

Regular Board of Education Meeting
Wednesday, November 3, 2021 7:00 PM
Town Hall Meeting Room* (*All attendees must wear face masks and maintain social distance.)

I. Administrative Reports

A. Chairman's Corner (5 min.)

Goals: Community Engagement: Enhance communication and build trusting relationships with all stakeholders.

Rationale: Ms. Sarah Thrall, Board Chair, will share opening remarks.

B. Superintendent's Announcements (5 min.)

Goals: Community Engagement: Enhance communication and build trusting relationships with all stakeholders.

Rationale: Dr. Jordan Grossman, Superintendent, will provide district updates.

C. Assistant Superintendent's Report (5 min.)

Goals: Community Engagement: Enhance communication and build trusting relationships with all stakeholders.

Rationale: Ms. Jennifer Parsons, Assistant Superintendent, will provide updates from the Assistant Superintendent's office.

D. Student Representative Reports (5 min.)

Goals: Community Engagement: Enhance communication and build trusting relationships with all stakeholders.

Rationale: Mr. Jacob Scotto and Ms. Tess Bajek, Student Representatives, will report on activities taking place at the high school.

II. Public Comment

Goals: Community Engagement: Enhance communication and build trusting relationships with all stakeholders.

Rationale: Granby community engagement and attendance at BOE public meetings is welcomed. The Public Comment segment of the meeting agenda is set aside so the BOE may receive public comments. Procedurally, public remarks will be limited to about 5 minutes and citizens will be asked to identify themselves. Because the BOE is limited by the Freedom of Information Act to discussing only matters on the agenda, the BOE is not permitted to engage in a discussion of the comments presented.

III. Consent Agenda (5 min.)

A. Minutes

Goals: Community Engagement: Enhance communication and build trusting relationships with all stakeholders.

Attachments:

Approved Minutes 10-20-21

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Rationale: The Board will approve/amend the minutes of the October 20, 2021 Board of Education Meeting.

IV. Old Business

Rationale: There is no Old Business to Report

V. New Business

A. Elementary Continuous Improvement Plans

Goals: Professional Learning: Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities., Budget Development and Fiscal

Management: Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments., Student Achievement: Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness., Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias., Community Engagement: Enhance communication and build trusting relationships with all stakeholders., Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.

Attachments:

Kelly Lane CIP Presentation	7
Kelly Lane CIP 2021-2022	17
Wells Road CIP Presentation	28
Wells Road CIP 2021-2022	38

Rationale: Ms. Colleen Bava, Kelly Lane Primary School Principal, and Ms. Pauline Greer, Wells Road Intermediate School Principal, will present their respective Continuous Improvement Plans to the Board.

VI. Miscellaneous (20 min.)

A. Board Standing Committee Reports

1. Curriculum/Policy/Technology/Communication

Goals: Professional Learning: Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities., Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias., Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.

2. Finance/Personnel/Facilities

Goals: Budget Development and Fiscal Management: Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments., Student Achievement: Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness., Community Engagement: Enhance communication and build trusting relationships with all stakeholders.

Attachments:

Approved Finance SC Minutes 9-15-21	48
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B. Other Board-Related Reports

1. CREC/CABE

Goals: Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.

2. Granby Education Foundation

Goals: Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

C. Calendar of Events

Attachments:

Calendar of Events	49
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D. Board Member Announcements

E. Action Items

VII. Executive Session/Non-Meeting

Regular Board of Education Meeting – Approved Minutes
October 20, 2021, 7:00 p.m.
Town Hall Meeting Room

Present Board Members: Jenny Emery, Mark Fiorentino, Melissa Migliaccio, David Peling, Sarah Thrall, Rosemarie Weber, and Tess Bajek and Jacob Scotto (Student Representatives)

Absent Board Members: Brandon Webster

Sarah Thrall called the meeting to order at 7:00 p.m.

I. Administrative Reports

I.A. Chairman's Corner

Sarah Thrall, Board Chair, stated there is nothing to report from the Chairman's Corner this evening.

I.B. Superintendent's Announcements

- Dr. Grossman welcomed everyone in attendance and virtually as well as on Zoom and a special welcome to Mr. Dave Pickhardt and 7th grade students Emma Wiltshire and Ryan Coxon who are here to present for Schools in the Spotlight this evening.
- Approximately 15 people attended the Community Conversation last week via Zoom. Discussed various topics such as COVID and social/emotional well-being, the draft strategic plan, building projects, and athletics and music events.
- The professional development day last Tuesday went very well and work focused on the Great Schools Partnership looking at data-driven decision making, equity and social/emotional well-being.
- Starting up monthly meetings with the Granby Race and Reconciliation Group beginning next week.
- The Granby Education Foundation met this week for their first in-person meeting. Provided an update on the production studio and there will be an update to the BOE in the first meeting in December. The GEF stated that they are planning to do the GranBee this year.
- We are still experiencing a shortage of bus drivers, food service workers and substitute teachers. Please pass this on to anyone you know.
- Tomorrow night Sarah and I will attend the National Honors Society Induction Ceremony.
- Currently working on the district calendar for the 2022-2023 school year which will come to the Board for a first reading on November 17th.
- Have been meeting with our music staff to coordinate in-person concerts for this winter and spring. Guidance just changed from the CSDE and DPH allowing students to perform 3' apart in lieu of 6' apart which will allow all chorus and band numbers to be on the stage.
- The next regularly scheduled Board Meeting will be held on Wednesday, November 3rd.

Rosemarie Weber inquired if there was an expected date of completion for the production studio. Dr. Grossman stated Ms. Parsons will be coming to the Board in December to give the Board an update. Currently, there are design drawings being done and work should begin once those drawings are rendered.

I.C. Assistant Superintendent's Report

There was no Assistant Superintendent's Report this evening.

