

Special Meeting

Tuesday, June 6, 2023 6:00 PM

BOE Special Meeting - Hybrid via Zoom and In-Person Please click the link below to join the webinar: <https://us06web.zoom.us/j/89448467537> Or

Telephone: Dial (for higher quality, dial a number based on your current location): +1 646 558 8656 +1 301 715 8592 Webinar ID: 894 4846 7537, 601

Matianuck Avenue, Windsor, CT 06095

1. **Call to Order, Pledge to the Flag, Moment of Silence**
2. **Audience to Visitors**
3. **BOE Evaluation of the Superintendent and Discussion of Superintendent's Contract and Compensation**
4. **Announcements**
5. **Adjournment**

Terrell M. Hill, PhD
Superintendent of Windsor Public Schools 2022/2023
Self-Evaluation

My focus for Windsor Public Schools has been and continues to be, Culture and Academic Performance. I believe one drives or inhibits the other. When I speak of Culture, I am referring to the collective will and efforts of all stakeholders focusing on doing what's best for ALL students in all situations. As a result of this Culture shift, we will see an improved Academic Performance on the part of ALL of our students. A key component to this Culture shift is the continued embedding of SEL principles and practices in our curricula and support activities.

The 2022/2023 school year has been a year of real growth for the district. I am extremely proud of my staff across the district. While it has not been easy or comfortable, staff have consistently stepped up to meet the challenge of growing their students academically. A goal I set for myself, and shared with my leaders was to celebrate the small victories, since that is not the norm for me. I trust you will see the improvements I am speaking about as you read through this self-evaluation.

As Superintendent of Schools, I expect Windsor Public Schools to be a model for other districts and even other states. My intention is to continually strive towards this goal.

Goal setting process 2023-2024:

I am looking forward to setting goals for the 2023-2024 school year. I have a proposed plan for handling the goal setting process moving forward.

To date the following work has been either completed, implemented or under development:

1. **Educational Leadership:** *The Superintendent of Windsor Public Schools ensures the success and achievement of all students by guiding the development and implementation of a shared vision of learning, a strong organizational mission, and high expectations for student performance.*
- Accessibility to the Superintendent for all stakeholders through an “open door” policy via appointment.
 - Weekly meeting with the district’s administrative team to review procedures and protocols, answer questions on policy, etc., and provide teachable moments to the team.
 - Monthly District Leadership Team meetings provide professional development from outside consultants around the areas of “leadership development” and “continuous self-improvement”.
 - Monthly meetings with WEA Officers and WSASA Officers.
 - Ongoing monitoring of each school’s staff for the purpose of improving climate and culture in their respective buildings.
 - On May 23, a new Assistant Superintendent for Instructional Services was appointed by the BOE, filling a vacancy left open by Dr. Oliver. Dr. Hady has been serving as the Acting Assistant Superintendent since December 2022.
 - As an extension of the Superintendent, the Assistant Superintendent and the Instructional Services Department creates and maintains a diversified curriculum geared toward all levels of student development.
 - Curriculum is developed and or revised and delivered to the Board of Education through the BOE Curriculum Committee.
 - During the 2022-2023 school year, the curriculum committee reviewed and/or approved the following items:
 - Revision of WHS Social Studies Curriculum Maps (Civics, US History)
 - Reviewed supplemental SPMS/WHS Grammar/Mechanics Progressions
 - Culinary Arts 2
 - Discussed ECE Introduction to Special Education
 - Through the use of data from the State Accountability Report, State assessments, and the district data binder initiative, district administration is able to study the data/statistics collected to monitor and evaluate progress of students and staff. **The Board will convene a special meeting in the fall to discuss the progress of the school district.

