

Special Board of Education Meeting  
Wednesday, March 23, 2011 7:00 PM Eastern

Central Services  
15-B North Granby Road  
Granby, CT 06035

Jenny Emery: Present  
Lynn Guelzow: Absent  
Cal Heminway: Present  
John O'Connor: Present  
Edward Ohannessian: Present  
Deborah Torgersen: Absent  
Matthew Wutka: Present  
Present: 5, Absent: 2.

I.	Public Comment
II.	Administrative Reports
II.A.	Superintendent's Announcements
II.B.	Student Representative Reports
II.C.	Business Manager's Report
II.D.	Teaching & Learning
III.	Consent Agenda
III.A.	Minutes
IV.	Old Business
IV.A.	Third Reading of the following policies: Policy 2120 - Organization Chart; Policy 3511 - Compliance with 504 Regulations; Policy 4118.5/4218.5 - Acceptable Computer Network Use; and Policy 4118.51/4218.51 - Use of Social Media
IV.B.	Legislative Update
IV.C.	FY12 Administrative Budget
V.	New Business
V.A.	Bus Bid Award
V.B.	School-Based Emergency Vaccination Program
VI.	Miscellaneous
VI.A.	Board Standing Committee Reports
VI.A.1.	Curriculum/Policy/Technology/Communication
VI.A.2.	Finance/Personnel/Facilities
VI.B.	Other Board-Related Reports
VI.B.1.	CPPAC
VI.B.2.	CREC/CABE
VI.B.3.	Granby Education Foundation
VI.B.4.	District Efficiency Initiatives
VI.C.	Calendar of Events
VI.D.	Board Member Announcements
VII.	Executive Session/Non-Meeting

GRANBY PUBLIC SCHOOLS  
 FY 2010-11 FINANCIAL STATEMENT  
 FOR PERIOD JULY 1, 2010 - FEBRUARY 28, 2011

Description	Original Budget	Net Budget Transfers	Revised Budget	Expended
<b>Certified Salaries:</b>				
Administration	1,535,270	-	1,535,270	997,587
Regular Education	9,690,946	-	9,690,946	5,144,466
Special Education	1,456,814	-148,976	1,307,838	703,184
Total	12,683,030	-148,976	12,534,054	6,845,237
<b>Substitute/Tutor/Support Salaries</b>				
Substitutes	139,864	-	139,864	83,611
Sped Support (Speech, O.T. & P.T.)	114,113	148,976	263,089	151,588
Tech Support	177,575	-	177,575	117,862
Tutors - Regular Education	157,089	-	157,089	85,591
Tutors - Special Education	187,521	-	187,521	105,782
Total	776,162	148,976	925,138	544,434
<b>Teaching Assistant Salaries:</b>				
Regular Education	478,867	-	478,867	270,384
Special Education	907,311	-	907,311	534,025
Total	1,386,178	-	1,386,178	804,409
School Secretaries' Salaries	540,873	-	540,873	328,428
Central Office Salaries	331,458	-	331,458	234,100
Custodial & Maintenance Salaries	1,207,927	-	1,207,927	811,989
<b>Purchased Services:</b>				
Instructional	244,837	-4,985	239,852	83,441
Administration	385,320	5,785	391,105	210,951
Maintenance	95,285	-10,000	85,285	52,186
Total	725,442	-9,200	716,242	346,578
Legal Services	65,000	-	65,000	14,758
<b>Repairs &amp; Maintenance:</b>				
Instructional	86,438	-	86,438	41,697
Administration	8,500	-	8,500	-
Maintenance	213,693	10,000	223,693	346,359
Total	308,631	10,000	318,631	388,056
<b>Transportation:</b>				
Regular Education	741,835	-	741,835	452,621
Special Education	332,979	-	332,979	211,190
Vocational-Tech	43,591	-	43,591	21,786
Total	1,118,405	-	1,118,405	685,597
Insurance - Property & Liability	95,452	-	95,452	52,904
Communications	103,696	-500	103,196	48,028

Tuition:				
Vocational	47,952	-	47,952	27,972
Special Education	627,000	-	627,000	250,053
Adult Education	9,000	-	9,000	-
Total	683,952	-	683,952	278,025
Conference & Travel Expense	56,015	500	56,515	16,380
General Supplies:				
Regular Education	302,355	-3,875	298,480	191,707
Special Education	26,300	-	26,300	13,096
Administration	77,330	4,039	81,369	32,603
Maintenance	142,700	-	142,700	72,548
Total	548,685	164	548,849	309,954
Electricity	641,066	-	641,066	304,281
Fuel	314,325	-	314,325	119,622
Textbooks/Workbooks	176,826	-964	175,862	121,057
Library/Media Center	56,282	-	56,282	32,843
Software	139,179	-	139,179	108,672
Dues & Fees	36,216	-	36,216	38,117
Replacement Equipment:				
Instructional	4,000	-	4,000	1,410
Administration	2,500	-	2,500	-
Maintenance	4,000	-	4,000	-
Total	10,500	-	10,500	1,410
New Equipment:				
Instructional	-	-	-	-
Administration	-	-	-	-
Maintenance	-	-	-	-
Total	-	-	-	-
Student Activities	566,703	-	566,703	212,959
Employee Benefits	4,095,591	-	4,095,591	2,288,418
Total Budget	26,667,594	-	26,667,594	14,936,256

GRANBY BOARD OF EDUCATION  
 FINANCIAL STATEMENT OF ACCOUNTS  
 FOR PERIOD JULY 1, 2010 - FEBRUARY 28, 2011  
 Selected Revenue and Special Education Accounts

I. Revenue	FY2010-11 Budget	Currently Anticipated	Received To Date	VB\$ vs. Frctst
Reg. Tuition from other Towns	776,295 #	774,410	396,305	-1,885
SPED Tuition from other Towns	100,500 #	115,200	26,808	14,700
SDE Excess Cost Reimbursement (90%)	140,795 #	194,450	-	53,655
Rental Fees	75,000 #	75,000	47,752	-
Pay for Participation	50,300 #	50,300	21,920	-
Sub Total	1,142,890 #	1,209,360	492,785	66,470

II. Expenditures	FY2010-11 Adj Budget	Expended	Encumbered	Balance
Legal Expense	50,000	5,416	-	44,584
Teacher Assistants	907,311	534,025	357,962	15,324
Special Education Tutors	187,521	105,782	59,175	22,564
Evaluation & Therapy Services	76,150	13,117	10,065	52,968
Special Ed Transportation	332,979	211,190	203,789	-82,000
Tuition -Private Schools	287,602	123,661	102,213	61,728
Tuition - Public Schools	339,398	126,392	278,734	-65,728
Total Tuition	627,000	250,053	380,947	-4,000
Total Expenditures	2,180,961	1,119,583	1,011,938	49,440

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Encumbered	Balance	%Balance	Frcst Fav/(unfav)
472,217	65,466	4.30%	65,466
4,366,480	180,000	1.90%	180,000
552,381	52,273	4.00%	52,273
5,391,078	297,739	2.40%	
-	56,253	40.20%	-6,000
110,436	1,065	0.40%	
55,415	4,298	2.40%	4,000
61,251	10,247	6.50%	
59,175	22,564	12.00%	
286,277	94,427	10.20%	
200,442	8,041	1.70%	5,000
357,962	15,324	1.70%	15,000
558,404	23,365	1.70%	
198,445	14,000	2.60%	14,000
113,358	-16,000	-4.80%	-19,000
386,912	9,026	0.70%	-10,000
57,105	99,306	41.40%	
150,194	29,960	7.70%	-181,145
26,550	6,549	7.70%	
233,849	135,815	19.00%	
25,000	25,242	38.80%	
16,229	28,512	33.00%	
-	8,500	100.00%	
34,638	-157,304	-70.30%	-170,000
50,867	-120,292	-37.80%	
283,418	5,796	0.80%	
203,789	-82,000	-24.60%	-82,000
14,284	7,521	17.30%	
501,491	-68,683	-6.10%	
17,517	25,031	26.20%	25,031
47,810	7,358	7.10%	5,000