I.D. Student Representative Reports

- Tess Bajek stated girls' soccer had their senior night last night and won 4-0. Field hockey also had their senior night and won their game as well.
- Students have been going all out for spirit week this week. Tomorrow is "anything except a backpack day".
- The pep rally to celebrate our sports teams is this Friday with homecoming football game this Friday night.
- Students are back in the chorus room for choir class which everyone is very happy about.
- Last Saturday an outdoor homecoming dance was held with a variety of activities and food from various food trucks. Everyone was excited to have an in-person event that felt as close to normal as it could. unmasked.
- The Drama Club's Play *Radium Girls* is scheduled to open on November 5th and will run through November 7th.
- The National Honors Society Induction ceremony is tomorrow night in the high school auditorium.
- PSATs were held for Juniors, Seniors and Freshmen last Thursday and results are expected soon.

I.E. Business Manager's Report

Ms. Anna Robbins, Business Manager, presented the September statement of accounts and stated as of September 30th the BOE is showing a positive balance of \$119K. Special education expenditures are unfavorable \$32K and regular education is favorable \$150K. The driving factor of the positive forecast is personnel turnover. Special education expenses are forecast to be overbudget. There is a positive change since last month and the change driven by savings in personnel as well as out-of-district transportation. The Quality & Diversity Budget is projected to be favorable \$148K. The positive FY21 budget was carried over to FY22 due to not as many programs being run as well as no summer school expenses. Revenue to the town is underbudget \$6K. There will be more accurate information once the tuition from other towns are calculated. Excess cost funding from the state is expected to be slightly higher than budgeted. At this time, the athletic program is expected to proceed as normal. Jenny Emery stated the Finance Subcommittee met and discussed the statement of accounts in detail.

I.F. Schools in the Spotlight

Mr. David Pickhardt, Technology Teacher, along with 7th grade students, Emma Wiltshire and Ryan Coxon, presented Onshape which is the new 3D modeling and drafting software at the middle school. Mr. Pickhardt stated a lot is happening this year and with COVID last year, the program has shifted. He stated Granby has always been proactive with regard to technology and the innovation of 3D printing and 3D modeling forever changed the thinking in Granby Technology Education. Mr. Pickhardt reviewed the software history of Tinkercad to SolidWorks and now to Onshape. Onshape is a 2D design program that allows you to do 3D. Emma Wiltshire shared the drawings for her clock face design and stated she was able to download the design she wanted on her clockface and was then able to turn that into a 3D design and print it. Ryan Coxon shared his clockface design which was a sea otter that he found online. He was able to use a drawing tool to outline the sea otter by clicking on every single part of it. The 3D projects for each student were shared with the Board. Mr. Pickhardt shared with the Board that eventually when this program rolls up to the high school, high school students will be able to mentor middle schools students. Additionally, students will be able to work on projects at home.

II. Public Comment

There were no public comments this evening.

III. Consent Agenda

A. Minutes

A motion was made by Melissa Migliaccio and seconded by Rosemarie Weber to adopt the consent agenda. This motion passed at 7:33 p.m. with two abstentions (Melissa Migliaccio and David Peling).

IV. Old Business

A. Approval of 2021-2025 Strategic Plan for Granby Public Schools

The Board discussed and considered the approval of the 2021-2025 Strategic Plan for Granby Public Schools. Dr. Grossman stated in a year and half the Board has experienced a lot and this Granby Public Schools' Moving Forward Together Strategic Plan is one of the most important things created to move the district forward. The Board will be able to see how the Continuous Improvement Plans will align with this plan. Dr. Grossman stated the hope is that the Board will approve the 2021-2025 Moving Forward Together Strategic Plan to guide the work for the next four years. It will lay the course for the future. He thanked the Board for providing this opportunity for him to present this plan. A motion was made by Melissa Migliaccio and seconded by Rosemarie Weber that the Granby Board of Education approve the 2021-2025 Strategic Plan for Granby Public Schools. This motion passed unanimously at 7:37 p.m.

V. New Business

A. Granby Association of School Administrators Agreement Ratification

The Board discussed and considered the ratification of the Granby Association of School Administrators' Agreement effective July 1, 2022 through June 30, 2025. Melissa Migliaccio stated the total increase over the life of the contract is 8% with 2.36% in the first year; 2.69% in the second year; and, 2.95% in the third year. The levels for administrators was flattened from five levels to four by adding the Elementary Principals to the level containing the Middle School Principal and Director of Pupil Personnel Services. Ms. Migliaccio stated she is pleased to report a change to the health care plan to a public sector managed health care plan and administrators will be contributing 21% to HSA and 24% to dental by the end of the contract. There were minor changes in language with

pertaining to reduction in force as well as the addition of the Juneteenth holiday and increase of \$500 in a tax sheltered annuity plan. A motion was made by Mark Fiorentino and seconded by David Peling that the Granby Board of Education ratify the Granby Association of School Administrators' Agreement effective July 1, 2022 through June 30, 2025. This motion passed unanimously at 7:41 p.m.

VI. Miscellaneous

VI.A. Board Standing Committee Reports

VI.A.1. Finance/Personnel/Facilities

Jenny Emery reported this subcommittee met this evening to discuss the September statement of accounts; bus contract which expires at the end of this year; and a report on food service – things are going great especially with East Granby. Last year 26 breakfasts were served currently 300 are being served and last year lunches averaged 176/day and now it is over 1,000/day between Granby and East Granby. An update on the Building Committee was also given and the stairwell and science classroom project is done and was completed in budget. In discussions now with the architect on the high school roof and hoping these projects will get done in the summer of 2022.

VI.B. Other Board-Related Reports

VI.B.1. CREC/CABE

Mark Fiorentino reported CREC met today but, unfortunately, he was unable to attend.

VI.B.2. Granby Education Foundation

This was reported earlier in the Superintendent's announcements.

VI.C. Calendar of Events

Sarah Thrall stated the calendar of events is as reported and it is getting close to tournament time.

VI.D. Board Member Announcements

There were no Board member announcements this evening.

VI.E. Action Items

There were no action items this evening.

