

## **District Improvement Committee**

Monday, May 12, 2014 6:30 PM

District Improvement Committee, L.P. Wilson Community Center, Board Room, 601  
Matianuck Avenue, Windsor, CT 06095

1. **Call to Order, Pledge of Allegiance, Moment of Silence**
2. **Audience to Visitors--The committee welcomes public participation and asks that speakers please limit their comments to 3 minutes.**
3. **Update on District Improvement Committee's Spreadsheet**
4. **Determine Referrals to Committees**
5. **Target Goals for the Summer**
6. **Miscellaneous**
7. **Audience to Visitors**
8. **Adjournment**

WINDSOR BOARD OF EDUCATION  
DISTRICT IMPROVEMENT COMMITTEE

2013-2014

Leonard Lockhart, Chairperson  
Michaela Fissel  
Melissa Rizzo Holmes  
Cristina Santos, Ex Officio

# District Improvement Committee

## Acronym Glossary

CCSS - Common Core State Standards  
IEP - Individualized Education Program  
DCF - Department of Children and Families  
FOI - Freedom of Information  
IEP - Individualized Education Program  
PTO - Parent Teacher Organization  
PBIS - Positive Behavior Interventions and Supports  
SAT - Scholastic Aptitude Test, The SAT Reasoning Test  
SSP - Student Success Plan

## Stop Light Approach

The stop light approach is used for this document to show the current status of the suggestion for this committee. An item showing green indicates that the committee has completed it's work. Yellow indicates the committee is currently working the the suggestion. Red indicates the committee has not begun to work on the suggestion.

It is important to note that green may indicate that the committee has referred the suggestion to administration for follow-up. It may not necessarily mean that the suggestion has been implemented.

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

Legend: = No Action Taken = In Process = Complete

## District Improvement Committee

| Category      | Level                        | Suggestion                                                                                       | Additional Thoughts                                                                       | Existing Strategy/Program AND/OR Action Taken                                                                                                                                       | Status |
|---------------|------------------------------|--------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 1 Programming | Systemic*                    | Bridge programs between levels and across schools, 12/9/13                                       | Leadership - programs i.e. Kids n Critters, Robotics. Organization for school improvement | We do some but need to do more. 1/25/14                                                                                                                                             |        |
| 2 Enrichment  | Students Building Community  | Organize and sustain student mentorship, 12/9/13                                                 |                                                                                           | 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. 1/25/14 |        |
| 3 Enrichment  | Educators Building Community | Community fieldtrip initiatives, 12/9/13                                                         |                                                                                           | We can provide list of fieldtrips we have as part of the curriculum. 1/25/14                                                                                                        |        |
| 4 Enrichment  | Building Community           | Cultural performances in schools, 12/9/13                                                        |                                                                                           | Publicize more what does occur. Look to bring in additional. District plan. 1/25/14                                                                                                 |        |
| 5 Data        | Building District            | Maintain the same school climate tool across years to track outcomes and measure trends, 12/9/13 |                                                                                           | Current plan is to implement school climate survey every other year. 1/25/14                                                                                                        |        |
| 6 Data        | Building District            | Evaluate what is working, 12/9/13                                                                | (climate survey responses)                                                                | Committee may want to review results of survey. 1/25/14                                                                                                                             |        |

