

Regular Board of Education Meeting -
Cancelled
Wednesday, November 7, 2012 7:00 PM
Eastern

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

- I. Executive Session
- II. Public Comment
- III. Administrative Reports
 - III.A. Superintendent's Announcements
 - III.B. Student Representative Reports
 - III.C. Schools in the Spotlight
 - III.D. Teacher Evaluation Plan
- IV. Consent Agenda
 - IV.A. Minutes
 - IV.B. Retirement
- V. Old Business
 - V.A. Athletic Field Project
 - V.B. 1-to-1 Computing
- VI. New Business
 - VI.A. Granby Association of School Administrators' Contract Ratification
- VII. Miscellaneous
 - VII.A. Board Standing Committee Reports
 - VII.A.1. Curriculum/Policy/Technology/Communication
 - VII.A.2. Finance/Personnel/Facilities
 - VII.B. Other Board-Related Reports
 - VII.B.1. Athletic Field Project Committee
 - VII.B.2. CREC/CABE
 - VII.B.3. Granby Education Foundation
 - VII.B.4. District Efficiency Initiatives
 - VII.C. Calendar of Events
 - VII.D. Board Member Announcements



ReVision
LEARNING PARTNERSHIP

www.revisionlearning.com

TEACHER EFFECTIVENESS AND PERFORMANCE EVALUATION

Helping educators find
new *Vision* in their work

Granby BOE Presentation 11.7.12

“There is no power for change
greater than a community
discovering what it cares
about.”

~ Margaret Wheatley



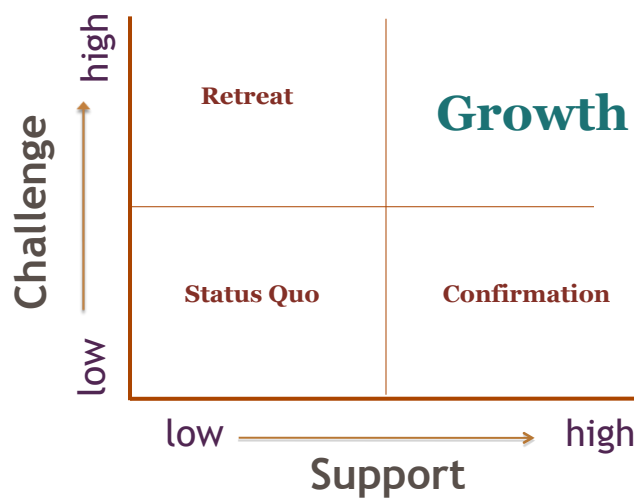
The Bottom Line...

“Without capable, high quality teachers in American classrooms, no educational reform effort can possibly succeed. Without high quality evaluation systems, we cannot know if we have high quality teachers.”