VII. Executive Session/Non-Meeting

There was no need to enter into an Executive Session this evening. A motion was made by David Peling and seconded by Rosemarie Weber to adjourn the meeting. This motion passed unanimously at 7:45 p.m.

Respectfully submitted,

Rosemarie Weber
Board Secretary



Kelly Lane Primary School

Continuous Improvement Plan 2021-2022

GRANBY PUBLIC SCHOOLS

Vision of a Graduate

All Granby Public Schools students will become resourceful learners and effective communicators who positively contribute at the local, national and global levels.

Resourceful Learners	<ul style="list-style-type: none">❖ Ask questions and identify problems or challenges❖ Identify strategies and methods for personal success❖ Explore and connect areas of interest❖ Set goals and persist in achieving these goals❖ Gather and evaluate a variety of sources and perspectives❖ Synthesize information and create solutions❖ Solve complex problems by applying approaches from multiple disciplines
Effective Communicators	<ul style="list-style-type: none">❖ Listen closely and respectfully participate in discourse❖ Value diverse voices and viewpoints❖ Prepare a message for an identified purpose and audience❖ Express ideas clearly in a variety of ways❖ Support arguments with evidence❖ Adapt and adjust thinking based on feedback and new learning❖ Use tools and technology flexibly and strategically
Positive Contributors	<ul style="list-style-type: none">❖ Develop meaningful connections with others❖ Collaborate for a common goal❖ Exhibit compassion and empathy❖ Make healthy and responsible decisions❖ Use personal talents and knowledge to contribute to society❖ Demonstrate civic responsibility❖ Understand that actions have impact on the local community, the country and our global society

Board Goal #1: Student Learning and Achievement

Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.

Kelly Lane School Goals:

1.1 - Achievement Goal - Increase reading and math achievement scores based on fall assessment data on DIBELS (K-2) and STAR (Grade 2) scores by spring 2022.

Math and Reading :

- Establish intervention block with small group focus (WIN)
 - *What I Need Time*
- Regular coaching meetings to focus on achievement and instructional conversations
- Data Teams and progress monitoring
- Continue to build teacher capacity with Teachers College, reading, writing and phonics work.

Fall Assessment Data - Kelly Lane Primary School

Reading: DIBELS

Grade Level	Growth percentages
Kindergarten	29% - 70%
First grade	37% - 70%
Second Grade	50%-75%

Math: DIBELS

Grade Level	Growth percentages
Kindergarten (numeracy assessment)	54% - 75%
First grade	38% to 70%

STAR - Second Grade

STAR testing	Growth percentages
Second Grade Reading	53% - 75%
Second Grade Math	47% - 75%

Board Goal #1: Student Learning and Achievement

Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.

Kelly Lane School Goals:

1.2 Develop a culture of data in which teachers gather and analyze a variety of data sources to inform instruction for their class as a whole as well as individual students.

- Data shared across groups (grade levels and intervention)
 - Scheduled meetings to identify needs and opportunities for growth
- Tier 1 Progress Monitoring
- Continue to investigate data collection tools
- Develop a common understanding of universal data (DIBEL/STAR) and identify trends

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

Kelly Lane School Goal:

Kelly Lane will work collaboratively to create an atmosphere of mutual trust and respect to ensure effective communication in schools and enhanced engagement with student, staff and families.

- Create opportunities for formal and informal communication
- Increase regular communication including digital media to share celebrations and success in addition to informational communication
- Establish opportunities for families to connect through scheduled events
- Work collaboratively with the PTO

Board Goal #3: Safety and Social Emotional Well-being

Foster a safe and positive social emotional environment for everyone.

Kelly Lane School Goal:

Through school-wide SEL alignment, we will create an equitable learning environment that empowers all students to achieve their potential and build a growth mindset for both social and academic relationships.

- Ongoing professional learning activities that focus on student social emotional well being with a focus on Equity, Learning Environment and SEL practices
- Create a crosswalk between programs already in use to ensure fidelity
- Review the CASEL framework and embed into school-wide work
- Connect student social-emotional learning to academics through positive learning habits and growth mindset resources
- Continue recognition opportunities for celebrations and success for both staff and students

Board Goal #4: Budget Development and Fiscal Management

Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments.

Kelly Lane School Goal:

Continue to create long-term financial plan which aligns with the vision of the Board of Finance.

- Work with all stakeholders within Granby Public Schools to ensure an up-to-date Small-Cap Budget that reflects the current needs of the elementary school
- Monitor class sizes to ensure appropriate learning environments and staffing

Board Goal #5: Embracing Diversity

Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

Kelly Lane School Goals:

Ensure system-wide practices and structures are in place at Kelly Lane to support the implementation of Granby Public Schools Anti-Bias / Anti-Racism Plan.

- Continue to build the Kelly Lane Equity Team network to embed experiences into grade level and staff meetings
- Work in partnership with the Media Specialist to establish and maintain a book distribution of diverse literature for classrooms
- Work with the CREC Early Childhood Liaison to embed diverse read-aloud books and activities with Kindergarten and First Grade students.
- Build a budget to support increasing diverse books in each elementary classroom

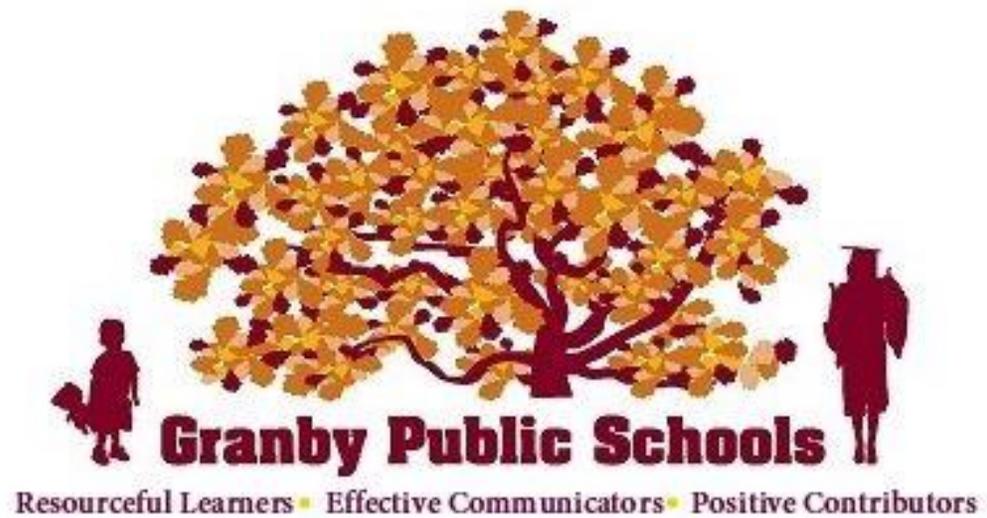
Board Goal #6: Professional Learning

Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities.