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| Special<br>7 Education                             | Building<br>District<br>Community           | Strengthen school to career pathways in special education programs, 12/9/13                                           | especially at high school level; availability of resources                                                                          | Underway with change in teacher leadership of program. 1/25/14                                                                                  |        |
| Prof.<br>8 Development                             | Building<br>District                        | Increase individualized Prof. Development choices for faculty and support staff, including paraprofessionals, 12/9/13 |                                                                                                                                     | Function of new teacher evaluation system. Still needs to be expanded on. Professional development committee is charged with that task. 1/25/14 |        |
| Instructional<br>9 Methods                         | Building<br>District                        | Hands on instructional programming that reflect alternative learning styles, 12/9/13                                  |                                                                                                                                     | Common Core State Standards (CCSS) and new Windsor Curriculum being written helps address this area. 1/25/14                                    |        |
| Engagement<br>10 Communication                     | Systemic                                    | Continue forums to share thoughts (III), 12/9/13, 1/25/14                                                             |                                                                                                                                     | Improvement Committee will continue forums. 1/25/14                                                                                             |        |
| Budgetary<br>Enrichment<br>Special<br>11 Education | Student<br>Family<br>Building               | Increase resources for children with individualized learning needs, 12/9/13                                           |                                                                                                                                     | Proposed budget provides for additional special education teachers. Small class sizes allow for differentiation. 1/25/14                        |        |
| 12 Communication                                   | Family<br>Educators<br>Building<br>District | Develop novel strategies for strengthening parent base within schools, 12/9/13                                        | Automated System, with response option to collect feedback<br>Social Media                                                          | Part of the district improvement plan. Activity being planned for June for administrators, funded through grant. 1/25/14                        |        |
| 13 Curriculum                                      | Family<br>Building<br>District              | Higher standards in schools, 12/9/13                                                                                  | Begin with elementary and continue across developmental spectrum.<br>Community wants higher level of standards - challenge students | CCSS and new curriculum making that shift. Raising expectations. 1/25/14                                                                        |        |

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| 14 Policy            | Systemic                    | Uniforms (IIII), 12/9/13, 1/25/14, 2/3/14                                                       | Begin with elementary and gradually phase in<br>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 passed motion to recommend to full Board of Education a survey in the district to gauge support for uniforms. 1/25/14 | Committee agenda item at January 21, 2014 meeting, 1/25/14. Committee agreed to delay uniform survey to Fall 2014, 2/3/14. |        |
| 15 Enrichment        | Building District Community | Integrate team building and leadership programs, 12/9/13                                        | To strengthen student achievement                                                                                                                                                                                                                                                                                                                                                                                      | Capturing kids hearts/teen leadership. Potential to expand dependent on funding and time.                                  |        |
| 16 Policy Curriculum | Systemic                    | School system should encourage home based standards and morals, 12/9/13                         | Specifically in the area of Language Arts, books being read contain profanity, sexuality, and violence                                                                                                                                                                                                                                                                                                                 | Board policy has process to address concerns.                                                                              |        |
| 17 Policy Curriculum | Systemic                    | Alternative curriculum based on religious beliefs through differentiated material (II), 12/9/13 |                                                                                                                                                                                                                                                                                                                                                                                                                        | Board policy has process to address concerns. 1/25/14                                                                      |        |

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|------------------------------------|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|--------|
| Policy<br>18 Conduct               | Systemic                           | Review disciplinary procedures for delinquent behavior, 12/9/13                                                                                                        | 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. 1/25/14                                                                          |        |
| 19 Curriculum                      | Systemic                           | Increase technology for computer based testing, 12/9/13                                                                                                                | 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. 1/25/14                                          |        |
| Budgetary<br>20 Families           | Parent Building District           | Strengthen parental involvement, 12/9/13                                                                                                                               | 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. 1/25/14 |        |
| 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., 12/9/13 | 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. 1/25/14                  |        |
| Special Education<br>22 Curriculum | Parent District                    | Individuals Educational Plans for "typical" students, and special education students as well, 12/9/13                                                                  | Follows the students across grades                                                                                                                                                                                                                              | Student Success Plan (SSP) for students. 1/25/14                                                                         |        |
| Policy<br>23 Communication         | Parent Building District           | 21st Century communication, 12/9/13                                                                                                                                    | 1) Website<br>2) E-mails<br>3) Robo calls/texts<br>4) Notification system (Opt-in)                                                                                                                                                                              | Communications firm hired. Will survey parents and create focus groups. 1/25/14                                          |        |

