

Southington Board of Education Meeting

Thursday, December 12, 2013 6:30 PM
Municipal Center Public Assembly Room 200 North Main Street
Southington, CT 06489
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Southington, CT 06489



BOARD OF EDUCATION REGULAR MEETING

1. CALL TO ORDER
2. Executive Session to Discuss CHRO Personnel Issue, Retired Para Concern, Transportation Contract and Sub Pay ~ 6:30 p.m.
3. Music Celebration ~ 7:00 p.m. - 7:15 p.m.
4. Board of Education Recognitions ~ 7:15 p.m.
5. Reconvene Meeting ~ Regular Session ~ 7:30 p.m.
6. Pledge of Allegiance
7. Approval of Minutes ~ November 14, 2013
 - a. Approval of Special Meeting Minutes ~ December 11, 2013
8. Communications
 - a. Communications from Audience
 - b. Communications from Board Members and Administration
 - c. Communications from Student Representatives
9. Report of the Superintendent
 - a. Personnel Report
10. Committee Reports
 - a. Policy & Personnel Committee Meeting ~ November 18, 2013
 - b. Curriculum & Instruction Committee Meeting ~ November 21, 2013
11. Old Business
 - a. Town Government Communications
 - b. Construction Update
 - c. Administrator Evaluation Plan Update
 - d. Teacher Evaluation Plan Update
 - e. Capital Plan 2014-2019
12. New Business
 - a. Technology Grant and Long Term Planning Update
 - b. Appointment of Assistant Principal of John F. Kennedy Middle School
 - c. Board of Education / Town Council Partnership
 - d. Proposed 2014-2015 School Calendar ~ First Reading
13. Adjournment

Southington Board of Education
Southington, Connecticut
Regular Meeting
November 14, 2013

The regular meeting of the Southington Board of Education was held on Thursday, November 14, 2013 at 7:30 p.m. in the Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut.

1. CALL TO ORDER

The meeting was called to order at 7:30 p.m. by Superintendent of Schools, Dr. Joseph V. Erardi, Jr. Board members present were Mrs. Terri Carmody, Mrs. Colleen Clark, Mr. Brian Goralski, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana, and Mrs. Patricia Queen. Absent: Mr. David Derynoski.

Present from the administration were Dr. Joseph V. Erardi, Jr., Superintendent of Schools; Mrs. Karen Smith, Assistant Superintendent of Schools; Mrs. Sherri DiNello, Director of Business and Finance; Mr. Frederick Cox, Director of Operations; and Dr. Perri Murdica, Director of Pupil Services.

Student Representatives present were Abigail Harris and Stephanie Krar.

There were approximately 50 individuals in the audience.

2. PLEDGE OF ALLEGIANCE

Student representatives led the meeting with the Pledge of Allegiance.

3. SWEARING IN OF BOARD MEMBERS BY DEPUTY TOWN CLERK

Dr. Erardi turned the meeting over to Ms. Kathy Larkin, Deputy Town Clerk. Board members stood with their right hands raised while Ms. Larkin swore them in: *“Do you solemnly swear you will support the Constitution of the United States and the Constitution of the State of Connecticut and will faithfully discharge according to law your duties as Board of Education Members for the Town of Southington to the best of your abilities so help you God?”* Board Members replied, “I do.” Congratulations and good luck were wished upon all.

4. ELECTION OF BOARD OFFICERS

Dr. Erardi congratulated all the Board Members and explained that, for a brief moment, he presides as the Chairperson of the Board of Education. He stated that they will be following Board Policy #8020. He then solicited nominations for the Chairperson of the Southington Board of Education.

Mrs. Carmody stated that it was her great pleasure to nominate Mr. Brian Goralski as the Chairperson of the Board of Education. For the last six years, he has demonstrated the ability to lead the board with integrity, and he has promoted cooperation within the community. It is for these reasons that she is very proud to nominate Mr. Goralski.

Dr. Erardi asked if there were any other nominations for the position of Board of Education Chairperson, and there were not any other nominees.

ROLL CALL VOTE: YES – Mrs. Terri Carmody, Mrs. Colleen Clark, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana, Mrs. Patricia Queen, and Mr. Brian Goralski. **Mr. Goralski was unanimously elected Chairperson of the Board.**

Dr. Erardi congratulated Mr. Goralski who then took the seat of Board of Education Chairperson. Mr. Goralski expressed that one of the greatest honors was to speak for a Board that he believes in and trusts. He shared that he could not be happier than to serve with the eight other members of the Board of Education. As a group, he's proud of what they do. Aside from being a father, a son, and a husband, speaking for the Board of Education is one of his greatest highlights of life. Mr. Goralski thanked the group for their trust in him, and stated that he will always represent the members, as a group, when he speaks publicly.

Mr. Goralski asked for nominations for the position of Vice Chairperson. Mrs. Notar-Francesco nominated Mrs. Terri Carmody. She stated that it was with great pleasure and privilege to nominate Mrs. Carmody. She's an individual who clearly makes a difference. She works many hours for the benefit of the board. She is a persistent and highly effective advocate for the children and schools. Mrs. Carmody is strongly dedicated to higher achievement and opportunities for all students. Mrs. Notar-Francesco stated that she takes great pride in nominating Mrs. Carmody for Vice Chairperson of the Board of Education.