- In the 2022-2023 school year, all certified staff received 7 days (full and half days) of professional development offerings. Non-certified staff received some professional development over the course of the school year (PowerSchool, attendance procedures, transportation software, etc.)
- Building Achievements for 2022-2023
 - **Poquonock School**
 - **Academic:** As of 5/10/23, 84% of students are at/above grade-level in Reading and 74% are at/above grade-level in Math as measured by iReady. The goal was 70% at/above. (Note- At this time we are about 1/2 way through testing).
 - **Culture:**
 - As of 5/10/23, 97% of families responded favorably to families being connected and engaged on the family survey. (This is an increase of 3.2% from last year)
 - As of 5/10/23, on DESSA-mini, at least 92% of students were identified as being typical or having strength in Overall Social and Emotional Competence. (This is 4% increase from 21-22)
 - **Area of Growth:** As of 5/10/23, 12.3% of students are identified as chronically absent. While this is close to our goal of 12% and a 12% decrease from the year before, we want to see this continue to drop.
 - **Oliver Ellsworth School**
 - **SEL:** All areas of the family survey had significant increases in positive responses. For example, the percentage of families responding positively increased by 22 percentage points in regards to a positive learning environment.
 - **Math:** In collaborative pairs, teachers worked to increase knowledge of mathematics data and how to utilize that data in planning for differentiated instruction.
 - **Reading:** This year, our kindergarten team fully implemented the Heggerty PA curriculum to address the gaps we were finding in our PA scores. One of our K teachers became our in-house Heggerty "expert" and has modeled lessons for our teachers and reading tutors. We are finding great success with this according to our Literacy Profile data and the PA section of iReady. We are not done testing yet but so far we are at 80% proficient.
 - **Growth Area:** How can we better utilize faculty to support our students highest in need of support and far above grade level?
 - **John F. Kennedy School**
 - **Academic Successes:** IReady reading data indicates:
 - Gr. 3 Tier 1 increase by 31 percentage points - 38% to 69%

- Gr. 4 Tier 1 increase by 11 percentage points - 34% to 45%
 - Gr. 5 Tier I increase by 13 percentage points - 28% to 41%
- **Overall:** ALL grade levels increased from Sept. to Jan. on the IReady reading assessment by over 10 percentage points since the fall.
- **IReady Math data indicates:** Grade 3 IReady math assessment showed a significant increase in Tier 1 scores from 9% to 41% since the fall. (+32 percentage points)
- **School Climate Successes:** The JFK Student School Climate Survey indicated, 89% of the students who responded felt they were able to connect to an adult at school. JFK family responses to "There is an adult I, (as a parent) can connect with and feel comfortable talking to" increased by 11.18 percentage points over last year.
- **Area of Improvement/Focus for 2023-2024:** Classroom instructional walkthroughs and feedback.
- **Clover Street School**
 - **Celebrations:**
 - 16% increase in the number of students scoring in the Tier 1 range on the IReady diagnostic from fall to winter.
 - 5% increase in the number of students indicating there are adults in school they were always able to connect to.
 - 130% increase in the number of families who completed the school climate survey.
- **Sage Park Middle School**
 - **Celebration, Culture and Climate:**
 - 55% of the students at Sage Park indicated that they always belong and fit in at school. This is a 6% increase from the last school year.
 - Parent Teacher Home Visits have tripled from the 21-22 school year to the 22-23 school year.
 - **Celebration Academics:**
 - 40% of the students were at or above grade level in reading and 37% were at or above grade level in math in this winter IReady test administration. This is a slight increase from last school year at that time.
 - **Area of Opportunity:**
 - To increase student achievement in the area of mathematics and ELS as measured by IReady.

2. Organizational Management: *The Superintendent of Windsor Public Schools ensures the success and achievement of all students by managing organizational systems and resources for a safe, high-performing learning environment.*

- Disinfection and sanitation efforts continued throughout the 22-23 school year (COVID-19 pandemic).
- I participated in bi-weekly SDE Health and Safety Calls throughout fall 2022. They provided updates on the COVID-19 pandemic.
- Safety monitors received continuous instruction for keeping their schools safe. We continue to have an SRO at Windsor High School. Their presence has a big impact on the school building.
- Our Safety, Security and Residency Officer continues to monitor and investigate families that may or may not live in Windsor. The board recently held an executive session in which the residency officer was in attendance and explained the procedures he uses when investigating a family.
- DATTCO remains our transportation provider and they keep in constant contact with the schools, our transportation coordinator and central office. In November, we held a breakfast to honor our bus drivers at the DATTCO terminal.
- Currently asbestos abatement is taking place at Central office. During phase 1 of this project, offices located off of the hallway (from Pupil Services to the OFCP) are receiving new carpet (similar to what is in place in the board room). Phase 2 will replace carpeting in the classrooms that house SPARK, PEAK, and CBTA.
- HVAC systems will be updated this spring and summer at LPW.
- The ribbon cutting for the new Clover Street School playground was held in October.
- At OE, we are addressing the moisture issue.
- New administrators: For the 2022-2023 school year, the position of principal at JFK School was filled along with three new assistant principals at Windsor High School.
- During the 2022-2023 academic year, Windsor Public Schools (WPS) successfully continued Social Emotional Learning district wide. WPS focused on and committed to the emotional and academic growth of all WPS students, teachers, and staff. Our priority continues to support the development of the social and emotional skills necessary to understand and manage life tasks.
- The SEL Coordinator continues to lead the District's SEL efforts. In fact WPS has become a go to model and leader for SEL work across the state and beyond.