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| Budgetary Programming<br>24 Curriculum  | Building District                  | Elementary Spanish language program, 12/9/13, 1/25/14                                                                                                                                           | Times Magazine<br>( <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. 1/25/14                         |        |
| 25 Curriculum                           | Building District                  | Vertical alignment of curriculum, 12/9/13                                                                                                                                                       | with regard to foreign language                                                                                                                                                                                     | Provide concern to curriculum office. 1/25/14                                                                                                   |        |
| Policy<br>26 Communication              | Systemic                           | Strengthen communication across schools and with parents, 12/9/13                                                                                                                               | 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. 1/25/14                                  |        |
| Communication Engagement<br>27 Families | Systemic                           | Strengthen the value of education, and redirect perspective from obligation to privilege, 12/9/13                                                                                               |                                                                                                                                                                                                                     | Parental engagement discussion. 1/25/14                                                                                                         |        |
| Families<br>28 Policy                   | Students Parents Building District | Social contract between parents, teacher, administration, and student, 12/9/13, 3/11/14                                                                                                         | Initiate contract and implement period reviews to monitor progress - similar to professional evaluations. 3/11/14                                                                                                   | Would need to review further. 1/25/14                                                                                                           |        |
| Policy Prof.<br>29 Development          | Systemic                           | Refresh diversity training (II), 12/9/13, 3/11/14                                                                                                                                               | Make it for everyone                                                                                                                                                                                                | Investigating available programs. Schedule time to come forward to committee. 1/25/14                                                           |        |
| Policy<br>30 Budgetary                  | District                           | Redirect funding from across levels to make interventions within the early elementary school levels more accessible to a greater number of students who require tier 2-3 interventions, 12/9/13 |                                                                                                                                                                                                                     | We have done some of this. Need to consider requirements of Individualized Education Programs (IEP), when students enter district, etc. 1/25/14 |        |

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| Policy<br>Instructional<br>Methods<br>31 Curriculum | Systemic                           | Raise expectations for our children,<br>12/9/13                                                                                                                     |                                                                                                                                                                             | Curriculum, staff training. 1/25/14                                                                                                                                                                                                           |        |
| Curriculum<br>Instructional<br>Methods<br>32        | Building<br>District               | Shift from rote memorization to<br>strategies that promote critical<br>thinking and creativity, 12/9/13                                                             | Problem solving skills; challenge<br>students                                                                                                                               | CCSS and new curriculum making that<br>shift. 1/25/14                                                                                                                                                                                         |        |
| Enrichment<br>Curriculum<br>Engagement<br>33        | Systemic                           | Increase opportunities for civic<br>engagement, 12/9/13                                                                                                             |                                                                                                                                                                             | Should review what is happening now<br>at WHS. 1/25/14                                                                                                                                                                                        |        |
| Policy<br>Communication<br>34                       | Building<br>District<br>Community  | Develop alternative outreach<br>strategies, 12/9/13                                                                                                                 |                                                                                                                                                                             | Communications firm hired. Survey<br>parents? Focus groups? 1/25/14                                                                                                                                                                           |        |
| Policy<br>Performance<br>Conduct<br>35              | Athletics<br>Building<br>District  | Review athletic eligibility criteria,<br>12/9/13                                                                                                                    | Specifically in the areas of behavioral<br>conduct and academic standards. The<br>Grade Point Average (GPA) criteria of<br>71 (C-) with no more than 1 F was<br>referenced. | We understand that our academic<br>eligibility policy 6145.2 is more<br>stringent than most in CT. 1/25/14.<br>Code changed to In Process. More data<br>to be delivered from WHS Athletic<br>Director and presented to BOE in May,<br>2/3/14. |        |
| Policy<br>Scheduling<br>36                          | Counselors<br>Building<br>District | Greater degree of flexibility with<br>school personnel availability (II),<br>12/9/13                                                                                | Middle school and high school<br>counselors should be available 1 night<br>per week from 7-9PM                                                                              | Contractual issue. Should be available<br>to meet with parents. 1/25/14                                                                                                                                                                       |        |
| Prof.<br>Development<br>Communication<br>37         | Parent<br>Building<br>District     | Consider the family context in which<br>the child exists without making<br>assumptions about the effort the<br>parent puts into their child's<br>education, 12/9/13 | Challenge Program - promote, inform<br>and explain program to public; what is<br>participation process                                                                      | We have done professional<br>development on this in the past. Need<br>to review needs and<br>availability/funding for continuing.<br>1/25/14                                                                                                  |        |