	27,972	-7,992	-16.70%	-7,992
	380,947	-4,000	-0.60%	-4,000
-		9,000	100.00%	
	408,919	-2,992	-0.40%	
	6,964	33,171	58.70%	
	62,766	44,007	14.70%	-
	1,872	11,332	43.10%	-
	13,807	34,959	43.00%	-
	28,748	41,404	29.00%	-
	107,193	131,702	24.00%	
	315,828	20,957	3.30%	15,000
	55,536	139,167	44.30%	48,000
	8,058	46,747	26.60%	25,000
	11,923	11,516	20.50%	-
	9,675	20,832	15.00%	-6,500
	232	-2,133	-5.90%	-2,133
	968	1,622	40.60%	-
-		2,500	100.00%	-
-		4,000	100.00%	-
	968	8,122	77.40%	
-				
-				
-				
-				
	213,106	140,638	24.80%	
	1,740,461	66,712	1.60%	35,000
	10,689,871	1,041,467	3.90%	-

**Regular Board of Education Meeting – Approved Minutes  
March 2, 2011 7:00 p.m.  
Central Services**

**Attendance Taken at 6:58 p.m.:**

Present Board Members:

Cal Heminway  
John O'Connor  
Edward Ohannessian  
Deborah Torgersen  
Ronald Walther  
Matthew Wutka

Absent Board Members:

Marie Nicholls

Mr. Heminway called the meeting to order at 7:00 p.m.

**I. Public Comment**

There were no public comments this evening.

**II. Administrative Reports**

**II.A. Superintendent's Announcements**

- Mr. Addley stated that March is Board Appreciation Month and thanked the Board for their many contributions. A short video was shown of Mrs. Kortis's 1<sup>st</sup> grade class reading cards they made for the Board.
- Mr. Addley extended a warm welcome to Sue Vacek and some of her students who were in attendance to make a presentation on Adventure Club at the middle school.
- Thank you to administration and teachers for attending tonight's budget presentation.
- Mr. Addley gave an update on snow days used thus far. All five emergency days have been used and additionally May 31<sup>st</sup> which will now be a full day of school for students. Graduation will be held on June 16<sup>th</sup>. Should any additional snow days be needed, they will be taken from the April break beginning with Monday, April 18<sup>th</sup>.
- The FY12 budget presented this evening will be available on-line this evening. A budget workshop will be held next Wednesday, March 9<sup>th</sup> at 7:00 p.m. here at Central Services.
- Thank you to parents for completing the early childhood survey. 50% of parents completed the survey.
- A letter and brochure was sent to parents regarding the GEF Global Summer Academy for Grades 3-8 beginning on June 20. Information regarding this opportunity is also available on our website, Patch.com and will be advertised in local papers.
- Friday, March 4<sup>th</sup>, will be an early release for professional development. Teachers will focus on developing learning principles across the district as part of our instructional plan.
- Preventing homework headaches has been rescheduled for Monday, March 7<sup>th</sup>.
- CAPT and CMT begins next week.

- Four high school students will be attending A Day on the Hill next Wednesday, March 9<sup>th</sup>, where students gain a first-hand experience in civics.
- March 10<sup>th</sup> will be an early release for secondary school conferences.
- Thank you to parents for completing the early childhood survey. The feedback will be built into recommendations that will go to the Board at the end of the school year.

### **II.B. Student Representative Reports (LISTEN TO TAPE)**

- CAPT begins next week. Juniors and Seniors will attend their AP classes, mock SATs will be given and the student support center will be open.
- For Black History Month, African American writers were discussed during advisory today.
- On March 16<sup>th</sup> the Connecticut Library Association will come to discuss African American soldiers during the Civil War.
- Smoothies are being sold during PLC to support healthy lifestyles.
- The drama play, *Music Man*, will be held on March 25<sup>th</sup> and March 26<sup>th</sup>.
- The boys' basketball team lost to Enfield last night. They had great season.
- Spring sports will be starting soon. Students are ready for spring.

### **II.C. Schools in the Spotlight**

Sue Vacek, Science Teacher at the Middle School, spoke to the Board about Adventure Club and gave an overview as to how it started. She stated that the club started in 1998 back with the Character Counts Grant from Karen Richards. The club was built on the premise of team building, character and diversity all rolled into one. Ms. Vacek stated that this is one of the longest continually-run clubs in the district and that she has 33 students in the club this year. Some middle school students spoke about the club. Kaylee Jerman spoke about initiatives (games) that teach students to work together. Emily Betterton spoke about the club's objectives: builds confidence, trust in classmates, work cooperatively, gain a better perspective on how the community works and awareness of social abilities. Hala Van Nostrand talked about the format of a typical adventure club meeting – students talk about the initiative (game), debrief about success/failure of the game, and trust building. Paige Holden stated that Adventure Club has seen over 500 Granby student and that there is a mentor program where high school students come back to show students how they can do things to work better as a team and that this is an accepted community service project for high school students. Paige also spoke about the Character Inc. class and how it targets bullying. She stated that she has seen improvement and how class has bonded. Cheri Berggren, co-advisor for the club, has been with Ms. Vacek for 10 years. She also spoke about the mentor program and about a 9<sup>th</sup> grade teambuilding event on March 14<sup>th</sup>.

### **II.D. Indoor Air Quality Report**

Mr. Harry Traver presented the Indoor Air Quality Report. He stated that many comments have carried over from the prior year and center on mostly housekeeping items. He stated that there are some leaks at the high which have not been resolved. Mr. Traver also stated that there is a slight musty smell in Room 67 at the middle school. He stated that his was inspected today and no smell was found but he will follow up with whoever made that report. Additionally, there is a mildew smell from the carpet at Kearns and corrective action has already planned. Mr. Traver stated that with regard to turning off bus engines at Kearns while off-loading students, that this is a problem in the warmer weather when windows are open. Mr. Traver stated that he has spoken to the bus company regarding this issue.

### **III. Consent Agenda**

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

A motion was made by Ed Ohannessian and seconded by Matt Wutka to approve the minutes from the February 16, 2011 Board of Education Meeting. This motion passed at 7:25 p.m. with one abstention (Ron Walther).

### **IV. Old Business**

#### **IV.A. Second Reading of the following policies: Policy 2120 - Organization Chart; Policy 3511 - Compliance with 504 Regulations; Policy 4118.5/4218.5 - Acceptable Computer Network Use; and Policy 4118.51/4218.51 - Use of Social Media**

Mr. Walther stated that he was not here to introduce these policies and has not heard of any corrections needed thus far; therefore, he recommended these policies to the Board for a second reading and will be brought forward to the Board at the next regular meeting for a third reading and approval.

#### **IV.B. Kelly Lane and Wells Road Building Projects**

Mr. Addley stated that he is asking the Board to approve the Kelly Lane and Wells Road building projects. He stated that leaks will be taken care of and we are in the process of processing work orders. Mr. Addley stated that the Town is eagerly looking for us to do so and that the money is coming from the balance on the projects (Approx. \$30K). A motion was made by Ed Ohannessian and seconded by Ron Walther to approve the Kelly Lane and Wells Road Building Projects. This motion passed unanimously at 7:27 p.m.

### **V. New Business**

#### **V.A. FY12 Budget Presentation**

Mr. Heminway prefaced the budget discussion by stating that any questions regarding tonight's budget presentation should be directed to Linda or Alan. He stated that questions will be addressed at the budget workshop next Wednesday, March 9<sup>th</sup>. Mr. Heminway stated that it is a flat budget and that he anticipates finalizing the process next week. He also stated that once the budget is adopted, it becomes the Board's budget and will be presented to the Board of Finance on March 28<sup>th</sup>.