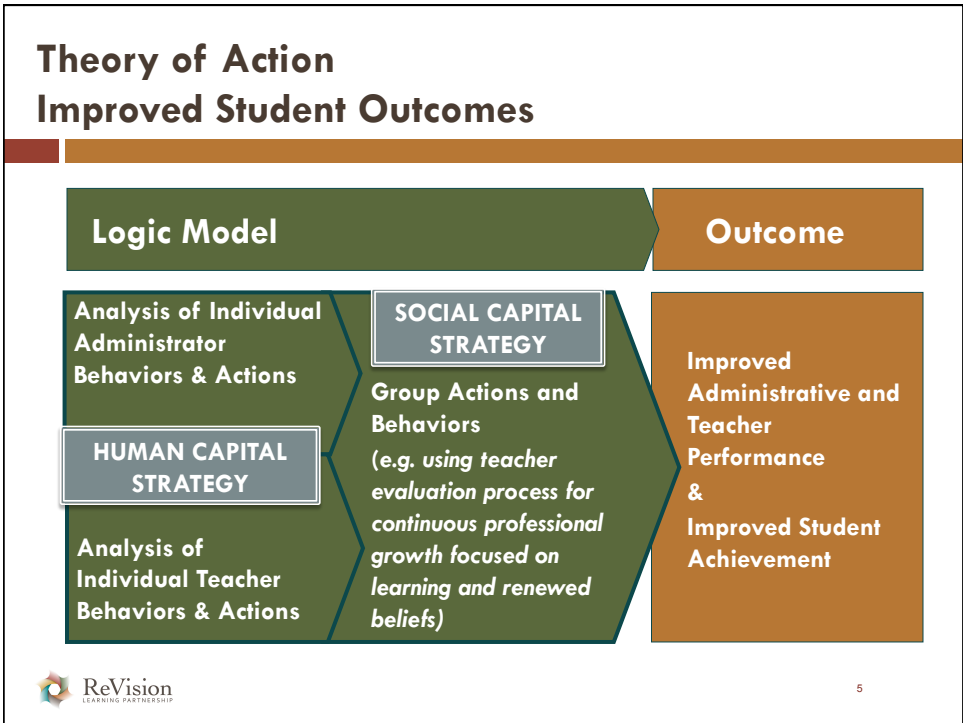
~Stronge, 2003



Effects of Support and Challenge on Teacher Development



Barber, 2003
Mckinsey Global Ed Practice



Timeline for the Work

Overview of the timeline and essential components

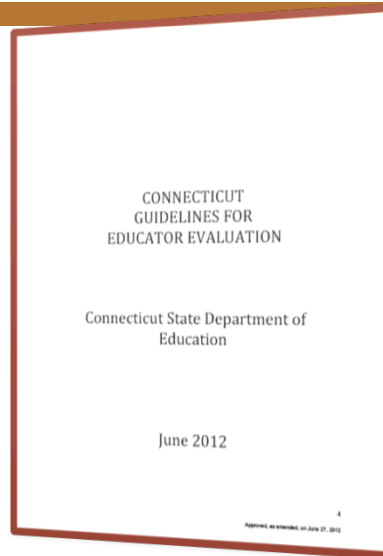
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Timeline for Work

Service	When
Module 1: Designing Frameworks for Improved Teaching and Learning	
Session 1: Pre-Meeting and Overview	Fall 2012
Session 2-5: Four Days of Content Development and Facilitated Work Time	
Module 2: Committee Meetings and Development Work	
Session 1: Strategy Development for Rollout of Framework	Fall 2012
Session 2/3: Understanding Teacher Evaluation Trends and Responding to Feedback	Fall/Winter 2012
Session 4: Calibrating the Rubric	Fall/Winter 2012
Session 5-8: Development Institute	Fall/Winter 2012
Module 3: Administrator Training and Support	
Administrator Evaluation Planning	Fall/Winter 2012
Evaluator Training	Spring 2013 through Fall 2013 (on-going)



Exploring the Latest State and Federal Guidelines

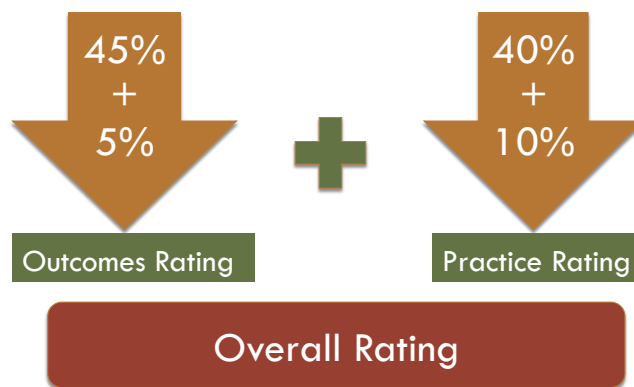


The SDE/PEAC Teacher Guidelines

- 45/40/15
 - 45 % is based on multiple student learning measures
 - 22.5% state test (CMT/CAPT), if applicable - ? If not – Student Learning Goal
 - 22.5% other student learning measures (district/school administrators and teacher collaboratively decide)
 - 40 % is based on observation of teacher performance and practice
 - 10 % is based on peer or parent feedback surveys
 - 5 % is based on whole-school student learning indicators or student feedback