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| 38 Prof. Development Communication                    | Systemic                           | Identify and/or develop strategies for connecting with children to understand their needs, 12/9/13                                          | 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. 1/25/14     |        |
| 39 Prof. Development Instructional Methods Curriculum | Systemic                           | Prioritize the achievement gap (II), 12/9/13                                                                                                |                                                             | District improvement efforts should lead to increased achievement of all students. 1/25/14                                           |        |
| 40 Diversity                                          | District                           | Increase the diversity within teaching faculty to more accurately reflect the demographic variability of the student body. 12/9/13, 3/11/14 |                                                             | Currently a goal for Human Resources and principals. Efforts such as recruitment/retention continue. 1/25/14                         |        |
| 41 Policy Prof. Development                           | Systemic                           | Increase access. 12/9/13                                                                                                                    |                                                             |                                                                                                                                      |        |
| 42 Prof. Development Conduct                          | Parent Building District Community | Target behavioral problems, 12/9/13                                                                                                         |                                                             | Working on concern. Continue with Positive Behavior Interventions and Supports (PBIS). Need to keep addressing this concern. 1/25/14 |        |
| 43 Data                                               | District                           | Review best practices to develop strategies, 12/9/13                                                                                        |                                                             | District Data Team work. Presentation of work to BOE to be scheduled. 1/25/14                                                        |        |

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| 44 Data            | Building District | Identify and define subgroups, set goals, and track, 12/9/13. Provide more detailed information to community for better understanding, 3/11/14 |                                                                                                                                                                                                                                                                                           | District Data Team work. Presentation of work to BOE to be scheduled. 1/25/14                                                      |        |
| 45 Early Childhood | Systemic          | Invest in early childhood (III), 12/9/13                                                                                                       | 1) Develop educational programs to support children's learning at the earliest ages since primary socialization occurs by the age of 5<br>2) PreK<br>3) Early Childhood Center, could utilize the Wolcott building for early childhood programming, Birth - 3, etc.                       | Long-term discussion. 1/25/14                                                                                                      |        |
| 46 Data            | Building District | Capture data in Kindergarten and continue to track progress, 12/9/13                                                                           |                                                                                                                                                                                                                                                                                           | Planning a presentation for Technology Committee on progress tracking for students. Milepost has been in place since 2012. 1/25/14 |        |
| 47 Engagement      | Systemic          | Community members are interested in becoming actively involved in the process, 12/9/13                                                         | 1) Administration and Board of Education can offer opportunities for community members to get involved<br>2) Need to develop a clear focus on how WPS system can utilize community strengths/assets<br>3) Community members can offer services and supports within and outside the school | Increase mentoring program, parent volunteers, etc.... Engagement of Chamber of Commerce, major corporations in town. 1/25/14      |        |