Mr. Addley thanked everyone for attending tonight's meeting and stated that he is very proud of the school system, teachers, administrators, and the Board of Education. Mr. Addley stated that the average budget increase over the last three years is 0.6% with a 1.6%, 0% and 0.2% budgets, respectively. He stated that as we look at FY12, we are actually looking at a more significant issue in FY13. Mr. Addley stated that we need to protect our educational investment. We have great facilities, staff and resources. He stated that the Board of Finance has indicated they would like to cap the mill rate at 0%. Mr. Addley spoke about his problem of practice - how to realize a mission statement in an already high-performing school district with less resources especially in these economic times. He then spoke about the four Board goals. Mr. Addley stated that the operating budget is \$27,036,319 less the Education Jobs Fund Grant which leaves a net operating budget of \$26,720,912 (0.2% or \$53,000 shy of a 0% budget). He stated that the majority of the budget is in personnel and that we are a personnel organization. He also stated that there is very little play with other areas. Mr. Addley spoke about the savings in utilities (electricity and oil consumption) as well as the savings in health and dental benefits which have been reduced by 1.4%. With regard to the Net Cost Expenditure Per Pupil, Mr. Addley stated that Granby is ranked 141 out of 166 towns. Granby is ranked 16 out of 20 in our DRG - in the bottom 25% of this list. He also talked about the accolades of the high school as being a Vanguard School, the middle school for Middle School of the Year, and Kelly Lane as being nominated as a Federal Blue Ribbon School. Mr. Addley stated that student performance is consistently high. He shared with the Board that 82% of all 8th grades are taking Algebra I.

Mr. Addley said that we are getting a “good bang for the buck” in Granby and that the community should be proud of the reputation and recognition of the school system. He stated that we have efficient district operations and that funds are used in ways that make a difference in student achievement. Mr. Addley also spoke about some of the concerns such as no funding for unanticipated expenditures or increases, little room to realize future operational savings and unaddressed large capital projects. He stated that we need to protect our investment and, in particular, protect class sizes at the primary level. He said that enrollment will decline by 45 students next year mostly at the primary level and 9th grade. Mr. Addley stated that there may be some movement for 2<sup>nd</sup> graders going into 3<sup>rd</sup> grade next year to balance class sizes. Mr. Addley then spoke about particular items falling under each Board goal. Goal #1: Support the mission, vision, values, and goals of the district. Mr. Addley stated that elementary world languages are not funded in FY12 budget and with regard to early childhood education, there are no costs associated with this for next year. He also stated that high school reform is not being funded and the Link and Learn Program at Holcomb Farm has been discontinued. Additionally, with regard to PLCs, Mr. Addley stated that quality time for teachers to meet will be added at no cost. Goal #2: Be responsive to the economic climate. Mr. Addley spoke about the assistance from teachers (approx. \$483K & 165K) and the fact that there are no new programs being added. He also mentioned the efficient routing of bus routes and the level-funding of athletic and extracurricular activities. Goal #3: Maintain levels of personnel, program, infrastructure, and services. Mr. Addley stated that there will be the same class sizes/# of sections in each school. He also stated that software will be centralized and three (3) new buses will be purchased to replace older buses which are 12 years old. Goal #4: Utilize redeployment of efficiencies and resources. Mr. Addley stated that there would be reduction of a -1.7 FTE teaching assistant and a net reduction of -0.9 FTE special education personnel. He also stated that we will use current staff for a college and career center teaching assistant. Mr. Addley spoke about the District & Community Partners (D&CP) special education opportunities review which will evaluate our program next year to address the recommendations set by D&CP. He stated that recommendations are to be in place for FY13. With regard to the Quality & Diversity budget, Mr. Addley spoke about what funds received for this account through the Open Choice Program. He stated that if we had to pay for students who attend magnet schools, we would not have enough money in this account. Mr. Addley spoke about what is currently included in this budget and some things that will be added in this year: two (2) additional seats at Asnuntuck Community College; extracurricular stipends for Destination Imagination, MS/HS Robotics and Angel Horses (\$3,184) as well as \$2,000 for robotics supplies; an increase in the stipend for the Summer School Director (\$1,000); and, one section of Chinese Mandarin II (\$14,000). Mr. Addley spoke about the small capital plan as well as the large capital priorities. He stated that the Board of Education has made a strategic decision to go after land for the athletic field facility and maintenance and facility storage. Mr. Heminway reiterated that any questions should be directed to Mr. Addley and that the Board will meet again next week to discuss the questions and move forward on the budget.

## **VI. Miscellaneous**

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

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

Met this evening - reviewed director of curriculum report; early childhood feasibility study survey results - planning to move to funding models is the next phase of this study; discussion with Michael Dunn - K-12 LA supervisor - initial status and progress to-date on language arts initiatives; administrative regulations updates for the homework policy look good; and, new policies for Board Member Development and Self-Evaluation have been tabled until the next meeting.

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

This committee has not met.

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

### **VI.B.1. CPPAC**

This committee has not met.

### **VI.B.2. CREC/CABE**

Mr. Heminway stated that he and Alan Addley testified last week on a bill to fund the choice grant at a reasonable level. He encouraged everyone to put pressure on legislatures as well for adequate funding for students in our district.

### **VI.B.3. Granby Education Foundation**

Mr. Heminway stated that Mr. Addley spoke early about the Global Academy and the information is out. Additionally, the Granbee is April 8th.

### **VI.B.4. District Efficiency Initiatives**

Mr. Traver stated that he will be meeting with the solar panel person tomorrow and will update the Board at the next meeting.

## **VI.C. Calendar of Events**

The calendar of events is as presented.

## **VI.D. Board Member Announcements**

Mr. Heminway mentioned the nice thank you letter from the Swim Team. He also stated that he met with Rosemarie Webber this evening of Citizens for a Better Granby. Ms. Webber will initiate activity with the Board and the Granby Prevention Council on the film "Race to Nowhere". Mr. Heminway stated that we would probably support this activity in the fall.

## **VII. Executive Session/Non-Meeting**

A motion was made by John O'Connor and seconded by Matt Wutka to adjourn the meeting and to go into an Executive Session for a personnel/student matter. This motion was passed unanimously at 8:30 p.m.

The Executive Session was adjourned at approximately 9:15 p.m.

Respectfully submitted,

Linda M. Powell  
Board Recorder

**FY12 Board of Education Budget Workshop – Amended & Approved Minutes**  
**March 9, 2011 7:00 p.m.**  
**Central Services**

**Attendance Taken at 6:51 p.m.:**

Present Board Members:

Cal Heminway  
John O'Connor  
Edward Ohannessian  
Ronald Walther  
Matthew Wutka

Absent Board Members:

Marie Nicholls  
Deborah Torgersen

Mr. Heminway called the meeting to order at 7:00 p.m.

**I. FY12 Budget Workshop**

Mr. Heminway stated that Mr. Addley has received some questions on the budget and will answer them this evening. Mr. Addley thanked those in the audience who attended. He stated that including the Education Jobs Fund Grant, the administrative budget came in at .2% and that the Board is looking to reduce the budget to zero which would be a reduction of \$53,318. Mr. Addley stated that after looking at line items, an additional \$7,000 and possibly up to \$10,000 can be cut. He stated that, unfortunately, the rest will have to come from personnel. Mr. Addley stated that he cannot cut line items much further and will need to watch spending carefully beginning July 1<sup>st</sup>. He stated that he does not recommend cutting the line items beyond \$10,000. Mr. Addley will meet with administrators to discuss which personnel will be affected and will bring recommendations back to the Board next week. Mr. Addley then went through the questions asked by the Board and entertained additional questions. Mr. O'Connor inquired how much of a reduction in enrollment is warranted in order to eliminate a bus route. Mr. Traver stated that it is a tough decision because you have to cover the geography and within a certain timeframe. He stated that, for example, a reduction of 50 students would only be approximately a reduction of 2 students per bus. Mr. Ohannessian inquired if we are comfortable that purchasing is the best way to go. Mr. Heminway stated that he felt that ultimately if you are well-managed and replace buses on schedule it is less expensive than having the bus companies do it. Mr. Wutka inquired what the occupancy rate is on buses and Mr. Traver stated it is 70%. On the question about charging for magnet and other non-Granby school choice options, Mr. Addley stated that after speaking with the State Dept. of Education this past week, he confirmed that we cannot make parents pay for magnet school tuition. With regard to performing curriculum writing during the school day as opposed to during the summer, Mr. O'Connor stated that we was concerned about a) the expense of having substitute teachers and b) continuity for students in that they are getting a substitute. Mr. Addley stated that he agreed and that there are tradeoffs and these will need to be closely monitored.

