>	<b>(293,608)</b>	<b>0%</b>

<b>Total All Sites</b>	<b>\$80,184,011</b>	<b>\$80,182,625</b>	<b>\$0</b>	<b>\$1,386</b>	<b>0%</b>
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\*The district received the LP3 - Magnet Schools grant on 5/23/2024 in the amount of \$674,795