Mr. Goralski asked if there were any other nominations for the position of Board of Education Vice Chairperson, and there were no other nominees.

ROLL CALL VOTE: YES – Mrs. Colleen Clark, Mr. Brian Goralski, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana, Mrs. Patricia Queen, and Mrs. Terri Carmody. **Mrs. Carmody was unanimously elected Vice Chairperson of the Board.**

Mr. Goralski asked for nominations for the position of Secretary. Mrs. Clark stated that for the past six years, it has been her pleasure and privilege to serve with a colleague whose dedication, commitment to excellence, and long hours of work are second-to-none. She is privileged to nominate Mrs. Jill Notar-Francesco as Secretary to the Board of Education.

Mr. Goralski asked if there were any other nominations for the position of Board of Education Secretary, and there were no other nominees.

ROLL CALL VOTE: YES – Mrs. Terri Carmody, Mrs. Colleen Clark, Mr. Brian Goralski, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mr. Zaya Oshana, Mrs. Patricia Queen, and Mrs. Jill Notar-Francesco. **Mrs. Notar-Francesco was unanimously elected Secretary of the Board.**

Mr. Goralski stated that for the public to elect the same nine representatives to serve on the Board of Education speaks for them as a group. As individuals, they always speak their mind for what they feel is best and, as a group, they are so much better. He feels that it's a great tribute to each of them and their work.

Mr. Goralski explained that Mr. Derynoski was not able to be in attendance because of an out-of-state business trip. Nothing was more disappointing to Mr. Derynoski as not being in attendance for the meeting. Mr. Goralski has had the pleasure of being sworn in with him and Mrs. Johnson on five other occasions. That shows the dedication of the group. In addition, Mr. Goralski stated that he has had the pleasure of serving with Mr. Oshana's father and for the rest of his colleagues, regardless of the number of years, it's been a privilege for them to be a team together. He thanked the community for showing their trust in the nine members by voting them back into their positions and allowing them the opportunity to serve for another two years.

5. APPROVAL OF MINUTES ~ October 24, 2013

MOTION: by Mrs. Notar-Francesco, seconded by Mrs. Carmody:

“Move to approve the minutes of the Regular Board of Education meeting of October 24, 2013.”

Motion carried unanimously by voice vote.

6. COMMUNICATIONS

a. Communications from the Audience

Mr. Arthur Cyr, 103 Berlin Avenue. Mr. Cyr welcomed back the nine, re-elected Board members. He requested that the town and Board of Education work together to get a podium that has a longer microphone. Additionally, he would prefer that the podium be clear of any items (laptops) during audience communications. He feels items on the podium are a distraction and make people nervous.

Mr. Cyr stated that, in the months prior to the election, there was discussion pertaining to the renovation of Kelley and Flanders Elementary Schools. He requested that the Board of Education begin reviewing the old plans and looking at renovating those schools. He suggested that, when reviewing any renovation plans for Kelley School, they consider taking the playground and moving it to the back of the building and utilizing the extra acres of land to increase the drop off and parking zones for the school.

Mr. Cyr's final request was that the Board of Education revisits the issue of funding for the turf at Southington High School. He believes that the funding for the turf should be shared between the town and the Board of Education.

Julie O'Reilly, 970 South End Road. Mrs. Reilly shared that she respects the Board and the administration; yet, she has concerns pertaining to a STEPS survey that was given to students in Grades 7, 9, and 11. She explained that a phone message went to all families from Dr. Erardi on October 31, 2013. It mentioned that there would be a survey from the STEPS program given to students. There weren't any details as to what questions would be included in the survey and she went online to see if there was additional information, which there wasn't. She hadn't had the details of the survey and looked online to see if there was something. After doing some research, she found a newspaper article from August 2013 in the Southington Citizen that talked about a survey that included questions pertaining to whether or not the student has had sex. While she thought that this was a bit much, she agreed to allow her daughter to take it; unfortunately, she regrets that decision.

When Mrs. O'Reilly picked up her daughter from school the day the survey was given, she asked her daughter about the questions. Her daughter didn't want to discuss the survey. Her daughter asked why the survey needed to be taken in place of her science class. Mrs. O'Reilly also wondered why class time was taken to participate in the survey. She contacted Dr. Erardi who responded respectfully. She fully supports the STEPS organization, and she requested that she be provided with a copy of the survey. The request was denied due to copyrights. She then continued to research via the search institute website and found a survey. She then asked her daughter if the survey on the computer was the one she took at school, and it was. The questions numbered 21-82 were the ones in question. She wondered why some of the topics were on the survey if they weren't part of the curriculum. She was aware that this was the third time that this same survey was given to students. Mrs. Reilly met with Susan Saucier who represents Youth Services and the STEPS program. Mrs. Saucier allowed her the opportunity to view the survey and write down the questions. The questions surprised her and she was concerned with the way they were framed. She wondered how the topics pertained to the school curriculum because that is what she thought all topics being introduced at school were based upon. It was her belief that some of those questions would actually give the students ideas on things to do that they normally wouldn't do. She understands some topics about suicide, drugs, alcohol, and bulimia; however, asking a student *how many times they used a weapon to get something* was not something she felt was appropriate.