- The inclusion of the entire BOE as the Finance Committee continues to be successful.
- For the third year in a row, the BOE budget was approved overwhelmingly by community members 909 votes (yes) to 465 votes (no) on the first referendum.
- Under the direction of the Director of Business Services and Human Resources, a new benefits coordinator has been hired for that department.

3. Community Relations: *The Superintendent of Windsor Public Schools ensures the success and achievement of all students by collaborating with families and other stakeholders to respond to diverse community interests and needs and to mobilize community resources.*

- Our District Communications Coordinator continues to do an outstanding job facilitating the many events held by the district. This individual uses the district website and social media outlets to communicate with community members. She also maintains the digital backpack and approves and uploads flyers from community members.
- Continued the monthly COFFEE TALKS for the purpose of discussing various issues of concern with community stakeholders in a face-to-face format.
- Created a weekly podcast, *Chat and Chill with Supt Hill*. Guests of the podcast have been current employees, WHS alumni, and community members.
- Our summer enrichment program will continue for the summer of 2023. Over 250 students were able to choose from many offerings including African Drumming, Ceramics, Cooking, Dance Fitness, Obstacle Course, Excite the Mind Through Board Games, and Graphics.
- Under the Office of Family and Community Partnerships, a District-wide Back to School event was planned for the start of the 2022-2023 school year. The Back-to-School Block Party was held on Sage Park grounds. Many of our community partners were represented at the event. There was entertainment, food, ice cream trucks, bounce houses and door prizes. Families had the opportunity to register for the event online and receive a free backpack.
- I hosted the WPS portion of the Town's program, Citizen's Academy. All principals were present to answer questions from audience members regarding their particular school. A tour of WHS was given at the conclusion of the program. This is a yearly event.
- All Board of Education meetings (Hybrid meeting style) continue to be livestreamed on WIN-TV and on Zoom to provide community members better access to the BOE meetings. Taped meetings are available on the district website.
- I hold monthly meetings with the Board President and the Executive Committee to plan the monthly agenda for Board meetings.

- I have held a number of Executive session meetings with the BOE to discuss issues and situations that have arisen throughout the year from either parents or staff members; that cannot be discussed in public.
- I have attended numerous CAFE sponsored events, including the annual Conference held each fall.
- I have also attended Legislative meetings in support of CAFE, along with BOE members. One meeting included students from WHS.
- I send weekly updates to the BOE each Friday afternoon. These updates also include any fights that may have occurred that week at Sage Park or WHS.
- I responded and addressed issues presented to me by BOE members that they received from their constituents.
- I attended three community forums with our town manager in May. These events, sponsored by the Windsor League of Women Voters, bring together community members to voice their comments, and ask questions, regarding the 22-23 and 23-24 budgets.
- My efforts to develop a partnership with AMAZON, for the purpose of providing our students with “cloud based engineering” certification and other opportunities provided by the corporation continue.
- Through the Office of Family and Community Partnerships, I am working to create and expand internship opportunities for our WHS students with local high tech manufacturing firms.

4. Personal and Professional qualities and Relationships: *The Superintendent of Windsor Public Schools ensures the success and achievement of all students and staff by modeling ethical behavior and integrity.*

- I will continue to fight for what is right and resourceful for all of my students and staff.
- I believe leaders must be the role model for all behaviors and actions desired of followers.
- I believe if I hold myself to very high standards personally and professionally, then my expectations for others will be high as well.
- I understand the reputation I have built not only in Windsor, but also across the state and nation. My views and professional takes on many educational and leadership topics are sought after mainly because I am seen as a leader of integrity and honesty.
- I understand that my most important role is to be the primary ambassador for Windsor Public Schools.