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| 48 Families                   | Parent Building                    | Parent Teacher Organization (PTO) meetings should be held on Saturday mornings and not during the school day, 12/9/13                                 |                                                                                                     | Typically held on a week night. Typically scheduled by Parent Teacher Organization (PTO) in consultation with school. 1/25/14                               |        |
| 49 Budgetary                  | Systemic                           | Finance committee should include greater number of stakeholders from across schools, 12/9/13                                                          |                                                                                                     | Board committee does allow for public comment at each meeting. 1/25/14                                                                                      |        |
| 50 Budgetary                  | Systemic                           | Budget should be built from zero and not assume the same expenses from the previous budget cycle, 12/9/13                                             |                                                                                                     | Board Finance Committee should discuss budget creation for the 2016/17 budget. 1/25/14                                                                      |        |
| 51 Policy                     | Parent Building District           | BOE Leadership and administration should develop shared goals to increase the likelihood of shared responsibility for meeting district goals, 12/9/13 |                                                                                                     | Communicate that this is hapening. 1/25/14                                                                                                                  |        |
| 52 Prof. Development Families | Parent Building District Community | Prof. Development for parents, 12/9/13                                                                                                                | 1) Utilize libraries and school buildings<br>2) Stagger times and days<br>3) Expert speakers/panels | Part of the district improvement plan. Activity being planned for June for administrators, funded through grant. 1/25/14                                    |        |
| 53 Curriculum                 | Systemic                           | Develop non-traditional course offerings, 12/9/13, 3/11/14                                                                                            | Evening/Saturday/online courses                                                                     | We do have 20 seats in virtual high school at WHS. 1/25/14                                                                                                  |        |
| 54 Families                   | Parent                             | Hold parents accountable, 12/9/13                                                                                                                     |                                                                                                     | Parent involvement will assist in this area. 1/25/14                                                                                                        |        |
| 55 Programming                | Systemic                           | Review the Alternative Program offered at LP Wilson, 12/9/13                                                                                          | 1) Is programming meeting the standards of equal opportunity for educational and academic services? | We continue to review, compare with other districts and discuss alternatives. Work continues in this area. We have grown program over past 5 years. 1/25/14 |        |

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| 56 Policy                   | Support Staff<br>Building<br>District | Paraprofessionals in every classroom, 12/9/13                                                            |                                                                                                                                                                                                                                                                                                                                                                      | Cost for Finance Committee to consider. 1/25/14                                     |        |
| 57 Policy                   | Rainbow Bus<br>Building<br>District   | Implement assigned seating on buses, 12/9/13                                                             |                                                                                                                                                                                                                                                                                                                                                                      | We do have assigned seating at the elementary level on a situational basis. 1/25/14 |        |
| 58 Policy<br>Performance    | Parent<br>Building<br>District        | Early Intervention (II), 12/9/13                                                                         | 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. 1/25/14           |        |
| 59 Policy                   | Building<br>District                  | Review policies on identifying and reporting child abuse, 12/9/13                                        | <a href="http://www.ct.gov/dcf/cwp/view.asp?a=2565&amp;q=317652">http://www.ct.gov/dcf/cwp/view.asp?a=2565&amp;q=317652</a> See 2013 - Windsor. 477 reported allegations of child abuse to Department of Children & Families (DCF), 16% (n=74) substantiated. Called DCF, we currently have 40 foster care homes in Windsor, but not all children are in WPS system. | Will review with staff. We review on an annual basis. 1/25/14                       |        |
| 60 Enrichment<br>Engagement | Systemic                              | Bridge resources within the community for increased opportunity to strengthen our school system, 12/9/13 | Who follows up with children at risk after school, weekends, checks on absences, etc.                                                                                                                                                                                                                                                                                | Will review with staff. 1/25/14                                                     |        |

