

**Windsor Board of Education**  
**District Improvement Committee Meeting**  
Saturday, January 25, 2014 12:30 PM  
LP Wilson Community Center, Board Room  
601 Matianuck Avenue  
Windsor, CT 06095

The following are the unapproved minutes of the Saturday, January 25, 2014 District Improvement Committee Meeting. Any additions or corrections will be made at a future meeting.

1. Call to Order, Pledge of Allegiance, Moment of Silence
2. Public Forum--(60 minutes allotted time)--The committee welcomes public participation and asks that speakers please limit their comments to 5 minutes.
3. Discuss Dress Code
4. Discuss Offering Saturday SAT Classes
5. Miscellaneous
6. Audience to Visitors--The committee asks that speakers please limit their comments to 3 minutes.
7. Adjournment

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Maryam F. Khan, Secretary  
Windsor Board of Education

## District Improvement Committee

Category	Level	Suggestion	Additional Thoughts	Existing Strategy/Program AND/OR Action Taken
1 Programming	Systemic*	Bridge programs between levels and across schools	Leadership - programs i.e. Kids n Critters, Robotics. Organization for school improvement	We do some but need to do more.
2 Enrichment	Students Building Community	Organize and sustain student mentorship		Mentorship position is under Alliance grant focusing on high school and middle school now. Person hired in November. On-going Elementary program has new training sessions.
3 Enrichment	Educators Building Community	Community fieldtrip initiatives		We can provide list of fieldtrips we have as part of the curriculum.
4 Enrichment	Building Community	Cultural performances in schools		Publicize more what does occur. Look to bring in additional. District plan.
5 Data	Building District	Maintain the same school climate tool across years to track outcomes and measure trends		Current plan is to implement school climate survey every other year.
6 Data	Building District	Evaluate what is working	(climate survey responses)	Committee may want to review results of survey.
7 Special Education	Building District Community	Strengthen school to career pathways in special education programs	especially at high school level; availability of resources	Underway with change in teacher leadership of program.
8 Prof. Development	Building District	Increase individualized Prof. Development choices for faculty and support staff, including paraprofessionals		Function of new teacher evaluation system. Still needs to be expanded on. Professional development committee is charged with that task.
9 Instructional Methods	Building District	Hands on instructional programming that reflect alternative learning styles		CCSS and new Windsor Curriculum being written helps address this area.

6/23/2021

\* Systemic: Student, Families, Educators, Building Staff, Building Administration, District, Community Partnerships

## District Improvement Committee

Engagement 10 Communication	Systemic	Continue forums to share thoughts (III)		Improvement Committee will continue forums.
Budgetary Enrichment 11 Special Education	Student Family Building	Increase resources for children with individualized learning needs		Proposed budget provides for additional special education teachers. Small class sizes allow for differentiation.
12 Communication	Family Educators Building District	Develop novel strategies for strengthening parent base within schools	Automated System, with response option to collect feedback Social Media	Part of the district improvement plan. Activity being planned for June for administrators, funded through grant.
13 Curriculum	Family Building District	Higher standards in schools	Begin with elementary and continue across developmental spectrum. Community wants higher level of standards - challenge students	CCSS and new curriculum making that shift. Raising expectations.
14 Policy	Systemic	Uniforms (IIII)	Begin with elementary and gradually phase in Supporting reasoning included less competition based on socio-economic differences; increase safe-healthy learning environment; cost-effective for parents; promoting individuality based on academic and performance based standards.	Committee agenda item at January 21, 2014 meeting.
15 Enrichment	Building District Community	Integrate team building and leadership programs	To strengthen student achievement	Capturing kids hearts/teen leadership. Potential to expand dependent on funding and time.
Policy 16 Curriculum	Systemic	School system should encourage home based standards and morals	Specifically in the area of Language Arts, books being read contain profanity, sexuality, and violence	Board policy has process to address concerns.
Policy 17 Curriculum	Systemic	Alternative curriculum based on religious beliefs through differentiated material (II)		Board policy has process to address concerns.