Mrs. Reilly stated that the school district asks permission to have students photographed for a newspaper article; yet, we don't give the same courtesy prior to the district giving this survey to the students.

In conclusion, it was her understanding that we need to obtain this data from our students in order to get federal funding. In her opinion, this translates to, "So, we need the children to get the money." She questions if this is right.

Jean Sigrew, 26 West Ridge Rd.

Mrs. Sigrew started by stated adjectives that were used by her son and his friends to describe the survey: *creepy, weird, very personal*. She asked why the STEPS program was allowed to expose innocent children to *creepy* terms. Her son didn't know the meaning behind many of the questions; therefore, he didn't know how to respond. She questioned how accurate the results will be if the

students don't understand the questions. She doesn't want her child to understand them. She shared some information that she heard from a middle school family and a high school family and questioned those who agreed to this survey. She asked if the survey was supposed to be a training manual. Questions pertaining to suicide or sniffing glue to get high would get students thinking. Schools try to be so politically correct that they don't want to offend anyone. This survey was beyond offensive in her opinion, and she doesn't want her children to be exposed to this information. She stated that Southington is a nice suburban town. She doesn't agree that all students should be introduced to some of those topics at this time. It's her belief that it's the parents who should be introducing their children to some of these topics with their moral, religious teaching. It's the job of the parent to direct their student's moral compass, not the school. She doesn't feel that she should be getting questions about bi-sexual and transgender from her twelve-year old son.

Ms. Sigrew requested that the superintendent not call her house on Halloween night to tell her about a survey that she has no clue of the content. Many parents had no idea what the survey was about. She cannot understand how the district needs permission slips for field trips and PG movies, and after school activities; where was the permission slip for this. Let the parents see the survey to determine if they think it's appropriate for their children. She believes that the parents shouldn't have to call the school to have their child opt out of the survey.

She stated that the Board of Education is elected because the community put their faith in them to make good, responsible decisions about their children. Her final statement was that the Board of Education failed the parents.

Thomas O'Reilly, 970 South End Road. Mr. O'Reilly mentioned that he heard the word *trust* four times that day. He heard it while at the National Junior Honor Society Induction and during the Board of Education meeting. The administration and teachers thank the parents for entrusting them with their children. He feels that the trust has been betrayed on his behalf based on the survey that was given to the students in Grades 7, 9, and 11. His feeling of betrayal is not so much because the survey was given, but because the parents weren't educated about the survey. The only sample of the survey available was not available through the Southington Board of Education. He stated that it was disappointing. If the district cannot provide a representative sampling of questions in a survey that includes sensitive issues (sexual activity, sexual orientation, violence, guns, etc.), then the survey should not be given. Parents trust the Board of Education to make the right decisions. The least they can do is allow parents the ability to understand and be educated about the types of questions the children are going to be answering in that survey.

Mr. Goralski agreed that it's the responsibility of the Board of Education to communicate with the families. He believes that they may not have communicated to the best of their ability regarding the survey. He is not able to guarantee that a phone message won't take place on a holiday, but communication is important. He further explained that all the topics included in the survey are available to our children on primetime television and, sadly, it's a part of everyday life. The statistics they have gathered over the years through STEPS do show that those areas are of grave concern beginning at the middle school grades. He agreed that they will review these items in the future and will follow up with the parents.

Dr. Erardi thanked the families for their words and stated that he was respectful to their concerns. He sent a message to the O'Reilly family the night before and shared that there is always a learning curve. This was the first time in three years that parents have contacted his office. The school board reviewed and endorsed the survey in 2009-2010. The longitudinal data that is collected

through this survey for STEPS is important for their work to focus on what's needed in the community. The survey is administrated in 48 communities in Connecticut. It was requested that parents, who did not want their children to participate, call the school and opt out. There were not any parents who opted out. Moving forward, he requested that both of the middle school administrators include the opportunity at a PTO meeting for parents to discuss their concerns and have conversation surrounding the administration of the survey.

He also shared that one of the most important partnerships they have is with STEPS. Dr. Erardi stated that they do not survey for the sake of funding; they survey to get the information they feel is most important of the community. The message received from parents was heard with great respect. His commitment is to run a better communication chain prior to the survey in the future. Dr. Erardi had copies of the survey available for the School Board.

STEPS representative, Mrs. Susan Saucier, mentioned that there has been extensive research done pertaining to the idea that, by reading a question, it would give a student the idea to do something that they normally wouldn't do. The research has not supported this. She agrees with Mr. Goralski that everything that was included on the survey is currently accessible to students on television, in magazines, and the internet.

Victoria Triano, Belleview Avenue.

Mrs. Triano shared that this conversation gives her a great deal of hope. The survey has been given to students for the past three years and the opinions from the parents are helpful. As they listen and see that there are areas that they can improve, the parents can take confidence that they are researching all of their concerns. She sees this as a positive step. By communicating the information with parents one month prior, that is a big step. Parents can then make an informed decision. Parents need to know that their concerns are being researched. She believes that they need to maintain the integrity of the parents and still look at the overview for the entire town. She ended by stating, "We all learn from each other."

b. Communications from the Board

MOTION: by Mrs. Notar-Francesco, seconded by Mr. Oshana:

"Move to move agenda item 10a, Grade 8 to Grade 9 Transition Pilot Program Update to agenda item 7b."