With regard to corrections to the budget book, Mr. Ohannessian inquired about changing the wording on Page 23, line item 121 to state "curriculum writing" instead of "professional development". Mr. Addley stated that, yes, it can be changed. Mr. Addley stated that with regard to the administrative supplies account versus regular education supplies account, that he will look closer at that line item. Mr.

Ohannessian also suggested that on Page 34, the Education Jobs Fund Grant should be noted to reflect a flat budget. Mr. Addley inquired as it is stated on Page 22 and Mr. Ohannessian agreed. Additionally, Mr. Ohannessian requested that the Q&D fund balance be shown. Mr. Traver stated that, yes, we can show the beginning fund balance and ending balance. Mr. Ohannessian stated that on Page 16, he would like to see the wording changed in the third paragraph – especially the word “protect”. He does not feel that the Q&D funding model protects the Board’s liability. Mr. Addley stated that he would correct the wording in that paragraph. Mr. O’Connor inquired if anything more has been done recently with intra-town cooperation with the Town with regard to maintenance, etc. Mr. Addley stated that he is appreciative of the help we did receive during the snow season and that one option may be for the Town to take over maintenance and for us to take over custodial work. He stated that he believes that this is potentially what it would take to go to the next level. Mr. Addley also stated that we are looking at other towns with regard to pooling health benefits and bussing.

Mr. Heminway suggested adjourning the meeting to go into Executive Session to discuss a student and personnel matter and that the Board will vote on the budget at next week's meeting. Mr. Addley stated that he understands that he will present a 0% budget next week by cutting the \$53,318 which will include personnel. The Board agreed. A motion was made by John O’Connor and seconded by Ron Walther to go into Executive Session. The motion passed unanimously at 7:42 p.m.

The Executive Session adjourned at approximately 8:20 p.m.

Respectfully submitted,

Linda M. Powell  
Board Recorder

**Administration**

**Organization Chart**

The legal authority of the Board will be transmitted through the Superintendent along specific paths from person to person as shown on the district organization chart.

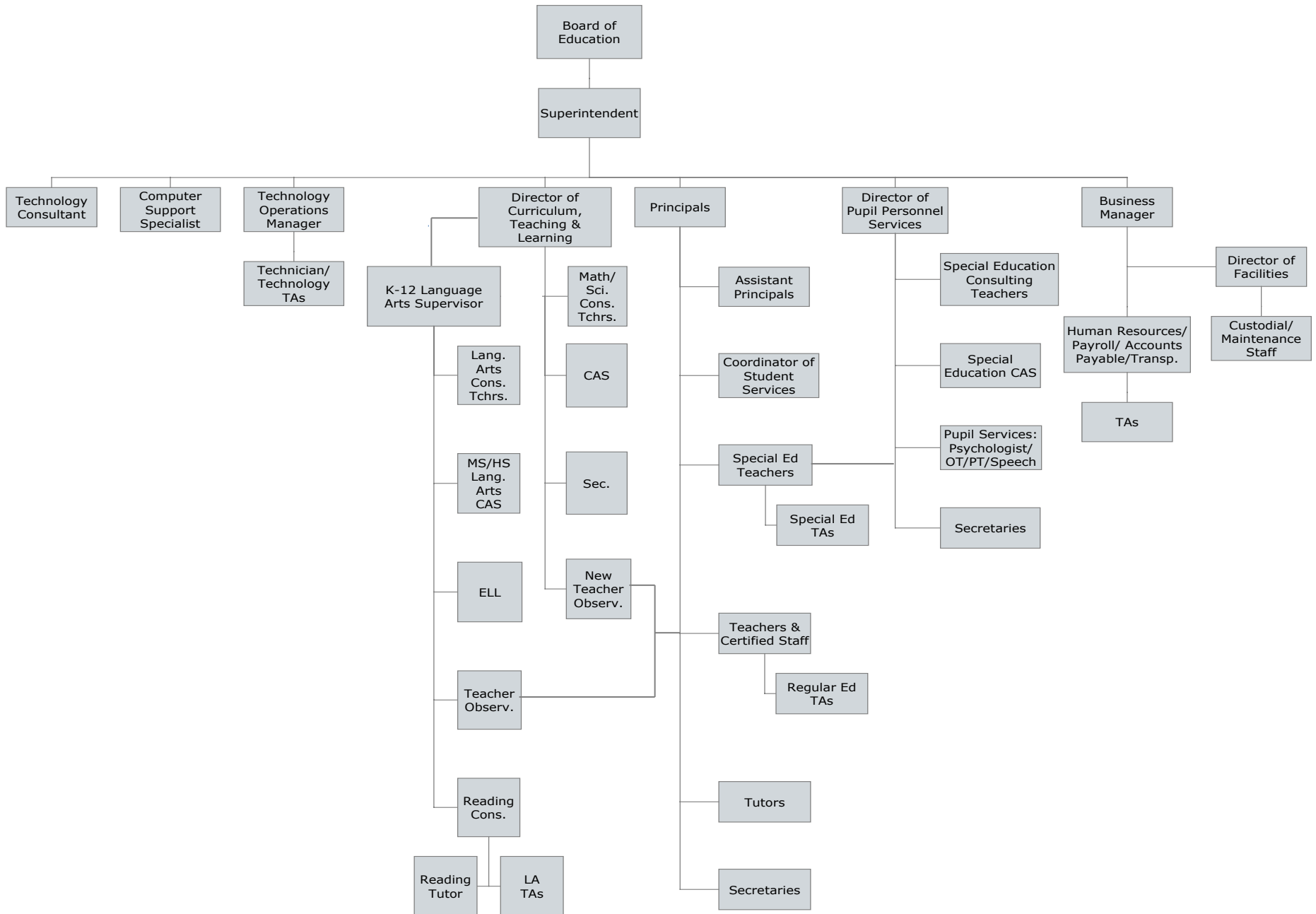
The district organization chart will be prepared by the Superintendent and shared with the Board. The lines on the chart will represent direction of authority and responsibility. The chart may also indicate certain “staff” (as opposed to “line”) relationships.

The Superintendent will keep the administrative structure up-to-date with the needs for supervision and accountability in the school system. Therefore, he/she may, from time to time, share with the Board changes in the district organization chart.

Policy adopted:

GRANBY PUBLIC SCHOOLS  
Granby, Connecticut

Granby Public Schools  
2010-2011 Organizational Chart



## **Business/Non-Instructional Operations**

### **Compliance with 504 Regulations**

#### **Policy:**

It is the policy of the Granby Public School System to comply with all aspects of the Section 504 regulations of the Rehabilitation Act of 1973. Section 504 prevents discrimination against otherwise qualified individuals with disabilities in programs and activities operated by the school system.

No otherwise qualified individual with disabilities shall, solely by reason of her or his disability, as defined in Section 706(8) of the Rehabilitation Act, be denied the benefits of, or be subjected to discrimination under any program or activity conducted by the Granby Public School System.

The district has a responsibility to follow the procedural requirements of Section 504 to afford each student a free, appropriate education, which includes procedures for pre-placement evaluation, placement procedures and procedural safeguards. Additionally, Section 504 addresses placement in the LRE for both academic and nonacademic settings. The district also recognizes that there may be some impaired students who are not eligible for Special Education services under IDEA but who have documented disabilities and eligible for services and protection from discrimination under the Section 504 definitions and regulations.

In order to ensure that the Granby Public School System does not discriminate in providing equal access to programs and services on the basis of disability, the following definitions, requirements and procedures are provided.

#### **Definitions:**

**Disability** means limitation in performance from a physiological (physical or mental) abnormality which substantially limits one or more major life activity, has a record of such impairment, is regarded as having such impairment.