Kelly Lane School Goals:

Implement a common instructional framework that aims to increase student engagement utilizing clear shared outcomes and practices

- Work with the Great Schools Partnership (GSP) to align and be consistent with learning environment and shared outcomes
- Increase teacher capacity with Teachers College Staff Developer for instructional focus on reading, writing and phonics
- Implement facilitated data teams across grade levels



Kelly Lane Primary School

Continuous Improvement Plan 2021-2022

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GRANBY PUBLIC SCHOOLS

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Effective Communicators	<ul style="list-style-type: none">❖ Listen closely and respectfully participate in discourse❖ Value diverse voices and viewpoints❖ Prepare a message for an identified purpose and audience❖ Express ideas clearly in a variety of ways❖ Support arguments with evidence❖ Adapt and adjust thinking based on feedback and new learning❖ Use tools and technology flexibly and strategically
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Board Goal #1: Student Learning and Achievement

Improve student achievement, academic performance, and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.

Kelly Lane Goal:

1.1 Achievement Goal - Increase reading and math achievement scores based on fall assessment data on Dynamic Indicators of Basic Early Literacy Skills (DIBELS) (K-2) and STAR (Grade 2) scores by spring 2022. (Strategic Initiatives 1-D, 1-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Increase students achieving benchmark scores in literacy based on DIBELS in each grade level by May 2022.	Principal, Teachers, Coaches, All Staff	October - May	DIBELS Administration Training/ Progress Monitoring Tools	<u>Reading: DIBELS</u> Kindergarten: 29%-70% First Grade: 37%-70% Second Grade: 50%-75%
Increase students achieving benchmark scores based on DIBELS Math in kindergarten and first grade by May 2022.	Principal, Teachers, Coaches, All Staff	September, January, May	DIBEL Administration Training/ Progress Monitoring Tools	<u>Math: DIBELS</u> Kindergarten: 54% to 75% First Grade: 38% to 70%
Increase student's achievement on benchmark scores in second grade on STAR.	Principal, Teachers, Coaches, All Staff	September, January, May	Progress Monitoring Tools	<u>Second Grade: STAR</u> Reading - 53% to 70% Math - 47% to 75%

1. Explicitly review whole grade data - discuss opportunities for growth and develop next steps	Teachers, coaches, interventionists	October - May	Data Meetings; intervention schedule	Intervention schedule and progress notes
2. Work with the intervention team to provide push-in support for students with a Tier 1 Support	Interventionists, Coaches	October-May	Intervention Support	Classroom Push in schedule; progress notes
3. Establishing an intervention block for small-group instruction focus	Principal, coaches, teachers	October	Meeting time to train teachers	Classroom Schedules; observations
4. Dedicated professional learning community time for coaches to have achievement and instruction conversations	Principals, teachers, coaches	Weekly Coaching Meetings	Grade Level Meeting Time	Professional Learning Conversations (PLC) agendas and notes for coaching PLC

<p>5. Provide all teaching assistants with professional development on small group instructional strategies and data collection strategies.</p>	<p>Interventionists, Coaches</p>	<p>3 times for the 2021-2022 school year</p>	<p>Professional Development time</p>	<p>Implementation of small groups with teaching assistants</p>
<p>6. Continue to build teacher capacity with the Teachers College Workshop Program for reading, writing, and phonics.</p>	<p>Literacy Consultant, Principal, Literacy Coach, and Teachers</p>	<p>Monthly professional development; PLC meetings</p>	<p>Literacy Consultant, meeting times</p>	<p>Curriculum Pacing calendar, classroom walkthroughs, observations, and PLC agenda/notes</p>

Kelly Lane Goal:

1.2 Achievement Goal: Develop a culture of data in which teachers gather and analyze a variety of data sources to inform instruction for their class as a whole as well as individual students. (Strategic Initiatives 1-I, 1-J)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Data is shared across groups, with scheduled meetings to identify needs.	Principals, Coaches, Interventionists	Fall, Winter, Spring	Data Collection Resources, ESGI (Educational Software for Guiding Instruction), Time	Data Review Documents
2. Explicitly review whole grade data and discuss opportunities for growth	Coaches, Teachers	Ongoing	Meeting Times, Data	Meeting agenda/notes
3. Create schedules to provide time for groups to plan, monitor, and articulate goals	Principal, SIT team, teachers	Ongoing	Data, SIT team monthly meetings	Schedule
4. SIT (School Improvement Team) uses universal data (DIBELS/STAR) to identify trends and communicate information to staff	Principal, SIT Team	Fall, Winter, Spring	Meeting time	Monthly meetings agenda/notes
5. Develop a common understanding of data and use collaborative team time to focus on student data and student work.	Principal, Coaches, Teachers	Ongoing	Coaches Meeting with Principal	Faculty Meetings and PLC meetings
6. Continue to investigate data collection tools	Principal, Coaches	Ongoing	Online data sources	Review of data collection tools

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

Kelly Lane Goal:

Kelly Lane will work collaboratively to create an atmosphere of mutual trust and respect to ensure effective communication in schools and enhanced engagement with families. (Strategic Initiatives 2-A, 2-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Create opportunities for formal and informal communication between home and school	Teachers, Principal	Weekly and Monthly	Provide strategies for proactively engaging with families	Teacher eblasts, newsletters, surveys, and conference sign up
2. Increase regular communication including digital media to share celebrations and success in addition to informational communication.	Principal	Ongoing	Social Media Platforms	Live Feed schedule, Facebook posts
3. Create opportunities for families to connect with the school through scheduled events and curriculum-based events (Literacy and Math).	Teachers, Principal	Ongoing	Scheduled events	Attendance to events, parent feedback
4. Continue to work collaboratively with Parent Teacher Organization	Principal	Ongoing	PTO meetings/events	PTO Meetings/Events

Board Goal #3: Safety and Social-Emotional Well-Being

Foster a safe and positive social-emotional environment for everyone.