Motion carried unanimously by voice vote.

For the benefit of the Board, Mrs. Notar-Francesco noted that CREC has scheduled their annual Legislative Breakfast on February 13, 2013 at 8:00 a.m. The breakfast will be held at the State Capitol and all Board Members are invited to attend as the legislative session gets underway.

As a follow up in the next couple months, Mrs. Notar-Francesco requested that the administration put together a report indicating how the prekindergarten ABA program is doing. She recommended that the information be brought to an upcoming Curriculum and Instruction Committee meeting and that they also coordinate a date for the committee to visit the program.

Mr. Oshana had the privilege the previous evening to speak at the band banquet. Mr. Oshana was at a football game a week ago and shared how exciting it was to see the “wall of blue” in support of Southington. He shared an article that was included in the Observer that day entitled, “Music of the Knights.” The article included the author’s opinion about what the band has been doing recently, and one particular comment read how surprised he was to find that the Band was in attendance at the game. Apparently, the band participates and performs during half time; however, during the game, a disc jockey plays music during the plays. He quoted from this article the following, “The Southington High School marching band is one of the biggest extracurricular groups in the town, but it seems that they’ve been replaced by someone’s iTunes collection during breaks between play.” Another quote read, “I think the band provides the perfect soundtrack and it doesn’t feel like high school football without the sounds of high school football and that, for me, includes the high school band.” The final comment Mr. Oshana shared was, “I’m disappointed in the school officials who boasted about turf creating an opportunity for all students and then replacing the band with a sound system.” Mr. Oshana stated that he’s certain no one on the Board of Education was the town official who voted to replace the band with a sound system. His point to this topic was that he likes having the high school football game with participation from the band. It builds camaraderie and spirit when you hear the fight songs. That’s what a football game should have.

Mr. Oshana continued by sharing that, when you look in the seats, many are filled with band members and parents. It’s a bit disappointing to him that the band doesn’t get to play. If he were a member of the band, he would find it disheartening. Mr. Oshana encouraged everyone to read the article and read one last quote, “If you want to hear the band at this Friday’s home game, make yourself heard. The athletic department can be reached at 860-628-3229, extension 346.” Make your voices heard if you agree.

Mr. Goralski stated that he is very proud of this article and he fully supports that each Board Member make that call. He already made the call in support of the band playing on Friday night. He also believes that the band is an important part of school spirit and DJs are for dances and, possibly, before the game. If others share the opinion, make the call.

As a band student, Miss Krar commented that they have had concerns with the DJ. There was a time that they felt the DJ was rude to the band. She stated that Mr. Shaw and Mr. Swallow have been working together to create a schedule. While it has been a prominent issue with the band, Mr. Shaw is working with the band members to find a solution. She appreciates the Board Members taking notice.

Mr. Goralski acknowledged that they did utilize the DJ services last year when the band did not have a “home.” However, this year, the Blue Knights have a home and he believes that they should be playing throughout the game.

Mrs. Queen stated that she was both humbled and honored to be sitting there. She thanked the Southington community for entrusting the nine of them with membership on the Board, and stated that it’s a great responsibility. She is happy that the entire Board has returned to continue their work together. As described by Mrs. Notar-Francesco at the SEA Forum, the Board of Education exhibits the characteristics of a high-functioning Board, and she’s proud to be part of that.

Mrs. Queen acknowledged that there’s an unprecedented amount of change going through the school system, and she can only imagine how challenging it is for every staff member. As a Board, based on past practice, she knows that the Board will be there to support the staff to meet

those challenges. As Dr. Erardi likes to say, there is heavy lifting to do. Mrs. Queen stated that she is ready to get to work.

Mrs. Lombardi requested that the Board follow up on a meeting that they had with the legislative team regarding state mandates. It was stated that the senator was going to ask one of his aides to review the mandates and report back to the Board of Education. As of today, they hadn't received any feedback. Also, Mrs. Lombardi would like to know what the legislative team sees on the horizon pertaining to additional mandates.

Mrs. Johnson is a liaison between the Board of Education and Derynoski Elementary School. She recently visited a Grade 1 classroom during a parent visitation day and was happy to see what was happening in the class. There were 19 children doing a lesson on the use of reading the letter A and its different pronunciations. The children were attentive and the teacher had a good handle on the happenings within the class. There were multiple parts to the lesson including SmartBoard use and seat work. Mrs. Johnson found it interesting that today's work is the same in the classroom as it was many years ago when she taught first grade. What's different is how dramatically different the delivery is of the lesson. She was pleased to have the opportunity be part of the classroom and see the great work being done.

Mr. Goralski thanked the veterans for their past, present, and future service and making our country great. In Southington, Veterans Day is not a day off from school, but a day to celebrate all veterans. He recognized the veterans in Southington for making their kids understand the value and meaning of the day. There was a ceremony on the Town Green, music from the high school band, and veterans in the classroom. On that day, Mr. Goralski knew that everyone in Southington was aware that there was a reason to reflect. He acknowledged the work of Dr. Erardi and the committee who made the learning real through every day application. It was a great day to celebrate in Southington. A flag was presented to Dr. Erardi and the school district on behalf of the Board that signifies the partnership and connection between the Board of Education, the American Legion, and the veterans. The flag is displayed in the foyer of the Municipal Center and he asked that everyone take a look when they leave the building. The flag signifies the connection between the school district and the veterans.