## District Improvement Committee

Policy 18 Conduct	Systemic	Review disciplinary procedures for delinquent behavior	Referenced a currently understood policy - 3X teacher will make a request for behavioral change; followed by the principal making 3 requests and the school psychologist before the student is removed from the classroom. Impact to whole class is questioned.	Needs to be a review by administration.
19 Curriculum	Systemic	Increase technology for computer based testing	Can be utilized as a monitoring system, and can assist the teacher to identify specific areas of need	Need is being address through grant, proposed budget. Still more needs.
Budgetary 20 Families	Parent Building District	Strengthen parental involvement	We need to put \$ into innovative programming, specifically that engage the non-participatory parents. Parent Contract	Part of the district improvement plan. Activity being planned for June for administrators, funded through grant.
21 Families	Students Parents Building District	Strategies that encourage parents to promote expectations that promote academic achievement that can reinforced across contexts, including home, school, etc.	1) Curriculum nights to explicitly instruct parents on how they can reinforce expectations at all levels; not sole use of website postings	See # 12 answer. Increase marketing of current nights. Taping of events to share in the future.
Special Education 22 Curriculum	Parent District	Individuals Educational Plans for "typical" students, and special education students as well	Follows the students across grades	SSP for students.
Policy 23 Communication	Parent Building District	21st Century communication	1) Website 2) E-mails 3) Robo calls/texts 4) Notification system (Opt-in)	Communications firm hired. Survey parents? Focus groups?
Budgetary Programming 24 Curriculum	Building District	Elementary Spanish language program	Times Magazine ( <a href="http://www.nytimes.com/2012/03/18/opinion/sunday/the-benefits-of-bilingualism.html?_r=0">http://www.nytimes.com/2012/03/18/opinion/sunday/the-benefits-of-bilingualism.html?_r=0</a> )	Needs full commitment from Board. Recommend full implementation not grade by grade which is what was happening.
25 Curriculum	Building District	Vertical alignment of curriculum	with regard to foreign language	Provide concern to curriculum office.

6/23/2021

## District Improvement Committee

26	Policy Communication	Systemic	Strengthen communication across schools and with parents	1) Expectations should be consistent between classrooms, across grade levels, and schools; diversity training	New progress reports should begin to address concern. Committee to review issue of diversity training
27	Communication Engagement Families	Systemic	Strengthen the value of education, and redirect perspective from obligation to privilege		Parental engagement discussion.
28	Families Policy	Students Parents Building District	Social contract between parents, teacher, administration, and student		Would need to review further.
29	Policy Prof. Development	Systemic	Refresh diversity training (II) <del>Redirect funding from across levels</del> to make interventions within the early elementary school levels more accessible to a greater number of students who require tier 2-3 interventions	Make it for everyone	Investigating available programs. Schedule time to come forward to committee
30	Policy Budgetary	District			We have done some of this. Need to consider requirements of IEP's, when students enter district, etc...
31	Policy Instructional Methods Curriculum	Systemic	Raise expectations for our children		Curriculum, staff training
32	Curriculum Instructional Methods	Building District	Shift from rote memorization to strategies that promote critical thinking and creativity	Problem solving skills; challenge students	CCSS and new curriculum making that shift
33	Enrichment Curriculum Engagement	Systemic	Increase opportunities for civic engagement		Should review what is happening now at WHS.
34	Policy Communication	Building District Community	Develop alternative outreach strategies		Communications firm hired. Survey parents? Focus groups?

## District Improvement Committee

35	Policy Performance Conduct	Athletics Building District	Review athletic eligibility criteria	Specifically in the areas of behavioral conduct and academic standards. The GPA criteria of 71 (C-) with no more than 1 F was referenced.	We understand that our academic eligibility policy 6145.2 is more stringent than most in CT.
36	Policy Scheduling	Counselors Building District	Greater degree of flexibility with school personnel availability (II)	Middle school and high school counselors should be available 1 night per week from 7-9PM	Contractual issue. Should be available to meet with parents.
37	Prof. Development Communication	Parent Building District	Consider the family context in which the child exists without making assumptions about the effort the parent puts into their child's education	Challenge Program - promote, inform and explain program to public; what is participation process	We have done professional development on this in the past. Need to review needs and availability/funding for continuing.
38	Prof. Development Communication	Systemic	Identify and/or develop strategies for connecting with children to understand their needs	Educators talk to students to determine causes for behavior	We have done professional development on this in the past. Need to review needs and availability/funding for continuing.
39	Prof. Development Instructional Methods Curriculum	Systemic	Prioritize the achievement gap (II)		District improvement efforts should lead to increased achievement of all students.
40	Diversity	District	Increase the diversity within teaching faculty to more accurately reflect the demographic variability of the student body.		Currently a goal for Human Resources and principals. Efforts such as recruitment/retention continue.
41	Policy Prof. Development	Systemic	Increase access		
42	Prof. Development Conduct	Parent Building District Community	Target behavioral problems		Working on concern. Continue with PBIS. Need to keep addressing this concern.
43	Data	District	Review best practices to develop strategies		District Data Team work. Presentation of work to BOE to be scheduled.