**Physical or Mental Impairment** means (i) any physiological disorder or condition, cosmetic disfigurement or anatomical loss affecting one or more body system; (ii) any mental or psychological disorder such as mental retardation, organic brain syndrome, emotional or mental illness and specific learning disabilities.

**Major Life Activity** means functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working.

**Appropriate Education** means the provision of regular or special education and related aids and services that are designed to meet the individual educational needs of people with disabilities as adequately as the needs of non-disabled persons. Implementation of an individualized education plan developed in accordance with the Individuals with Disabilities Act is one means of meeting this standard.

## **Business/Non-Instructional Operations**

### **Compliance with 504 Regulations (continued)**

**Committee of Knowledgeable People** means persons knowledgeable about the child, the meaning of evaluation data, and programming options. (A properly constituted Planning and Placement Team or Student Assistance Team would meet this definition.)

#### **Requirements:**

1. Notification of the school system's legal requirements is provided to persons with disabilities and their parents or guardians.
2. Provision of educational services in a setting with persons who are not disabled, to the maximum extent appropriate to the needs of the student's with disabilities. The school system shall make reasonable accommodations to allow a disabled student placed in the regular education environment unless it is demonstrated that the education of the person in the regular environment with the use of supplementary aids and services, cannot be achieved satisfactorily.
3. Provide pre-placement evaluation consistent with that required under IDEA.
4. Ensure that placement decisions are carefully considered by a group of persons knowledgeable about the child, the meaning of the evaluation data and program options.
5. Provide periodic reevaluation of students found eligible for services.
6. Develop procedural safeguards consistent with that required under IDEA.
7. Ensure access to non-academic and extracurricular services and activities in such a manner as to afford students with disabilities an opportunity for participation in such services and activities. The "Committee of Knowledgeable People", e.g. Planning and Placement Team (PPT) shall consider the impact of any modifications on other non-disabled classmates.
8. Ensure the availability of procedures for filing a grievance with the school district over an alleged violation of Section 504 regulations.
9. Identify at least one person to coordinate compliance and identification procedures.

## **Business/Non-Instructional Operations**

### **Compliance with 504 Regulations (continued)**

#### **Procedures:**

1. **Identification and Notification:** The Office of Pupil Services annually conducts child find activities to identify any person between the ages of 0-21 who is, or may be in need of special services. (See Policy 3511, Appendix #1)
2. **Least Restrictive Environment:** Each committee of knowledgeable people (Student Assistance Team, Planning and Placement Team or other appropriate group) is aware of the district practice to ensure students are educated with their non-disabled peers as often as possible and in the most appropriate way. All programs are developed with this requirement in mind.
3. **Evaluation:** Referrals for initial evaluation are made by the Planning and Placement Team (PPT). All statutory requirements for evaluation are adhered to closely. The evaluation period will be the same as for referrals under IDEA (60 calendar days).
4. **Placement/Program Development:** Each PPT will reconvene at the conclusion of the evaluation to consider evaluation results, determine eligibility and develop appropriate programming. A written service plan is developed and maintained by the primary service provider. The plan is reviewed and/or updated throughout the school year as the child's needs warrant. All students who have undergone special education evaluations are automatically considered for eligibility under Section 504, i.e. for students who are not eligible for Special Education under IDEA, the PPT may consider eligibility under Section 504. Discussions of eligibility must be included in the record of the PPT meeting, including clearly delineated recommendations.
5. **Periodic Reevaluation:** All students receiving services under Section 504 are reevaluated at least every three years following procedures promulgated under IDEA and covered in this manual Special Services.
6. The Director of Pupil Services will be identified as the 504 Coordinator for the Granby School System. This individual will convene a Committee of Knowledgeable People to address 504 referrals.

## **Business/Non-Instructional Operations**

### **Compliance with 504 Regulations** (continued)

7. **Grievance Procedures:** Students, parents or other individuals in the school district may register complaints regarding accessibility and other 504 regulations through the district grievance procedures. (Policy 5145.6)

(cf. - 5145 - Statement of Non-Discrimination)

Legal Reference: Connecticut General Statutes

10-15c Discrimination in public schools prohibited

Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 et. seq.

Section 504, U.S. Rehabilitation Act, 1973, 29 U.S.C. 791

NOTE: Forms relative to this Policy are available at:

1. Superintendent's Office
2. Principal's Office
3. Pupil Services Office

Policy adopted:

GRANBY PUBLIC SCHOOLS  
GRANBY, CT

## **Business/Non-Instructional Operations**

### **Compliance with 504 Regulations**

#### **Parents/Students Notification**

##### **Section 504 Parent/Student Rights in Identification, Evaluation & Placement** (Section 504 of the Rehabilitation Act of 1973)

Section 504 of the Rehabilitation Act of 1973 (commonly referred to as “Section 504”) is a nondiscrimination statute enacted by the United States Congress. The purpose of Section 504 is to prohibit discrimination on the basis of disability and to assure that disabled students have educational opportunities and benefits equal to those provided to nondisabled students.

For the purposes of Section 504, the term “disability” with respect to an individual means: (a) a physical or mental impairment that substantially limits one or more major life activities of such individual; (b) a record of such an impairment; or (c) being regarded as having such an impairment. “Major life activities” include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working. A major life activity also includes the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine and reproductive functions.

Many students will be eligible for educational services under both Section 504 and the Individuals with Disabilities Education Act (IDEA), but entitlement to services under the IDEA or other statutes is not required to receive services under Section 504.

The following is a description of the rights and options granted by federal law to students with disabilities under Section 504. The intent of the law is to keep you fully informed concerning decisions about your child and to inform you of your rights if you disagree with any of these decisions. You have the right:

1. To be informed of your rights under Section 504;
2. To have your child take part in and receive benefits from the Granby School District’s education programs without discrimination based on his/her disability.
3. For your child to have equal opportunities to participate in academic, nonacademic and extracurricular activities in your school without discrimination based on his/her disability;
4. To be notified with respect to the Section 504 identification, evaluation, and educational placement of your child;
5. To have an evaluation, educational recommendation, and placement decision developed by a team of persons who are knowledgeable of your child, the assessment data, and any placement options;

6. If your child is eligible for services under Section 504, for your child to receive a free appropriate public education. This includes the right to receive reasonable accommodations and services to allow your child an equal opportunity to participate in school and school-related activities;
7. For your child to be educated with peers who do not have disabilities to the maximum extent appropriate;
8. To have your child educated in facilities and receive services comparable to those provided to non-disabled students;
9. To review all relevant records relating to decisions regarding your child's Section 504 identification, evaluation, and educational placement;
10. To obtain copies of your child's educational records at a reasonable cost unless the fee would effectively deny you access to the records;
11. To request changes in the educational program of your child;
12. To an impartial hearing if you disagree with the school district's decisions regarding your child's Section 504 identification, evaluation or educational placement. The costs for this hearing are borne by the local school district. You and the student have the right to take part in the hearing and to have an attorney represent you at your expense.
13. To file a court action if you are dissatisfied with the impartial hearing officer's decision or to request attorney's fees related to securing your child's rights under Section 504.
14. To file a local grievance with the designated Section 504 Coordinator to resolve complaints of discrimination other than those involving the identification, evaluation or placement of your child.
15. To file a formal complaint with the U.S. Department of Education, Office for Civil Rights.

Should you wish a more detailed explanation of these rights or disagree with the proposed action, please contact:

**Aimee Martin**  
**Section 504 Compliance Coordinator**  
Granby Public Schools  
Special Services Department  
15-b North Granby Road  
Granby, CT 06035  
(860) 844-5257

The Granby Public School system does not discriminate on the basis of disability with regard to admission, access to services, treatment, or employment in its programs or activities.

**Business/Non-Instructional Operations**

**Compliance with 504 Regulations**

GRANBY PUBLIC SCHOOLS  
GRANBY, CT

**Notice of 504 Meeting**

Date:

Student:

Dear

The Section 504 School Team will be meeting regarding your child. You are invited to attend this meeting on:

As you are an important member of the team we very much look forward to your attendance and participation.