Mr. Goralski thanked the Board for all their work following the election on Tuesday. He stated that all committees will remain the same. The Town Council also shared that all of their committees will remain intact.

Communications from the Administration

Dr. Erardi began his report by inviting the Board to attend the football game on Friday evening and he assured them that the high school band would be playing long and hard.

On Monday, November 11, the Board of Education was recognized and honored at an extremely high level by the veterans. They presented an honor flag to the district, one of three ever presented in the history of their organization. It will be displayed at the Municipal Center for a week and then it will travel throughout the district begin displayed at each school. Prior to the flag being displayed at each school, there will be a town meeting so the students understand the meaning and the recognition as to why the district received the flag. This was a tremendous tribute to the School Board. Dr. Erardi stated that he would be remiss if he didn't mention that, on that Tuesday evening, approximately 300-400 people were in attendance and the marching band played brilliantly. The

signature of the event is the medley that ends with the service men standing and being recognized. It was a special moment in the community.

1. School Security Grant Program – Second Phase Award - \$16,000,000

Dr. Erardi reminded the Board that in reference to the School Security program, the town fathers' financed \$159,000 of the safety plan. He shared that they were very disappointed with Round 1 of Governor Malloy's awards in regard to reimbursement to local municipalities for safety when the district received only \$3,459. Fortunately, Governor Malloy stood tall and realized that there was a shortfall in giving back to nearly all communities. He then endorsed an additional \$16,000,000. Dr. Erardi was pleased to share with the Board that they would be returning \$90,183 to the town general fund that they will be receiving as Phase 2 of the school security grant program.

2. Celebration of Cultures

This is informational for the Board that the Celebration of Cultures will be held on Tuesday, November 19, 2013 from 5:30 pm – 8:00 pm at the high school.

3. Enrichment Partnership: SBOE/TMSC

On Wednesday evening they had a special night for the aspiring educators and the Grade 5 students who were identified with the State Department of Education as Gifted and Talented students. There are 33 of 36 students who are involved as they launched their partnership with Talcott Mountain Science Center. They had five scientists there, and the follow-up from parents was only positive. He's very pleased that they launched the first module. This is one of two taking place during the school year. All students left feeling very excited about the opportunity.

4. District Administration Leadership Institute

Dr. Erardi thanked the Board of Education for allowing him the opportunity to attend the District Administration Leadership Institute that was held in San Antonio, Texas. There were 50 educators from across the country having fairly detailed conversations about public schools. He shared the Southington 2020 Vision plan and was pleased to be part of two meaningful opportunities to discuss Personalized Learning and offering World Languages at the elementary level.

5. 18th Annual Para Partnership Conference – Keynote: Dr. Perri Murdica

That morning, Dr. Erardi attended the 18th Annual Paraprofessional Partnership Conference. There were approximately 300 paraprofessionals present at the Crowne Plaza. Dr. Erardi was proud to report that their keynote speaker, who stood and delivered beautifully for one hour, was Dr. Perri Murdica.

c. Communications from Student Board Representatives

Miss Harris reported on the following:

- Congratulations to all Board members on being re-elected to the Board of Education.
- Parent-Teacher Conferences were held that day and report cards went home. All students worked hard during the first quarter.
- Yesterday was the National Honor Society Faculty Tea and it was a great success. The students had the opportunity to visit with teachers that they hadn't seen in a long time and they shared some great conversations.
- Pertaining to AP scores, Southington High School ranked 1 of 18 in the state and 1 of 477 in the nation for significant increase of approximately 40% of students who signed up for AP classes from 2011. In addition, there was a 41% increase of students receiving a score of 3 or higher on AP classes since 2011.

Miss Krar reported on the following:

- On November 2, 2013, the Southington High School Marching Band went to Met Life Stadium to participate in the National competition where they took home 5th place in their class. They also took home the Dingle Award which recognizes groups for their school spirit and respect for their instructors and each other. The Dingle is the type of shoe they wear.
- The band attended the Veterans Day event on Tuesday and it was an amazing experience. The band enjoyed doing something for the community. It was a moving experience to see the veterans stand and salute.
- The Girls' Swim Team went to their State meet and they placed in the top 10. Many of the school/individual records were broken.
- The Girls' Soccer and Field Hockey teams played very well.
- Powder Puff Football for senior girls will play on Monday, November 25 in New Britain and on Tuesday, November 26 in Southington.
- There's a meeting scheduled next week at the Aqua Turf that will include representatives from high schools throughout the state where they will discuss keeping sports and sport leadership positive. Southington High School will send six representatives from varsity sports (3 girls and 3 boys). A full report will be presented at the next Board meeting by Gabby Baker who is one of the six representatives from Southington.

Mr. Oshana shared that Miss Krar was selected by her band peers as the outstanding percussionist. The Board recognized and congratulated Miss Krar.

7. REPORT OF THE SUPERINTENDENT

a. Personnel Report

MOTION: by Mrs. Notar-Francesco, seconded by Mrs. Carmody:

“Move to approve the Personnel Report as submitted.”