Kelly Lane Goal:

Through school-wide SEL alignment, we will create an equitable learning environment that empowers all students to achieve their potential and build a growth mindset for both social and academic relationships. (Strategic Initiatives 3-A, 3-C, 3-D)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Provide all staff with ongoing professional learning opportunities which focus on student social and emotional well-being with a focus on Equity, Learning Environment, and Social-Emotional Learning (SEL) practices.	District/school support staff, administration	October and November Professional Development (PD)	PD resources, planning time, consultancy	Improved strategies, survey responses
2. Create a crosswalk between programs currently in use (Responsive Classroom, Second Step, and School-wide Language)	SIT Team, Principal, and support staff	By June 2022	Time	Crosswalk document
3. Review the Collaborative for Academic, Social, and Emotional Learning (CASEL) framework and embed the goals in school-wide work	SIT Team, Principal, and support staff	Ongoing	GSP resources, meeting time	SEL lessons to support current practices
4. Connect student social-emotional learning to their academic work and establish positive learning habits using growth mindset resources.	SIT Team, teachers	Monthly Staff Meetings	Meeting time, growth mindset resources for elementary	Resources
5. Create recognition opportunities for celebrations and success.	Principal, teachers	Weekly, Monthly	Referral procedures; recognition items	Student and staff referrals

Board Goal #4: Budget Development and Fiscal Management

Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments.

Kelly Lane Goal:

Continue to create a long-term financial plan which aligns with the vision of the Board of Finance. (Strategic Initiative 4-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Work with all stakeholders within Granby Public Schools to ensure an up-to-date Small-Cap Budget that reflects the current needs of the elementary school	Principal, CAS (Content Area Specialists), and Teachers	2021-2022 school year	Time	Submission of 22-23 school-based budget, small caps and plus one budget
2. Monitor class sizes to ensure appropriate learning environments and staffing	Principal	2021-2022 school year		Observation of appropriate class size and staffing needs
3. Review Kelly Lane structures and staffing to ensure a supportive environment for students and staff	Principal, Instructional Coaches, CAS Leaders, and Teachers	2021-2022 school year		Summary of review discussed with the Superintendent and/or Assistant Superintendent

Board Goal #5: Embracing Diversity

Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

Kelly Lane Goal:

Ensure system-wide practices are in place to support the implementation of the Granby Public Schools Anti-Bias/Anti-Racism Plan. (Strategic Initiatives 5-A, 5-B, 5-E, 5-G, 5-H)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue to build the Kelly Lane Equity Team network to embed consciousness-building Experiences to Explore Equity (E3s) into meetings and professional learning	Kelly Lane Equity Team	Ongoing	Monthly meeting times	Schedule of meeting times, professional development and E3 activities
2. Continue to build staff capacity to approach conversations during the academic day	Administration, KL Equity Team	Ongoing	Meeting time	Activities and lessons on culturally responsive teaching
3. Kelly Lane Library Media Specialist and Kelly Lane Equity team will collaboratively work to establish and maintain a book distribution network for diverse literature.	Equity Team, Library Media Specialist	October - May	Diverse Book Collection	Curated book collection, distribution schedule
4. Establish a collaboration with the high school art department and high school students to celebrate and create art to celebrate diversity and display on the walls.	Principal, Equity Team	Ongoing	Time, art supplies	Completed murals, art projects displayed in the school
5. Research and share articles to support activities, books to build teacher capacity	Principal	Ongoing	Time	Articles distributed to staff
6. Work with the CREC Early Childhood Liaison to embed diverse read-aloud books and activities with Kindergarten and First Grade students.	Teachers, CREC liaison, Principal	Weekly, every Friday	Dedicated classroom time	
7. Build a budget to support increasing diverse books in each elementary classroom.	Principal, Equity Team, Literacy Coach, TC staff Developer	Ongoing	Diverse Literature Book Lists, Time, Budget	Suggested book list to purchase

Board Goal #6: Professional Learning

Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful, and systemic professional learning opportunities.

Kelly Lane Goal:

Improve staff capacity to clarify outcomes and use data protocols to inform instruction. (Strategic Initiatives 6-D, 6-E, 6-H, 6-I)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage teachers and teams in developing the capacity to use data to inform instructional decisions and interventions	Administration, DLT, GSP Consultant, Coaches	Fall and ongoing	PD, meeting times	Increased teacher capacity, reviews of practice
2. Continue to work with the Great School Partnership (GSP) to align practices focusing on Learning Environment and Shared Outcomes	GSP Consultant, DLT, teachers	October, November, February, March	Great Schools Partnership PD	Professional Development work
3. Build capacity for small group instructional strategies and data collection with all staff	Interventionists, Coaches, Teachers	Ongoing	Professional Development time	Ongoing collaboration
4. Continue collaborative partnership with Teachers College Staff Developer	Principal, Literacy Coach, TC Staff Developer	Monthly from September - May	Professional Development time for teachers	Agendas/Notes
5. Utilize the reading and math coaches for job-embedded curriculum strategies and instructional support.	Instructional Coaches, Principal, Teachers	Weekly	Time	Agendas/Notes

Wells Road Intermediate School

Continuous Improvement Plan 2021-2022



GRANBY PUBLIC SCHOOLS

Vision of a Graduate

All Granby Public Schools students will become resourceful learners and effective communicators who positively contribute at the local, national and global levels.