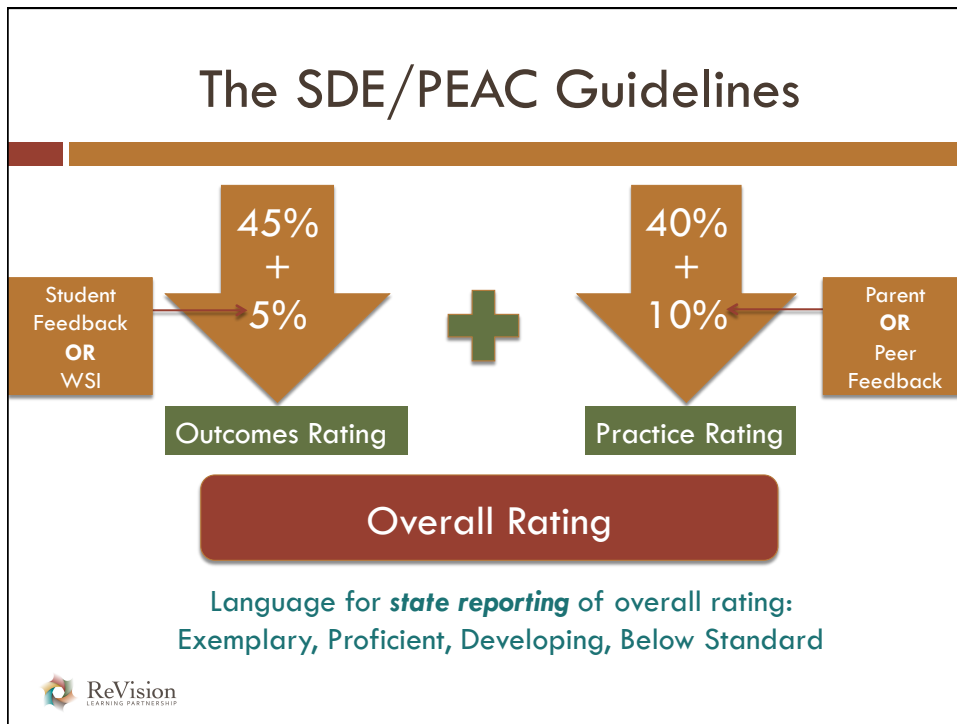


The SDE/PEAC Guidelines



Language for **state reporting** of overall rating:
Exemplary, Proficient, Developing, Below Standard





Weights in Evaluation Models

TEACHERS		PRINCIPALS
Multiple student learning measures	45%	Multiple student learning measures
Whole-school student learning indicators or student feedback	5%	Teacher effectiveness outcomes
Observations of teacher performance and practice	40%	Observations of principal performance and practice
Peer or parent feedback surveys	10%	Staff, community, and/or student feedback surveys

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Timeline: Fall 2012-Fall 2013



Implications for Districts

What are the implications for district practice?



District Non-Negotiables

- All districts must design and implement an **evaluator training program** that will ensure readiness in '13-'14 school year
- Internal programs/processes for **Professional Learning** must be established by the district to ensure support for teacher growth
- **Data Management Systems** will need to be in place to support management of **Teacher Performance Data** and **Student Performance Data**



Good News/More Good News

Good News

- Multiple inputs create more **fair and equitable** evaluative practice
- New models of evaluation are **more supportive of teacher growth**

More Good News


- Granby's commitment to **PLC** will support changes in performance evaluation
- Granby's commitment **CCSS** will support changes in performance evaluation



Questions and Discussion



Join the conversation:

- Check out hashtags: #teacher #teacherevaluation #CT #education
- **ReVision Learning** @ReVision_Learng 
- www.revisionlearning.com



Granby: 21st Century Citizenship

College and Career Ready with *One to One Computing*



Assumptions

1. It's happening now;
2. We agree on One to One Computing;
3. It is a matter of time as to when and how we get there.
4. Secondary schools are ready for implementation.

Progress to Date

- Three Year Technology Plan Submitted and approved by Board
- MS/HS Wireless project complete
- Safety and Security measures are in place
- August Professional Development - Instructional Design and Curriculum Integration, One to One technology



Curriculum Driving Forces

- Media Literacy Standards require 8th grade competencies
- 2015 SMARTER BALANCE requires on-line assessment
- Specifically designed performance assessments, performance tasks and lessons developed through curriculum integrate use of technology as required by federal and state technology goals
- Required college, career and life skills (CCSS) to access information, analyze, respond and problem solve using technology as a tool.
- To support students as consumers of information and producers of knowledge as a 21st century skill

One Option for One to One Computing is BYOD: Benefits of BYOD

- **Personalization for learning** - BYOD allows students to take ownership for their own equipment choices and to customize their own work environments to meet their individual needs;
- **Ownership and customization** facilitates deepening student engagement;
- **Cost effectiveness** - BYOD releases the district from liability and maintenance of devices, allowing efficiencies to be spent of other technologies that support building students 21st century critical thinking, research and problem solving skills;
- The ability to develop **21st century skills** in students that will help them **succeed in life and work beyond school**;

Shifting the Learning

Traditional Educational Model

- Teacher prescribes assignments
- The critical skill is to know how to be taught
- The limit of learning is what the teacher knows
- Students rely on teacher for help

Digital Learning Model

- Student designed research
- The critical skill is to learn how to learn
- Student research content beyond the teachers knowledge
- Students rely on teacher and class for help