Motion was carried unanimously by voice vote.

b. Grade 8 to Grade 9 Transition ~ Pilot Program (Attachment #1)

Mrs. Smith welcomed Mr. Rick Terino, Assistant Principal at Southington High School, to the podium. They have been studying and working on transition plans at all levels with particular emphasis on Grade 8 to Grade 9. As part of the longer-term study, a product of that is how do we make the ninth grade experience more similar to the Grade 8 experience. And likewise, how do they make a Grade 8 experience, after January, a bit more compatible to what Grade 9^h will be like. One of the products of that study is what they are presenting: the academic effort to put together a ninth grade pilot team. Mr. Terino is here to share what that experience has been.

Mr. Terino presented the following:

In the spring of 2010, Assistant Superintendent Howard Theyry presented a report on the status of the Grade 8 to Grade 9 transition, as well as the Ninth Grade Academy. At that time, a standing transition committee was formed. His report closed with the idea that things were good, but could get better. Southington High School took the next logical step and began a team pilot.

- Team Pilot consists of *4 Classes – 80 Students – 4 Teachers* who took flight this past August.
- Teaching Team ~ Dan Hart (Civics), Beth Corbin (Algebra), Susan Henne (Special Education), Catherine Disantis (English), and Chris Conant (Earth Science).
- The teaching team is assigned a daily period to meet/discuss student progress and share learning strategies that work in the classrooms.
- They offer class anecdotes that highlight student likes and interests, personalizing each student.
- They address student and parent/guardian concerns and collaborative and timely interventions.
- Available to meet with the Grade 9 counselors, Mrs. Ingriselli and Mr. Bugnacki. The counselors attend team meetings to discuss academic and behavioral issues.
- Support service staff is funneled into the team meetings. They can meet and deal with the students' teachers collectively.
- Team meeting period affords parents/guardians more times to meet with teachers beyond annual conferences or PPT meetings and it's done in one collaborative session.
- Communication, coordination, consistent. A summer newsletter was sent to parents of randomly selected students. In the newsletter, it asked that they forward their emails. One reason for the request was to create a monthly e-newsletter. Excerpts from October were shared in the attached PowerPoint.
- Team is comprised of two CCP classes and two CP classes.
- One CP class is co-taught in each of those subjects.
- Each teacher is assigned a fifth class outside the team.
- From 315 possible grade averages in the first term, the results are as follows: 12% earned As, 43% earned Bs, 34% Cs, 8% had Ds, and 3% had Fs (37 students at the top earned As; 134 earned Bs, 107 earned Cs, 26 had Ds, and 11 Fs).
- What the team found was that the 11 failures were derived from 9 students and the team will continue to implement classroom strategies through differentiated instruction to improve performance.
- In closing, there was an email from a parent who shared their emotion over placement in the academic team.

Mrs. Carmody thanked Mr. Terino for his presentation. She confirmed that there were only 80 students of the 513 Grade 9 students included in the pilot program. Overall, she asked how the students who are not in the pilot were doing. Mr. Terino stated that he did a quick study and the 9 students were among at least 17, if not more, that were failing at least one, if not two classes.

Mrs. Carmody asked that Mr. Terino get additional information to Mrs. Smith and the Curriculum and Instruction Committee at a later date so they can review how successful the early interventions are at the high school. This is wonderful for the 80 students in the program and, if the team is working well, they have to concern themselves with those who aren't in the pilot program. She wondered if they are finding this transition and rigor that they are trying to improve in the middle school and if it has followed-through in Grade 9.

Mrs. Smith shared that some of this information will be included in the Southington High School Leveling update that will be on the agenda at the next Curriculum and Instruction Committee meeting.

Dr. Erardi shared that the bottom line of the pilot is student outcome. The trick is the control group of 80 students and to determine if it's typical to the other 420 students. They've had that type of conversation and, ideally, what they are doing is to take one of the four teachers and put that person in a separate space. If that person was teaching a CP or CCP class in the pilot, every one of those teachers had one class outside of the pilot. They were hoping that would be the compare and contrast data. This is the beginning stage and part of the goals as a School Board. With the first quarter ending, it was a good checkpoint. The Board will receive a much more in-depth report at the end of school year.

As a point of information, Dr. Erardi visited and watched the team at work. They have a common planning time each day and it's amazing how deep they get into knowing their students. The team would have been in attendance at the Board meeting, but it was Parent-Teacher Conference night at the high school.

Miss Harris questioned what differentiates this program from the team system implemented in the middle school. Mr. Terino stated the rigor of the curriculum, but, otherwise, they have much in common. There are four teachers looking at the group. She then asked if there were still forms of independence for the students who are part of the program, and Mr. Terino confirmed that there was.

Mr. Goralski stated that he would like to see how the information is shared back with the middle schools at the end of the year. That would bring it full circle. At the end of the day, if you compare the two programs and compare what's working, they have the ability through differentiation to better prepare students.

Mrs. Lombardi stated that she believes every time they look at a pilot with a small number of students, they see some type of success. Mr. Terino stated that it depends on the students involved. She thought that being in smaller class sizes and the attention that the students are getting from these teachers would suggest that there is good learning occurring. Mr. Terino stated that it's easy to monitor them with the four teachers in a building of their size.