Resourceful Learners	<ul style="list-style-type: none">❖ Ask questions and identify problems or challenges❖ Identify strategies and methods for personal success❖ Explore and connect areas of interest❖ Set goals and persist in achieving these goals❖ Gather and evaluate a variety of sources and perspectives❖ Synthesize information and create solutions❖ Solve complex problems by applying approaches from multiple disciplines
Effective Communicators	<ul style="list-style-type: none">❖ Listen closely and respectfully participate in discourse❖ Value diverse voices and viewpoints❖ Prepare a message for an identified purpose and audience❖ Express ideas clearly in a variety of ways❖ Support arguments with evidence❖ Adapt and adjust thinking based on feedback and new learning❖ Use tools and technology flexibly and strategically
Positive Contributors	<ul style="list-style-type: none">❖ Develop meaningful connections with others❖ Collaborate for a common goal❖ Exhibit compassion and empathy❖ Make healthy and responsible decisions❖ Use personal talents and knowledge to contribute to society❖ Demonstrate civic responsibility❖ Understand that actions have impact on the local community, the country and our global society

Board Goal #1: Student Learning and Achievement

Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.

School Goal:

1.1 Wells Road Intermediate students will achieve levels of proficiency or higher on the state assessment by monitoring their growth and performance over time and providing high-quality effective instruction.

- Review and discuss progress monitoring data including Interim Assessment Block (IAB), Formative Assessments, STAR and Running Records during weekly Coaches and Grade Level Team Meetings.
- Focus on small group instruction including during “What I Need” (WIN) Time.
- Progress Monitoring through the Student Intervention Team (SIT) Process.
- Embedded professional development with Teachers College Staff Developer and instructional coaches for reading and writing instruction.

Smarter Balanced Assessment Goals

Math	
Grade	% of students proficient or better
3rd	70%
4th	65%
5th	69%

English Language Arts	
Grade	% of students proficient or better
3rd	75%
4th	70%
5th	75%

Science	
Grade	% of students proficient or better
3rd	
4th	
5th	75%

Board Goal #1: Student Learning and Achievement

Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.

School Goal:

1.2 Wells Road Intermediate School will develop a culture of data in which teachers gather and analyze a variety of data sources to inform instruction for their class as a whole as well as individual students.

- Use newly formed School Improvement Team Leadership to review whole school data and trends.
- Utilize Grade Level/Department Meetings and Coaches PLC Meeting to discuss benchmark data and next step planning.
- Continue Tier 1 progress monitoring through Student Intervention Team (SIT) Process.
- Investigate and implement data collection tools.

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

School Goal:

Wells Road Intermediate School, will enhance communication that reaches all stakeholders in a timely fashion.

- Continue weekly school and classroom communication.
- Sustain monthly newsletter which contains schoolwide information and highlights.
- Increase regular communication including digital media to share celebrations and success in addition to typical announcements.
- Work collaboratively with Elementary PTO.

Board Goal #3: Safety and Social Emotional Well-being

Foster a safe and positive social emotional environment for everyone.

School Goal:

Fully implement a social and emotional well-being curriculum and behavioral expectations that provide a common experience for all learners and plans for intervention supports and crisis management for our students.

- Use Minute Meeting Data to identify at-risk students.
- Create and maintain a schedule with designated time for Morning Meeting and Social Emotional Learning (SEL) Curriculum.
- Implement consistent SEL using the Collaborative for Academic, Social, and Emotional Learning (CASEL) framework.
- Ongoing professional learning activities that focus on student social emotional well being with a focus on Equity, Learning Environment and SEL practices

Board Goal #4: Budget Development and Fiscal Management

Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments.

School Goal:

Continue to create a long-term financial plan which aligns with the vision of the Board of Finance.

- Work with all stakeholders within Granby Public Schools to ensure an up-to-date Small-Cap Budget that reflects the current needs of the intermediate school.
- Monitor class sizes to ensure appropriate learning environments and staffing.

Board Goal #5: Embracing Diversity

Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

School Goals:

Ensure system-wide practices and structures are in place at Wells Road to support the implementation of Granby Public Schools Anti-Bias/Anti-Racism Plan.

- Granby Equity Team (GET) members meet with SIT (School Improvement Team) Leadership to discuss and embed culturally proficient practices in daily routines, instruction and materials.
- Continue First 50 schoolwide diverse book program.
- Build a budget to increase diverse books and materials.

Board Goal #6: Professional Learning

Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities.

School Goals:

Implement a common instructional framework that aims to increase student engagement utilizing clear shared outcomes and practices.

- Work with the Great Schools Partnership (GSP) to align and be consistent with shared outcomes.
- Build teacher capacity with the Teachers College Staff Developer for instructional focus on reading and writing.
- Implement facilitated Coaches PLC Meetings and Grade Level Data Team meetings.
- Focus on instructional practices that emphasize personalized student goals.



Wells Road Intermediate School
Continuous School Improvement Plan 2021-2022

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GRANBY PUBLIC SCHOOLS

Vision of a Graduate

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Resourceful Learners	<ul style="list-style-type: none">❖ Ask questions and identify problems or challenges❖ Identify strategies and methods for personal success❖ Explore and connect areas of interest❖ Set goals and persist in achieving these goals❖ Gather and evaluate a variety of sources and perspectives❖ Synthesize information and create solutions❖ Solve complex problems by applying approaches from multiple disciplines
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Board Goal #1: Student Learning and Achievement

Improve student achievement, academic performance, and opportunity at all grade levels and all ability levels and decrease achievement gaps on the path to college and career readiness.