The purpose of this meeting is to:

- \_\_\_\_\_ 1. Discuss referral concerns and potential evaluations.
- \_\_\_\_\_ 2. Discuss evaluations and potential programming accommodations.
- \_\_\_\_\_ 3. Review and assess the existing 504 accommodations plan and make any appropriate modifications.

The following staff members have also been invited to attend:

For your information, please read the enclosed information regarding Section 504 and parental rights. Should you have any questions concerning this process please don't hesitate to contact your school principal.

Sincerely,

**Business/Non-Instructional Operations**

**Compliance with 504 Regulations**

**Granby Public Schools  
504 Accommodation Plan**

Student's Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Grade: \_\_\_\_\_ School: \_\_\_\_\_ Case Manager: \_\_\_\_\_

Review Date: \_\_\_\_\_ Implementation Date: \_\_\_\_\_

Disability: \_\_\_\_\_

Evidence of  
Disability: \_\_\_\_\_

How disability affects major life activity:

Accommodation Plan Descriptions

Classroom / School Environment / Organization & Management:

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Modification for instruction/assessment: \_\_\_\_\_

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Modifications for materials: none \_\_\_\_\_

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Communication to Parent / Staff / Outside Personnel: \_\_\_\_\_

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Climate / Medication / Equipment: N/A \_\_\_\_\_

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Transportation: N/A \_\_\_\_\_

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## **Personnel - Certified-Non-Certified**

### **Rights, Responsibilities and Duties**

#### **Acceptable Computer Network Use**

The Board of Education provides computers, networks, and Internet access to support the educational mission of the schools and to enhance the curriculum and learning opportunities for students and school staff.

Employees are to utilize the district's computers, networks, email system and Internet services for school-related purposes and performance of job duties. Limited incidental personal use of district computers, networks, email systems and Internet services is permitted as long as such use does not interfere with the employee's job duties and performance, with system operations or other system users. "Limited incidental personal use" is defined as use by an individual employee for appropriate, lawful, brief and occasional personal purposes. Employees are reminded that such personal use must comply with this policy and all other applicable policies, procedures and rules.

Employees shall be notified that computer files and electronic communications, including email and voice mail, are not private. Technological resources shall not be used to transmit confidential information about students, employees, or district operations without authority. The systems' security aspects, message delete function and personal passwords can be bypassed for monitoring purposes. Therefore, employees must be aware that they should not have any expectation of personal privacy in the use of these computer systems. This provision applies to any and all uses of the district's computer systems, including any incidental personal use permitted in accordance with this policy and applicable regulations.

#### **Online/Internet Services**

The school district will educate minor students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyber-bullying awareness and response. Additionally, the school district will implement a technology protection attempting to block or filter Internet access to visual depictions that are obscene material, contain child pornography, or are harmful to minors and ensure that such filtering technology is operative during computer use by minor students.

**Policy  
4118.5(b)/  
4218.5**

Any employee who violates this policy and/or any rules governing use of the district's computers will be subject to disciplinary action, up to and including discharge. Illegal uses of the school district's computers will also result in referral to law enforcement authorities.

All District computers remain under the control, custody and supervision of the school district. The school unit reserves the right to monitor all computer and Internet activity by employees. Employees have no expectation of privacy in their use of school technology.

The Superintendent or his/her designee shall be responsible for overseeing the implementation of this policy and the accompanying rules for advising the Board of the need for any future amendments or revisions to the policy/regulations. The Superintendent or his/her designee may develop additional administrative procedures/rules governing the day-to-day management and operations of the school district's computer system as long as they are consistent with the Board's policy/rules. The Superintendent may delegate specific responsibilities to building principals and others as he/she deems appropriate.

(cf. 6141.321 - Student Use of the Internet)  
(cf. 6141.322 - Web Sites/Pages)

Legal References: Connecticut General Statutes  
The Freedom of Information Act  
31-48d Employers engaged in electronic monitoring required to give prior notice to employees. Exceptions. Civil penalty.  
53a-182 Disorderly conduct; Class C misdemeanor  
53a-182b Harassment in the first degree.  
53a-183 Harassment in the second degree  
53a-250 Computer-related Offenses: Definitions  
Electronics Communication Privacy Act, 28 U.S.C. §2510 through 2520

Policy adopted:

GRANBY PUBLIC SCHOOLS  
GRANBY, CT

## **Personnel — Certified and Non-Certified**

### **Instruction**

#### **Use of Social Media**

The Granby Board of Education recognizes the importance of social media for its employees, and acknowledges that its employees have the right under the First Amendment, in certain circumstances, to speak out on matters of public concern. However, the Board will regulate the use of social media by employees including employees' personal use of social media, when such use:

- 1) Interferes or disrupts the work of the school district
- 2) Is used to harass coworkers or other members of the school community
- 3) Creates a hostile work environment
- 4) Breaches confidentiality obligations of school district employees
- 5) Harms the goodwill and reputation of the school district in the community
- 6) Violates the law, board policies, or other school rules and regulations

The Board of Education therefore adopts the following guidelines for the use of social media by Board of Education employees.

#### **Definitions:**

**Social Media**, includes, but is not limited to, social networking websites, such as Twitter, Facebook, LinkedIn, YouTube, MySpace, and other internet/web-related technologies.

**Board of Education** includes all names, logos, buildings, images and entities under the authority of the Granby Public Schools Board of Education.

#### **Rules Concerning Personal Social Media Activity**

1. An employee may not mention, discuss, or reference the Board of Education, the school district, individual schools, programs, or teams on personal social networking sites unless the employee also states that the post is the personal communication of the employee of the school district and that the views posted are the employee's alone and do not represent the views of the school district or the Board of Education.
2. Employees must refrain from mentioning other Board of Education employees or other members of the school community (*e.g.*, parents or others) on personal social networking sites, without such individuals' express consent unless the employee is addressing an issue of public concern and the employee's speech falls under applicable constitutional protections pertaining to the same.

**Policy  
4118.51(b)/  
4218.51**

3. Employees are required to maintain appropriate professional boundaries with students, parents, and colleagues.

4. It is not appropriate for an employee to "friend" or communicate with a student or otherwise establish special relationships with selected students through personal social media. It is not appropriate for an employee to give students access to personal postings unrelated to school.

5. Employee email communications with students should be through a district-approved email system not through personal email accounts.

6. Unless given written consent, employees may not use the Board of Education's logo or trademarks on their personal posts. Please note this prohibition extends to the use of logos and/or trademarks associated with individual schools, programs, or teams of the school district.

7. Employees are required to use appropriately respectful speech in their personal social media posts; and to refrain from harassing, defamatory, abusive, discriminatory, threatening or other inappropriate communications. Such posts reflect poorly on the school district's reputation, can affect the educational process and may substantially and materially interfere with an employee's ability to fulfill his/her professional responsibilities.

8. Employees are individually responsible for their personal posts on social media websites. Employees may be sued by other employees, parents or others, and any individual that views an employee's social media posts as defamatory, pornographic, proprietary, harassing, libelous or creating a hostile work environment. Such activities are outside the scope of employment. Employees may be held personally liable for such claims.

9. All posts on personal social media must comply with the Board of Education's policies concerning confidentiality, including the confidentiality of student information. If an employee is unsure about the confidential nature of information the employee is considering posting, the employee shall consult with his/her supervisor prior to making the post.

10. An employee may not link a personal social media site or webpage to the Board of Education's website or the websites of individual schools, programs or teams; or post Board of Education material on a social media site or webpage without written permission of his/her supervisor.

11. Employees are required to comply with all Board of Education policies and regulations with respect to the acceptable use of computer equipment, networks, and electronic devices when accessing the Internet. Use of technology must not interfere with an employee's duties at work.

12. The Board of Education reserves the right to monitor all employee use of district computers and other electronic devices. An employee should have no expectation of personal privacy in any communication or post on any web site while using district computers, cellular telephones or other electronic devices.