Mrs. Johnson was surprised and pleased to see the monthly newsletters and asked that the administration forward them electronically to the Board of Education members.

Miss Krar also commented on the independence of the students from Grade 8 to Grade 9 being one of the biggest transitions. With the teachers being so involved with them during Grade 9 pilot, then in Grade 10, the teachers aren't on top of them for their work and it's up to them to get it done. She wondered if the students would be in shock when they move into Grade 10, and they are no longer part of the program.

Mr. Terino stated that the students are still responsible for being independent and getting their work done. The benefit of the team is that there is immediate contact when they notice a pattern of work not being completed.

Mr. Goralski stated that it's a great point about independence, but they need to be sure that the communication is heightened for all students. It's something that needs to be worked on simultaneously. For a student who is failing, those would be areas that we can improve the communication now, even if not in the pilot. Mr. Terino shared that one of the goals with teacher evaluation is for teacher feedback and parent communication.

8. COMMITTEE REPORTS

a. Policy and Personnel Committee Meeting ~ October 28, 2013

Mrs. Clark reported that the two school climate coordinators reported to the committee and summarized the bullying instances and trend data. The trend has been on a decrease in Southington. The committee wanted to be sure the schools all had a consistent practice of reporting bullying and investigating claims. They discussed whether or not the present policy and practice pertain to all grade levels and how they can better support and identify youngsters on the receiving end of such action. They were very concerned with those who are the quiet children who might not say anything. The committee thought that a survey of students was a good way to measure whether or not they were successful. The administrators will be asked for feedback to move forward.

The committee reviewed the Grant Funded Guidance position job description. There were some minor clerical revisions to that job description.

Regarding the current attendance policy, the committee will continue the conversation in January. There were questions pertaining to whether or not the district had the ability to delay a student from entering the district. Currently, students need to be 5 years old by January 1 to enter school. The question is whether or not Southington can change their requirements and ask that students be 5 years old by September 1. The administration is checking with legal counsel.

The committee also reviewed the recess policy and discussed changes pertaining to recess being withheld from students. In the past, teachers have asked children to stay in from recess and do homework if it wasn't completed or for poor behavior; however, schools are no longer allowed to do this. The administration is checking with legal counsel to see if they can withhold some of the recess if the teacher receives permission from the parent/guardian.

Mrs. Queen mentioned that she was impressed at the teacher forum when the efforts occurring in each school to create a positive climate were shared. The teachers shared multiple examples of the efforts being made.

b. Finance Committee Meeting ~ October 30, 2013

Mrs. Notar-Francesco reported that, as a result of the Finance Committee meeting, there are four action items.

a. Agriculture Science & Technology Education (ASTE)

As discussed at a previous Board of Education meeting, the ASTE grant increased by \$1,000 per student. The total increase received is \$142,706. The state statute requires that the funds go directly back into the Agricultural Science program. The item at the meeting that received the most detailed discussion as the greatest need was the proposal for an additional teacher. This teacher is essential to the current growth of student enrollment and to satisfy the current class size compliance issue that was cited in the recent program review. The teacher would be funded now and moving forward. The committee agreed to support the list as presented. The Board of Finance approved the appropriation for the \$142,706 to be directed back to the Board for the Agricultural Science and Technology program.

MOTION: by Mrs. Notar-Francesco, seconded by Mrs. Lombardi:

“Move to approve the proposed spending plan for the Agriculture Science and Technology Education Grant.”

Motion carried unanimously by voice vote.

b. Bid Approval – Bid #2014-BID-18, Bus for Agricultural Science Technology Department

The committee was presented with bid specifications designed by the state for the bus for the Agricultural Science and Technology program. Funding comes from a VoAg equipment grant. The committee recommended approving this bid, moving it forward to the full Board. While the specifications of the bus came from the state, Mr. Cox was not aware of the requirements being any different from any other school bus. The guidelines and licensing are the same.

MOTION: by Mrs. Notar-Francesco, seconded by Mrs. Lombardi:

“Move to approve Bid #2014-BID-18 for an activity bus funded by the VoAg equipment grant.”

Motion was carried unanimously by voice vote.

c. Xerox Copier 5600 – Southington High School/Central Office

They are currently paying substantial dollars to service the two large, old copiers at Southington High School and central office. The contract expires next month. They are working with Network Imaging who can replace the two old copiers with two leased copiers at an annual cost

savings of almost \$21,000 based on the current copy counts. Network Imaging will remove the old copiers at no charge and will waive the service cost for the first month. The pricing from the copiers is from the NJPA (National Joint Powers Alliance) which is an agency that awards contracts after an extensive bid process. The NJPA creates national cooperative contract purchasing opportunities to education and government agencies. The committee whole-heartedly endorsed moving this item to the full board for approval. Mr. Oshana added that he was very impressed with the savings being offered and that it's a great machine. It was confirmed that the printers will be networked to the computers.

MOTION: by Mrs. Notar-Francesco, seconded by Mrs. Carmody:

“Move to approve leasing two copiers from Network Imaging from bid pricing supplied by NJPA (National Joint Powers Alliance).”