School Goals:

Wells Road Intermediate students will achieve levels of proficiency or higher on the state assessment by monitoring their growth and performance over time and providing high-quality effective instruction. (Strategic Initiative 1-D, 1-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<p>Math</p> <ol style="list-style-type: none"> 1. Planning and implementing math instruction that focuses on foundational skills and conceptual understanding <ol style="list-style-type: none"> a. Coaching and professional development for teachers in Math instruction (including math workshop) 2. Implement formative assessments, STAR and Interim Assessment Blocks (IAB) to monitor progress 3. Instructional Coaches to facilitate grade level team discussions that review student data 	<p>Math and Enrichment Coaches, Math Interventionist, Teachers and Principal</p>	<p>21-22 School Year</p> <p>STAR (3x/year) IAB (at least 4)</p> <p>1x/month</p>	<p>Purchase of new material and time</p> <p>Assessment Results and time</p>	<p>M1. Percentage of students in the following grades will achieve the subsequent score of proficient or better on the Smarter Balanced Assessment (SBAC). Grade 3- 70% Grade 4- 50% to 65% Grade 5- 47% to 69%</p> <p>M2. Utilize monthly grade level team meetings and weekly coaches' meetings (rotational) to have data discussions and plan small group instruction.</p>
<p>-----</p> <p>Reading / Writing</p> <ol style="list-style-type: none"> 1. Continued implementation of Reader/Writers Workshop model with a focus on small group instruction 2. Implement formative assessments, STAR and IAB to monitor progress 3. Grade Level/Department Team Discussions and planning of next steps 	<p>Literacy Coach, Reading Interventionist, Teachers and Staff Developer</p>	<p>21-22 School Year</p> <p>STAR (3x/year) IAB (at least 2)</p>	<p>Assessment Results and time</p>	<p>-----</p> <p>RW1. Percentage of Students in the following grades will achieve the subsequent score of proficient or better on the Smarter Balanced Assessment. Grade 3 - 75% Grade 4 - 66% to 70% Grade 5 - 72% to 75%</p> <p>RW2. Utilize monthly grade level team meetings and weekly coaches' meetings (rotational) to have data discussions and plan small group instruction.</p>

<p>Science</p> <ol style="list-style-type: none"> 1. Develop and implement a schedule for grades 3-5 to administer Next Generation Science Standards (NGSS) Interim Assessment Blocks to coincide with science units as an end of unit formative assessment to monitor progress. 2. Meet every 4-6 weeks with grade level teams to plan for NGSS standards based units, discuss data from unit assessments and IAB's to determine instructional needs as related to NGSS SBAC testing (focus on data, graphing, independent/dependent variables, etc.) 	<p>Science Coach, Teachers, Principal</p>	<p>21-22 School Year</p>	<p>Assessment Results, and time</p>	<p>Percentage of students in the following grades will achieve the subsequent score of proficient or better on the Smarter Balanced Assessment. Grade 5- 75%</p> <p>Meeting notes</p>
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School Goals:

Wells Road Intermediate School will develop a culture of data in which teachers gather and analyze a variety of data sources to inform instruction for their class as a whole as well as individual students. (Strategic Initiative 1-I, I-J, I-M)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<ol style="list-style-type: none"> 1. Create a system that uses grade level team meetings facilitated by instructional coaches to review data. 	<p>Instructional Coaches, Interventionists, Teachers and Principal</p>	<p>Monthly</p>	<p>Time</p>	<p>Creation of data tracking and note taking system including follow-up action steps</p>
<ol style="list-style-type: none"> 2. Implement Coach facilitated professional learning conversations (PLC). 	<p>Math, Science and Literacy Instructional Coaches, Principal, and Teachers</p>	<p>Weekly (Rotation)</p>		<p>Meeting notes</p>
<ol style="list-style-type: none"> 3. Develop School Improvement Team (SIT) Leadership in order to review school-wide data and align elementary schools. 	<p>SIT Leadership members, Content Area Specialists (CAS) Leaders and Principal</p>	<p>Approximately 1x/month (9 meetings)</p>		<p>Request for Assistance (RFA) data tracking system</p>
<ol style="list-style-type: none"> 4. Continue to improve SIT procedures with a focus on targeted strategies as well as Tier I goals that require data collection. 	<p>Math and Reading interventionists, Schools social worker and psychologist, Principal and Teachers</p>	<p>“C” Day rotation/21-22 school year</p>	<p>Time and strategies (Special Education Coach to support collection of strategies)</p>	

Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

School Goals:

Wells Road Intermediate School, will enhance communication that reaches all stakeholders in a timely fashion. (Strategic Initiative 2-A, 2-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Wells Road School and individual classroom teachers send weekly emails to families in order to establish consistent communication.	Teachers, Principal, Administrative Assistant	Weekly	Time	Weekly updates to share events and happenings within the school (Eblasts and Teacher communications).
2. Create and sustain a monthly Wells Road newsletter	Principal and Administrative Assistant	Monthly		Send Newsletter to stakeholders via Eblast and Social Media. Post on website
3. Have an active posting on LiveFeed (district website) and Facebook.	Principal, Administrative Assistant and Teachers	Weekly	Social Media Platforms	Post at least once a week on LiveFeed and Facebook
4. Continue to work collaboratively with the Parent Teacher Organization (PTO).	PTO and Principals	21-22 School Year	Time	

Board Goal #3: Safety and Social-Emotional Well-Being

Foster a safe and positive social-emotional environment for everyone.

School Goals:

Fully implement a social and emotional well-being curriculum and behavioral expectations that provide a common experience for all learners and plans for intervention supports and crisis management for our students. (Strategic Initiative 3-A, 3-C)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Create a schedule that includes dedicated time for Morning Meeting and Second Step.	Principal, Teachers and staff	21-22 School Year	Second Step curriculum	All staff members will actively utilize skills and vocabulary from the curriculum.
2. Research and explore approaches/resources that support social emotional learning (SEL). Implement and attend professional development for the Collaborative for Academic, Social and Emotional Learning (CASEL) Framework.	Principal, Teachers, SIT Leadership, Equity Committee	(Registration for Winter PD- January and February)	CASEL Framework & Protocols	Implementation of the CASEL SEL core competencies
3. Review Minute Meeting data to identify students at higher risk	School psychologist, Teachers		Google Spreadsheet School Social Worker	Identified students referred to the Scientific Research Based Intervention (SRBI) process
4. Morning Message from Principal including common SEL language and 2nd Step vocabulary.	Principal and Teachers	Daily	Time	Observational

Board Goal #4: Budget Development and Fiscal Management

Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments.