13. All Board of Education policies regulating off-duty conduct apply to social media activity including, but not limited to, policies related to public trust, illegal harassment, code of conduct, and protecting confidential information.

### **Rules Concerning District-Sponsored Social Media Activity**

An employee who seeks to use social media sites and related interactive technologies as an educational tool or in relation to extracurricular activities or programs of the school district may do so provided that the procedures below are followed and that the employee obtains the permission of his/her supervisor prior to setting up the site. The employee's supervisor will also be provided access to any site that is established.

1. Use will be limited to specific academic and/or school-related purposes. Sites used for these purposes must be closed in that the employee must set up password-protected access for the students and staff involved. Sites may not be publicly available. Site activity must be moderated, monitored and supervised by the employee(s) who set(s) up the site.

2. Employees are required to use appropriately respectful speech on district-sponsored sites; and to refrain from harassing, defamatory, abusive, discriminatory, threatening or other inappropriate communications. Proper professional boundaries must be recognized at all times and all content and communication should be related to the educational purposes for which the site was established. Communication that is sensitive or personal in nature is to be avoided. Employees must supervise student speech to ensure that it complies with the criteria above.

3. Employees are required to comply with all Board of Education policies and procedures including applicable laws with respect to the acceptable use of computer equipment, networks or devices when accessing district-sponsored sites. Employees must also supervise students use to ensure compliance.

**Policy  
4118.51(d)/  
4218.51**

4. The Board of Education reserves the right to monitor all employee and student use of district technology. An employee should have no expectation of personal privacy in any communication or post while using district computers, cellular telephones, or other data devices.

5. All content and posts on district-sponsored sites must comply with the Board of Education's policies pertaining to confidentiality including the confidentiality of student information. If an employee is unsure about the confidential nature of information being considered for posting by him/her or by students, the employee shall consult with his/her supervisor prior to making the post.

6. An employee may not link a district-sponsored site or webpage to any personal social media sites or sites not sponsored by the school district. They will also inform students about the prohibited linking.

7. An employee may not use district-sponsored sites for private financial gain, political, commercial, advertisement, proselytizing, or solicitation purpose. They must also supervise student use to ensure that it complies.

8. An employee may not use district-sponsored sites in a manner that misrepresents personal views as those of the Board of Education, individual school or school district, or in a manner that could be construed as such. They must also supervise student use to ensure that it complies.

**Disciplinary Consequences**

Violation of this policy may lead to discipline up to and including the termination of employment consistent with state and federal law.

**Legal References:**

U.S. Constitution, Amend. I

Conn. Constitution, Article I, Sections 3, 4, 14

Conn. Gen. Stat. § 31-48d Conn. Gen. Stat. § 31-51q Conn. Gen. Stat. §§ 53a-182; 53a-183; 53a-250 Electronic Communication Privacy Act, 28 U.S.C. §§ 2510 through 2520

Policy adopted:

GRANBY PUBLIC SCHOOLS  
GRANBY, CT

# Granby Public Schools

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Granby, CT 06035

TO: Granby Board of Education  
FR: Alan Addley, Superintendent  
DT: March 23, 2011  
RE: FY12 Revised Administrative Budget

Per the directive from the Board of Education, the FY11-12 Administrative Operating Budget has been reduced by \$53,318 to reflect a flat (0%) budget. The revised (March, 23, 2011) Administrative Budget reflects these changes. The reductions that have been made are noted below.

• Advertising	\$7,500
• Admin Supplies	\$2,075
• Library Books	\$1,613
• Non-Union Salaries	\$8,100
• 2.5 Teaching Assistants	\$34,030
<b>Total</b>	<b>\$53,318</b>

AVON  
BARKHAMSTED  
CANTON  
COLEBROOK  
EAST GRANBY  
FARMINGTON  
GRANBY  
HARTLAND  
NEW HARTFORD  
SIMSBURY



FARMINGTON VALLEY HEALTH DISTRICT

50 AVON MEADOW LANE, PO BOX 520, AVON, CT 06001 PHONE (860) 676-1953 FAX (860) 676-2131 800-909-FVHD

## In School Mass Vaccination Program

### Program Highlights

- Develop a plan for a **Declared Public Health Emergency**
- **Public Health Emergency Response Act (PHERA)** will cover liability issues
- **PHERA** was utilized by President Obama during the H1N1 Vaccination Campaign (09-10)
- **The program is cost free to the school system, costs for planning covered by CDC**
- Written plans and schematics to facilitate a mass vaccination of children in the school setting
- Develop site specific school system plans
- FVHD/FV VNA would like a designated "point of contact" from each school system
- The plan has the flexibility to utilize FVHD/FV VNA staff or school personnel if desired
- The school system will receive a binder copy of all plans for their schools.

**Curriculum/Policy/Technology/Communication Subcommittee Meeting Minutes  
March 2, 2011  
6:00 p.m.**

Attendance:

Ronald Walther	Present	Alan Addley	Present
Deb Torgersen	Present	Diane Dugas	Present
John O'Connor	Present		

Meeting commenced at: 6:00 p.m.

Meeting adjourned at: 6:50 p.m.

1. Curriculum Director's Report (January & February) – Reviewed extensive Curriculum Director's report. See attached.

2. Early Childhood Feasibility Study Update – Reviewed survey results – good response from parents. Committee to move to funding models/physical and staffing requirements. See attached.

3. Language Arts Progress and Implementation – Discussion with Mike Dunn on initial status and progress of language arts initiatives.

4. Review of Administrative Regulations for Homework Policy – Reviewed policy – no changes required. Reviewed administrative regulation updates.

5. Draft Policy 9240, Board Member Development, and Draft Policy 9400, Board Self-Evaluation – Tabled for further review by subcommittee.

6. Other – None.



# Granby Public Schools Early Childhood Survey and Interview Results

*Provided by Tim Nee*

*CREC Institute for Teaching and Learning*

*February 2011*







# Granby Early Childhood Survey

- Survey was constructed by CREC based on feedback from the Early Childhood Committee
- Survey was conducted from January 28 to February 8
- Survey and cover letter from the Superintendent's Office was made available to all Kearns families
- Families had the option to complete an electronic survey on Survey Monkey website or mail to CREC
- Survey was anonymous
- Several reminders were provided to families to complete the survey through E-Blast and School Newsletter
- Survey results were compiled by CREC

# Survey Demographic Summary

- Nearly 50% return rate, 179 responses
- Most all electronic responses, 12 paper
- 68% have lived in Granby for at least 5 years
- Over 79% report gross incomes of \$80,000 or more
- 94% had children who attend(ed) Granby Kindergarten
- Highest return rate from families who have children 9 years old or younger
- 92 responses included comments
- Several comments were lengthy, multiple sentences

## How long have you lived in Granby?

		Response Percent	Response Count
1-2 years		8.4%	15
2-5 years		21.8%	39
5-8 years		20.7%	37
8-10 years		14.5%	26
more than 10 years		33.5%	60
do not live in Granby		1.1%	2
		<b>answered question</b>	<b>179</b>
		<b>skipped question</b>	<b>0</b>

















# Comments Summary

Paraphrased Comments from #10 on Survey (Open Response )	# of Similar Comments
Support for full day K (or an option)	24
Kearns K teachers excellent or pleased with K program	16
(Granby community program) is an excellent preschool	15
Support public preschool	15
Half day K program is sufficient for this age group	10
Full day K or PreK should not be tax funded	9
Support public preschool with fee	8
Children should be 5 to enter K	6
Concerns about Hartford children attending Granby	4
Concerns about after care availability	4
Not enough time in the K program	4
Public PreK would hurt community based programs	3
If Granby does not offer full day K will choose magnet	3

# Key Survey Findings

- *71% pleased with their preschool options using Granby preschool/daycare programs*
- *Nearly 30% of preschoolers were cared for at home*
- *91 % would consider a Granby public preschool*
- *61% interested in half day preschool*
- *44% would pay between 2-3,000 annually for public preschool*
- *87% satisfied with the quality of Granby kindergarten*
- *80% would consider full day kindergarten*