Video Clip



It is NOT the DEVICE that matters it
is the ACCESS that matters



Districts Taking the Lead

District/DRG	Device	Grades	BYOD	BOE
Glastonbury-B	IPads	9/10		X \$420,000
Simsbury- B		all	X	
Suffield -C		all	X	
Cheshire - B			X	
New Cannan - A			X	
Wallingford - D			X	
Bloomfield - G			X	
Region 12 - C		high school	X	
East Granby - D		middle & high	X	
Newington - D		high school	X	
Wethersfield - D			X	
Plainville - F			X	
Avon - B			X	

Survey Conclusions



- Students have access to the tools
- Students are using a wide variety of devices
- Up to 78% of the students are already bringing devices to school
- It is becoming an equity issue not to have a device

Hardware:

One to One Guidelines

- PC Laptop/Netbook Wireless access (Wi-Fi) capable
- Android-based Tablet Wireless access (Wi-Fi) capable with optional wired or wireless keyboard, minimum 10 inch screen
- Apple Laptop/Tablet Wireless access (Wi-Fi) capable with optional wired or wireless keyboard

(Smartphones and MP3 players are permitted on campus but will not be a part of the planned 1 to 1 initiative)

Time-Line

	Within one semester	Year 1	Year 2	Year 3
Student Technology	BOE implementation decisions Criteria: min. 10 in screen, wireless, standard browser	One to One computing 7-12 Grades 5-12 use F/R lunch numbers to purchase for equity	One to one computing 5-6 Grades 3-4 use F/R lunch numbers to purchase for equity	One to one computing 3-4 K-2 TBD Grades K-2 use F/R lunch numbers to purchase for equity
Teacher Technology		Replace desktops w/laptops within replacement cycle	Replace desktops w/laptops within replacement cycle	Replace desktops w/laptops within replacement cycle
Infrastructure	HS/MS Wireless complete	Wire Kelly/Wells Cost= \$60,000 Cost= \$9,000 (small cap)	Wire Kearns Cost= \$30,000 Cost=\$16,000(small cap)	
Policy	Dec/Jan – Revise Acceptable Use Policy Cell Phone Policy Social Media Policy Responsible Use Brochure February – Present to BOE sub-committee March/April – BOE readings	Annual Review of Policies	Annual Review of Policies	Annual Review of Policies

	Within one semester	Year 1	Year 2	Year 3
Parent Communication	<p>January Superintendent Forum</p> <p>February MS/HS PAC Meetings</p> <p>February Vision Article</p> <p>February Website Communication</p> <p>March Newsletter to Parents</p> <p>April – Informational meeting on insurance</p>	<p>Incorporate parent communication into parent nights and open houses, handbooks</p> <p>Fall Superintendent forum for intermediate parents</p> <p>Fall PTO meeting</p> <p>Fall Vision Article</p> <p>Winter – Website communication and informational sessions on insurance</p>	<p>Incorporate parent communication into parent nights and open houses, handbooks</p> <p>Fall Superintendent forum for primary parents</p> <p>Fall PTO meeting</p> <p>Fall Vision Article</p> <p>Winter – Website communication and informational sessions on insurance</p>	<p>Incorporate parent communication into parent nights and open houses, handbooks</p>
Professional Development	<p>August – Policy, technology, instructional design</p> <p>Summer Technology Institute</p> <p>Instructional design and integration of standards (Ongoing)</p>	<p>August PD – Policy, technology, instructional design</p> <p>Job embedded PD – Media Specialists and coaches</p> <p>Summer Technology Institute</p> <p>Curriculum integration of the ML standards</p>	<p>August PD – Policy, technology, instructional design</p> <p>Job embedded PD – Media Specialists and coaches</p> <p>Summer Technology Institute</p> <p>Curriculum integration of the ML standards</p>	<p>August PD – Policy, technology, instructional design</p> <p>Job embedded PD – Media Specialists and coaches</p> <p>Summer Technology Institute</p> <p>Curriculum integration of the ML standards</p>