School Goals:

Continue to create a long-term financial plan which aligns with the vision of the Board of Finance. (Strategic Initiative 4-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<ol style="list-style-type: none"> 1. Work with all stakeholders within Granby Public Schools to ensure an up-to-date Small-Cap Budget that reflects the current needs of the middle school. 2. Monitor class sizes to ensure appropriate learning environments and staffing. 3. Review Wells Road structures and staffing to ensure a supportive environment for students and staff. 	<p>Principal, Content Area Specialists (CAS), and Teachers</p> <p>Principal</p> <p>Principal, Instructional Coaches, CAS Leaders, and Teachers</p>	<p>21-22 school year</p>	<p>Time</p>	<p>Submission of Small-Cap Budget for Approval.</p> <p>Observation of appropriate class size and staffing</p> <p>Summary of review discussed with the Superintendent and/or Assistant Superintendent</p>

Board Goal #5: Embracing Diversity

Adopt and promote strong instructional, curricular, and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

School Goals:

Ensure system-wide practices and structures are in place at Wells Road Intermediate School to support the implementation of Granby Public Schools Anti-Bias/Anti-Racism Plan. (Strategic Initiative 5-A, 5-G, 5-I)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Granby Equity Team (GET) members meet with SIT Leadership to discuss and embed culturally proficient practices in daily routines, instruction, and materials.	Granby Equity Team (GET) Members (including Principal) and Connecticut Center for School Change Staff	21-22 School year	SIT Leadership/Equity Meetings, SIT Meetings, PLC Meetings	Observational Agenda and notes
2. First 50 - School-wide diverse book program. The Library-Media Specialist provides a book each day to classrooms. Teachers complete the read-aloud and lead a discussion or activity with students.	Library-Media Specialist, SIT Leadership, GET Members, Teachers		Books Time	First 50 book grid Student reflection Observational
3. Review SIT data with an equity lens	Reading and Math interventionists, School psychologist, social worker and Principal		Time SIT meetings	SIT notes and data
4. Participation in Teachers College (TC) Specialty Group- <i>Helping Each Other (and our Communities) Talk about-and Teach About Race, Racism, and Antiracism</i>	Library-Media Specialist	6 dates (10-6, 11-23, 12-14, 1-18, 3-8, 5-3)	Time	Observational data
5. Increase diverse literature collections in classrooms and Wells Road School library.	Library-Media Specialist, Literacy Coach, and TC Staff Developer	21-22 School year	Time Budget	Books

Board Goal #6: Professional Learning

Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful, and systemic professional learning opportunities.

School Goals:

Implement a common instructional framework that aims to increase student engagement utilizing clear shared outcomes and practices. (Strategic Initiative 6-D, 6-E, 6-I)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Work with the Great Schools Partnership (GSP) to align and be consistent with shared outcomes.	GSP Consultant, Principal, CAS Leaders and Instructional Coaches	21-22 School Year	Money to fund GSP training	Teachers will utilize Great School Partnerships' best practices.
2. Build teacher capacity with the Teachers College Staff Developer for reading and writing	Literacy Coach, teachers, Principal	5x/school year	Time Coverage	Observational and progress monitoring data in reading and writing
3. Create and facilitate Grade Level Data Team meetings	Instructional Coaches, Principal and Teachers	Monthly		
4. Utilize Coaches to support curriculum strategies and instructional methods.		Weekly	Time	Agendas and Data

Finance Subcommittee Meeting – Approved Minutes
September 15, 2021, 5:30 p.m.
Central Services

Attendance:

Jenny Emery	Absent	Jordan Grossman	Absent
Mark Fiorentino	Present	Anna Robbins	Present
Melissa Migliaccio	Present		
Sarah Thrall	Present		

Meeting commenced at 5:33 p.m. Meeting adjourned at 6:22 p.m.

1. Public Comment: N/A

2. Approve Minutes from the June 16, 2021 Meeting: A motion was made by Melissa Migliaccio and seconded by Mark Fiorentino to approve the minutes from the June 16, 2021 Finance Subcommittee Meeting. Motion passed unanimously.

3. June 2021 Statement of Accounts: Reviewed the June 2021 Statement of Accounts. Returned +/- \$198,000 to the town.

4. July/August 2021 Statement of Accounts: Reviewed the July/August 2021 Statement of Accounts. Current forecast is +/- \$16,000 surplus.

5. FY21 Year-End Budget Transfers: The subcommittee endorsed the proposed FY21 transfers.

6. Building Committee Update: Received an update on the approved building projects. Projected construction on roof replacement and other projects to begin Summer 2022.

7. Other: N/A

Melissa Migliaccio moved and Mark Fiorentino seconded adjournment at 6:22 p.m.



UPCOMING DISTRICT EVENTS

November 1	World Language Induction Ceremony	6-8 p.m.	HS Auditorium
November 2	Professional Development – No School		
November 3	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services
November 5-6	HS Drama Play, <i>Radium Girls</i>	7:00 p.m.	HS Auditorium
November 7	HS Drama Play, <i>Radium Girls</i>	2:00 p.m.	HS Auditorium
November 8	SEPTO Meeting	6:30 p.m.	Wells Road Media Ctr.
November 9	Blood Drive	8am-1pm	HS Community Gym
November 9	Virtual HS PAC Meeting	6:00 p.m.	Virtual-Link on website
November 15	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Mtg. Room
November 18	Early Release – Secondary Only (Afternoon/Evening Conferences)		
November 20	Fall Coffeehouse	7-9 p.m.	HS Auditorium
November 24	Early Release – All Schools		
November 25-26	Thanksgiving Recess – No School		Offices Closed