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| 61 Policy Communication                             | Building District | Develop a response system that reflects the feedback of community members, teachers, students, etc., 12/9/13              |                                                                                                                                                   | This document would be posted on website. 1/25/14                                                                                          |        |
| 62 Policy Instructional Methods Conduct Performance | Building District | Increase incentives for high school students, 12/9/13                                                                     | i.e., VIP Program at Sage Park                                                                                                                    | Review funds set aside for PBIS. High School is in earlier stage of PBIS than Sage Park. 1/25/14                                           |        |
| 63 Communication                                    | Systemic          | Community members should be updated on the progress of the District Improvement Committee, 12/9/13, 2/3/14                | 1) At the beginning of the meeting, an update should be given on progress<br>2) Website<br>3) Inform parents about steps to close achievement gap | Committee is working on it, 1/25/14. Meetings arranged to speak with faculty. Engagements will be sought to speak at civic groups, 2/3/14. |        |
| 64 Communication                                    | Systemic          | Set up tables at community events seeking input from citizens. 1/25/14                                                    |                                                                                                                                                   | Committee or Board may wish to consider this approach. 2/3/14                                                                              |        |
| 65 Curriculum Instruction                           | Building          | Concern expressed regarding levels of high school courses and possible renaming of levels. 1/25/14                        |                                                                                                                                                   | Suggestion should be forwarded to Curriculum Committee. 2/3/14                                                                             |        |
| 66 Curriculum Instructional Methods                 | Building          | Saturday Scholastic Aptitude Test (SAT) preparation classes in Windsor - private providers and/or through school. 1/25/14 | Suggested to move discussion of Saturday SAT classes to Curriculum Committee. 1/25/14                                                             | Completed. 2/3/14                                                                                                                          |        |

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| Enrichment<br>67 Engagement                    | Building<br>Community<br>Parents | Enlarge Clover St. playground to include more equipment to encourage physical activity to reduce obesity problem. 1/27/14                                                                    |                     | On-going efforts. Kick ball field has been designed and will be implemented. Rock wall added to gym. Drainage issue addressed to Town. 2/3/14. |        |
| Enrichment<br>68 Engagement                    | Building<br>Community<br>Parents | Deliver anti-bullying message from committee; restate policy and remind parents. Create district-wide anti-bullying awareness day to inform students, staff, parents, and community, 3/11/14 |                     | Policy communicated to all. Need to consider other suggestions. 4/4/14                                                                         |        |
| Curriculum<br>69 Instruction                   | Building<br>District             | Expand multicultural curricula, reflective of student population, 3/11/14                                                                                                                    |                     | Ongoing; review with RFQ for services. 4/4/14                                                                                                  |        |
| Curriculum<br>Instructional<br>70 Methods      | Parent<br>Building<br>District   | Provide explanations detailing how we are raising expectations, 3/11/14                                                                                                                      |                     | Year End report?, 4/4/14                                                                                                                       |        |
| Diversity<br>Communication<br>71 Communication | District                         | Equal Opportunity Commission, 3/11/14                                                                                                                                                        |                     |                                                                                                                                                |        |
| Enrichment<br>Engagement<br>72 Communication   | Building<br>Community<br>Parents | Supply parents with an understanding of leveling and tracking, 3/11/14                                                                                                                       |                     | High school provides detailed chart. Reviewed by Curriculum Committee 12/12/13. Shared with parents. 4/4/14                                    |        |
| 73 Communication                               | Systemic                         | Explain process for coding suggestions green contained on spreadsheet, 3/11/14                                                                                                               |                     | Discuss at 4/7/14 meeting. 4/4/14                                                                                                              |        |

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|-------------------------------------------|--------------------------------|----------------------------------------------------------------------------------------|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 74 Policy                                 | District                       | Teachers need to be evaluated with a formal system, 3/11/14                            |                     | Teachers are evaluated via a formal Board and State approved system. 4/4/14                                                                     |        |
| Curriculum<br>Instructional<br>75 Methods | Parent<br>Building<br>District | Raise standards beyond Common Core State Standards, 3/11/14                            |                     | New curriculum meets CCSS and provides additional teacher supports and materials. Need to continue curriculum work. 4/4/14                      |        |
| Communication<br>76 Data                  | Building<br>District           | Explain author of WPS District Report, Comprehensive School Climate Inventory, 3/11/14 |                     | Darlene Faster is contact person. Comprehensive School Climate Inventory team authored report. Communicated via response to requestor. 4/14/14. |        |

4/7/2014

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

Legend: = No Action Taken = In Process = Complete