1 to 1 Computing Cost Five Year BOE Estimate

	GRANBY PURCHASES DEVICES FOR ALL	BRING YOUR OWN DEVICE PROGRAM
Student Technology	<ul style="list-style-type: none"> Purchase devices @ \$250-500 per student. Devices would need to be put on a 4 year replacement cycle. Based on current enrollment numbers the total initial investment to equip all students with a device is estimated between \$800,000 - 2,000,000 Cost estimates broken down by year/rollout of the plan: Year 1 FY14 Grades 7-12 = \$265,000 – 530,,000 Year 2 FY15 Grades 5-6 = \$80,000 – 160,000 Year 3 FY16 Grades 3-4 = \$69,000 - 138,000 Year 4 FY17 Grades K-2 = \$85,000 – 170,000 Year 5 FY18 Grades 7-12 replacement = \$265,000 – 530,,000 Hire 1 additional in-house technician needed to maintain software, repairs, warrantee service (\$40-50K annual salary) Information Sessions 	<ul style="list-style-type: none"> Purchase devices for students that cannot afford a device based on free and reduced lunch counts @ \$250-500 per device Devices would need to be put on a 4 year replacement cycle. Cost estimates broken down by year/rollout of the plan: Year 1 FY14 Grades 7-12 91 devices = \$22,750 -- 45,5000 Year 2 FY15 Grades 5-6 = 37 devices = \$9,250 – 18,5000 Year 3 FY16 Grades 3-4 = 22 devices = \$5,500 – 11,000 Year 4 FY17 Grades K-2 = 18 devices = \$4,500 – 9,000 Year 5 FY18 Grades 7-12 replacement = TBD Information Sessions
Mobile Teacher Technology	Start to upgrade teacher computers to laptops via existing district hardware replacement schedule at an increased cost of \$400 per device. Adjust schedule for 4 year replacement vs. current 5 year replacement.	Start to upgrade teacher computers to laptops via existing district hardware replacement schedule at an increased cost of \$400 per device. Adjust schedule for 4 year replacement vs. current 5 year replacement.
Wireless Infrastructure	<p>K-12 Wireless Project</p> <p>Cost = \$90,000 – Hardware (Kelly, Wells, Kearns) Cost = \$25,000 Wiring and Network switches</p> <p>Wireless Management Software renewal or hardware replacement 5 years from date of purchase</p>	<p>K-12 Wireless Project</p> <p>Cost = \$90,000 – Hardware (Kelly, Wells, Kearns) Cost = \$25,000 Wiring and Network switches</p> <p>Wireless Management Software renewal or hardware replacement 5 years from date of purchase</p>
Professional Development & Curriculum Integration	<ul style="list-style-type: none"> PD on policy, Media tech and Information Literacy Standards Job embedded PD on standards, curriculum integration and technical use Summer technology institute Curriculum integration of the media literacy standards 	<ul style="list-style-type: none"> PD on policy, Media tech and Information Literacy Standards Job embedded PD on standards, curriculum integration and technical use Summer technology institute Curriculum integration of the media literacy standards

Previous Discussion Items

- Safety
- Loss or Damage
- Policy
- Equity

Question:

How Do
We
Proceed?



Finance/Personnel/Facilities Subcommittee Meeting Minutes
October 17, 2012
5:30 p.m.

Attendance:

Ed Ohannessian	Present	Alan Addley	Present
Ron Walther	Present	Harry Traver	Present
Lynn Guelzow	Present		

Meeting commenced at: 5:30 p.m.

Meeting adjourned at: 6:55 p.m.

1. September Statement of Accounts – Going well. Over \$30K in magnet school tuition; special education cost discussion.
2. Pre-School Budget vs. Actual – Discussed financial reports regarding pre-school budget.
3. Kearns Fence – Approve safety-related fencing for school.
4. Baseball Field Status – Waiting for grass to grow.
5. CPPAC – Quick discussion on process.
6. Solar Project Process – Discussed CCM collective agreement. Several questions raised.
7. Other -

November 5	World Language Induction Ceremony	7:00 p.m.	HS Auditorium
November 6	No School – Professional Development Day		Offices Open
November 7	Curriculum Subcommittee Meeting BOE Meeting	5:30 p.m. 7:00 p.m.	Central Services Central Services
November 8	Financial Aid Night	6:30 p.m.	HS Auditorium
November 12	PTO Meeting	7:00 p.m.	Kearns
November 12-16	National Education Week		
November 16	Early Release – Elementary Only		
November 16	Kelly Lane Annual Game Night	6:30-8:30 p.m.	Gym & Cafe
November 16-17	High School Drama Play, “Cheaper by the Dozen”	7:00 p.m. Fri. & Sat.	HS Auditorium
November 16-17	CABE/CAPSS Convention		
November 19	Early Release – Elementary Only		
November 20-21	Early Release – All Schools		
November 21	Finance Subcommittee Meeting BOE Meeting - Cancelled	5:30 p.m. 7:00 p.m.	Central Services Central Services
November 22-23	Thanksgiving Holiday – No School		Offices Closed
December 5	Curriculum Subcommittee Meeting BOE Meeting	5:30 p.m. 7:00 p.m.	Central Services Central Services
December 21	Early Release – All Schools		
December 24- January 1	Winter Break – No School		Offices Closed Dec. 24-25 and January 1