6/23/2021

## District Improvement Committee

44 Data	Building District	Identify and define subgroups, set goals, and track		District Data Team work. Presentation of work to BOE to be scheduled.
45 Early Childhood	Systemic	Invest in early childhood (III)	<p>1) Develop educational programs to support children's learning at the earliest ages since primary socialization occurs by the age of 5</p> <p>2) PreK</p> <p>3) Early Childhood Center, could utilize the Wolcott building for early childhood programming, Birth - 3, etc.</p>	Long-term discussion.
46 Data	Building District	Capture data in Kindergarten and continue to track progress		Planning a presentation for Technology Committee on progress tracking for students. Milepost has been in place since 2012.
47 Engagement	Systemic	Community members are interested in becoming actively involved in the process	<p>1) Administration and Board of Education can offer opportunities for community members to get involved</p> <p>2) Need to develop a clear focus on how WPS system can utilize community strengths/assets</p> <p>3) Community members can offer services and supports within and outside the school</p>	Increase mentoring program, parent volunteers, etc.... Engagement of Chamber of Commerce, major corporations in town.
48 Families	Parent Building	PTO meetings should be held on Saturday mornings and not during the school day		Typically held on a week night. Typically scheduled by PTO in consultation with school.
49 Budgetary	Systemic	Finance committee should include greater number of stakeholders from across schools		Board committee does allow for public comment at each meeting.
50 Budgetary	Systemic	Budget should be built from zero and not assume the same expenses from the previous budget cycle		Board Finance Committee should discuss budget creation for the 2016/17 budget.

## District Improvement Committee

51 Policy	Parent Building District	BOE Leadership and administration should develop shared goals to increase the likelihood of shared responsibility for meeting district goals		Is that happening already? Communication that it is.
52 Prof. Development Families	Parent Building District Community	Prof. Development for parents Develop non-traditional course offerings	1) Utilize libraries and school buildings 2) Stagger times and days 3) Expert speakers/panels	Part of the district improvement plan. Activity being planned for June for administrators, funded through grant. We do have 20 seats in virtual high school at WHS.
53 Curriculum	Systemic		Evening/Saturday/online courses	Parent involvement will assist in this area.
54 Families	Parent	Hold parents accountable		we continue to review, compare with other districts and discuss alternatives. Work continues in this area. We have grown program over past 5 years.
55 Programming	Systemic Support Staff	Review the Alternative Program offered at LP Wilson	1) Is programming meeting the standards of equal opportunity for educational and academic services?	
56 Policy	Building District	Paraprofessionals in every classroom		Cost for Finance Committee to consider.
57 Policy	Rainbow Bus Building District	Implement assigned seating on buses		We do have assigned seating at the elementary level on a situational basis.
58 Policy Programming Performance	Parent Building District	Early Intervention (II)	Immediate intervention for students who are identified in September for potential for delayed progress in a subject area. Do not wait until December.	Should not be occurring. Have shared concern with administrators
59 Policy	Building District	Review policies on identifying and reporting child abuse	Windsor, but not all children are in WPS system.	Will review with staff. We review on an annual basis.

## District Improvement Committee

60	Enrichment Engagement	Systemic	Bridge resources within the community for increased opportunity to strengthen our school system	Who follows up with children at risk after school, weekends, checks on absences, etc.	Will review with staff.
61	Policy Communication	Building District	Develop a response system that reflects the feedback of community members, teachers, students, etc.		This document would be posted on website.
62	Instructional Methods Conduct Performance	Building District	Increase incentives for high school students	i.e., VIP Program at Sage Park	Review funds set aside for PBIS. High School is in earlier stage of PBIS than Sage Park.
63	Communication	Systemic	Community members should be updated on the progress of the District Improvement Committee	1) At the beginning of the meeting, an update should be given on progress 2) Website 3) Inform parents about steps to close achievement gap	Committee is working on it.