# Staff Interviews

- Interviews were conducted by Tim Nee, Assistant Director of CREC Institute of Teaching and Learning
- Interviews took place in small groups on January 31, 2011
- Kindergarten teachers, paraprofessionals (who also are parents of Granby students) , preschool staff, other support staff and building administrator were included in the interview process

# Interview Highlights for Preschool

- Town preschool programs varies greatly
- Staff resources spread out too much and much time spent traveling rather than servicing children
- Increase in level of children's needs has increased over time
- Communication about children best when centrally located
- Best delivery when service also takes place at Kearns school
- Easier transition for children that do attend Kearns
- Inconsistent success with communication forms between community preschools and Kearns
- Use of PAF inconsistent in community preschools
- If public preschool existed, need for typical peers

# Interview Highlights for Kindergarten

- Kindergarten teachers are regarded as a collaborative professional team
- Paraprofessionals valued and member of the kindergarten team
- All staff agreed the day was rushed and difficult to manage curriculum expectations and social needs of the students (stressful)
- Literacy instruction appears to be the primary focus of the kindergarten day
- Limited time was spent on mathematics and little time was available to other academic content such as science or social studies
- Activities that emphasize creative expression and play are not as visible in the kindergarten classroom
- Though more attention to literacy is evident only 50% of exiting kindergarten students are meeting the DRA 2 goal of Level 4 or better
- All staff did not agree on the use of pull out or push in services for students at Tier 2 or Tier 3 level
- Concern that wide range of developmental needs of children are met

## Monthly Curriculum Sub Committee Report

From: Diane Dugas, Director of Curriculum, Teaching and Learning

Date: January/February, 2011

### Professional Development:

- Supported facilitation of administrators continued professional development in cultural competence through collaborative planning and delivery with SERC consultants
- Supported facilitation of reading specialists professional development in coaching through collaborative planning with consultant and LA supervisor.
- Facilitated focus of performance assessment PD to Language Arts curriculum committee
- Conducted Task Deconstruction workshop with MS Math PLC
- Meetings with Carolyn Dei Dolori regarding planning and implementation of district-wide technology professional development
- Ongoing work to inform a long range PD calendar
- Acquired new knowledge to support district planning through my own participation in a National Legislative update in Washington, DC.

### Curriculum:

- Worked with K-8 Language Arts curriculum committee on the continued development of curriculum maps for K-8 reader workshop, specific focus was placed on the development of performance assessments. With the broadening of the committee to include grades 7 and 8 a focus on identifying essential standards was provided for 7/8.
- Participated in the monitoring of curriculum implementation via a three day walkthrough process of all K-6 classes.

### Committee Work:

- Invitations and establishment of K-12 curriculum committees that will begin meeting in April
- Establishment of District-wide SRBI committee meeting in March, April and May
- Facilitated monthly meetings with the Early Childhood Feasibility Study Committee - Conducted community survey, made site visits, continued research work.
- Granby Prevention Council Executive Board – Grant planning and development of community partnerships

### Other:

- Consortium meeting on Wintonbury Magnet Transition
- Monitoring of Intermediate afterschool program
- Meeting with Media specialists to discuss application of technology, establishment of their involvement and support of curriculum committee work

- Collaborated with administrators on the partnering and continued exploration of the Discovery Center Program: co-facilitated PTO meeting, debriefed events to date, and planned next steps for implementation with grade 4 in April.
- Advertising, interviewing and communication of Summer School opportunities including both regular summer school and the new Global Studies Summer School program.
- Manage grants, grant reporting, spending
- Review and approve PD for teachers
- Facilitate and monitor the implantation of the new TEAM (new teacher induction) process: Held two TCC meetings with district committee with an emphasis on developing a two year induction plan; held mid-year mentee/mentor progress meeting
- Met with Bob Gilbert and supported the writing/review process for the Blue Ribbon School application process.
- Participated in various meetings regarding the District Community Partnership plan.
- Participation in district book club on culturally responsive schools (representation from all five schools and central services participate in the reading and discussion).
- District facilitation of CMT/CAPT – Conducted test coordinator meeting, presented training at each faculty meeting, collaborated with special services to provide updates and clarifications of processes to sped staff, ongoing daily communication with buildings in preparation for administration, collaboration with special services in relation to CMT and CAPT.
- Site visitation to full day kindergarten program in West Hartford as a part of Early Childhood Feasibility Committee
- Facilitation of implementation and training for new CEU system
- Participated in transition meetings between intermediate schools and MS and MS and HS.

### Monthly Meetings:

- District Ad Council – Focused on developing the capacity of administration to lead PLC teams through effective feedback and monitoring strategies.
- Elementary Ad Council Meetings – Discussion and establishment of belief's related to the delivery of Language Arts, interventions and support structures (relates to work associated with DC&P)
- Secondary Ad Council Meetings – Discussion and establishment of belief's related to the delivery of Language Arts/English, interventions and support structures (relates to work associated with DC&P)
- Principals Seminar – Engaged in our focus of effective *feedback* to teachers regarding PLC work.
- Bi Monthly building Administrator meetings – Targeted discussion around moving the work of buildings forward, guided by Principal needs.
- District Leadership Team meetings – Continuation of developing Learning Principals
- K-12 Language Arts meetings-Redefining the role of our language arts consultants and reading specialists with an emphasis on coaching to support classroom teacher's implementation of effective teaching.
- Weekly meetings with K-12 LA supervisor – focus on establishing K-12 priorities in regards to curriculum, instruction, assessment, PLC and SRBI.
- PLC Team meetings – Support PLC teams in data driven decision making delving deeper into analysis of data and strategies to implement with students.
- Superintendent meetings – Ongoing daily communication and district level planning
- BOE meetings- Presentations of Granby Prevention Council update

- ELL meetings – weekly meetings with ELL tutor, school visitations, collaborative networking, establishment of consistent and documented ELL procedures.
- Co- facilitate the Executive Leadership Academy with Superintendent– Emphasis on developing the groups understanding of theories of action and problem of practice; participants were brought into the administrative walkthrough process in February.

March 18	Kelly Lane Family Activity/Ice Cream Social Night	6:30-8:30 p.m.	Kelly Lane
March 23-25	Early Release – Elementary Only - Conferences		
March 23	Finance Subcommittee Meeting Special BOE Meeting	5:30 p.m. 7:00 p.m.	Central Services Central Services
March 24	AP Art Show	6-8:00 p.m.	J. Valley Brunelle Frame Shop, Granby
March 25	Middle School Luau Dance	6:00-8:30 p.m.	MS Gym/Cafe
March 25	High School Play, The Music Man	7:00 p.m.	HS Auditorium
March 26	High School Play, The Music Man	2:00 & 7:00 p.m.	HS Auditorium
March 28	Board of Finance Budget Hearing	7:00 p.m.	Senior Center
March 30	Spring Athlete Parent Night	7:00 p.m.	HS Auditorium
April 1-2	Middle School Drama Play	7:00 p.m.	MS Cafeteria
April 4	Parent Meeting re: Growth and Development Program	6:30 p.m.	Kelly Lane Cafeteria
April 6	Grandparents'/Senior Citizens' Day	12:30-2:00 pm	GMMS
April 6	Curriculum Subcommittee Meeting & Regular BOE Meeting - <i>Cancelled</i>	5:30 p.m. 7:00 p.m.	Central Services Central Services
April 8	GranBee (GEF Event)	7:00 p.m.	HS Auditorium
April 11	Town of Granby Budget Hearing	7:00 p.m.	HS Auditorium
April 12	Spring Parents' Day	7:30-9:15 a.m.	GMMS
April 13	Curriculum Subcommittee Meeting Finance Subcommittee Meeting Special BOE Meeting	5:30 p.m. 5:30 p.m. 7:00 p.m.	Central Services Central Services Central Services
April 14	Wells Road Chorus Concert	7:00 p.m.	
April 18-22	Spring Vacation		
April 25	Annual Town Meeting	7:00 p.m.	HS Auditorium