Motion carried unanimously by voice vote.

d. Generation of Electricity

The current contract with Constellation Energy for the generation portion of electricity expires in December 2014. A group of districts that worked together previously to achieve favorable pricing are interested in bidding a new agreement because the pricing of the generation portion is currently at very favorable pricing levels. Mrs. DiNello would like the authority to sign a multi-year contract for generation if the group can secure a favorable price after the contracts are bid. She needs the ability to sign quickly if this favorable price is achieved. The committee endorsed giving her the authority.

Mrs. Johnson asked when the Board would be notified if the district locks into a favorable contract, and Mrs. DiNello shared that they would be notified that same day. Mrs. DiNello explained that the sixteen districts participating have an attorney putting together and seeking contracts from different suppliers. Once they find a favorable contract and a date that they can lock in, it would be required that they sign the contract that day. Mrs. Johnson recalls a few years ago when they dealt with a consultant who took a substantial commission on this type of work, and she wondered if this type of operation was still in place. Mrs. DiNello replied that they were no longer dealing with that specific individual who gathered that information. They are working with an attorney from Shipman and Goodman and working with an individual from Secure Energy. Mrs. DiNello continued that the attorney fees are split among all districts involved, and the supplier gets paid based on the actual generation that's utilized. She will send out the specifics the next day.

MOTION: by Mrs. Notar-Francesco, seconded by Mr. Oshana:

“Move to give the Director of Business and Finance the authority to lock into a multi-year contract for the generation of electricity if pricing comes back favorable after contracts are bid.”

Motion carried unanimously by voice vote.

The Board received the report from TAS (Transportation Advisory Services). There is a great deal of information in that report and the Finance Committee will review it again at their next

meeting. TAS believes that NBT has been providing the district with good service and should be given the opportunity to renegotiate the contract with a number of suggested language changes that are in the document. One option is to consider a one-year renewal and work out a modified contract with NBT over the course of the year. TAS suggested setting a deadline for achieving the new contract, so there will be ample time to go out to bid if an agreement cannot be reached.

9. OLD BUSINESS

a. Town Government Communications

Mr. Goralski reported that they are the last group to be sworn in. All committees at the Town Council will remain intact. They are excited to continue the work and do their jobs.

b. Construction Update

Mr. Cox reported that the new gymnasiums opened on November 1 and are back in use by the students. If you drive by, you can see everything is moving along. Interior walls are going up this week. The media center and new administration area is well on its way. They are on schedule for the new administration and classroom areas to open in April.

Mrs. Queen asked for a brief description for anyone who might be interested as to what they might see when they are looking at the building. Mr. Cox reported that the arch roof is over the new media center. Forward and to the left are the new art and instrumental classrooms. This is all happening behind the existing auditorium wall. Interior to the arch moving toward the original building is the administration area. The original front door opening is being pulled out 50 feet, and the new opening into the building will have the controls and requirement for guests who enter the building to enter into a vestibule area. They then have no other choice but to report to the office area for check in. Looking at the original building from the road, to the extreme right are the eight classrooms and team areas.

c. Administrator Evaluation Plan Update

There was nothing to report.

d. Teacher Evaluation Plan Update

Mrs. Smith explained that the plan is moving forward. The committee has monthly meetings and the next meeting is planned for November 25. AT those meetings, they come with questions and feedback. They try to come up with answers to stay ahead of issues before they become larger. This is going to be deserving of a presentation after the new year so the board can understand the enormity of implementing the program. Her belief is that this is going better than expected. They are learning as they move forward and are happy to be working with great teachers.

There is a request that a motion be made, which was mentioned at the last meeting. Since the last meeting, the State contacted her office and stated that they do need a motion from the Board of Education. The reason is because Southington requested a waiver that they are allowed to administer, on a field test basis, the Smarter Balanced Assessment and not participate in CMT or CAPT, other than for science, which will still follow CMT and CAPT requirements.

MOTION: by Mrs. Notar-Francesco, seconded by Mr. Oshana:

“Move that the Board of Education approve that Southington will not require that 22.5% of the teachers’ student learning outcomes component incorporate CMT or CAPT data (exception science), pending the US Department of Education’s approval of Connecticut’s request for flexibility on the use of student test data in 2013-2014. Alternatively, the 45% will be composed of 22.5% of locally available assessments and the other 22.5% will be based on a minimum of one non-standardized assessment and a maximum of one additional standardized assessment. If there are no standardized assessments available and/or appropriate, then for the 2013-2014 school year, the educators’ entire 45% student learning outcomes would be based fully on non-standardized indicators.”

Motion carried unanimously by voice vote.

Mrs. Carmody wanted all teachers to know that the Board of Education is 100% behind them and will do what they can to help alleviate the angst that they are feeling.

Mrs. Notar-Francesco shared that she’s concerned for all teachers, but especially for the new teachers who might not have yet have a support system developed within their building. Dr. Erardi shared with the Board that they met with the new teacher cohort. While he didn’t want to give them an additional assignment, he did ask where they gage with all the new requirements. He asked that they provide him with less than a paragraph as to how they are doing. He stated that the feedback he received indicated that they are incredibly conscientious, but overwhelmed.

Mrs. Notar-Francesco asked that the administrative team continue to offer leadership and support to staff at this difficult time. Everyone needs a pat on the back or words of encouragement, even though the reality of the workload may not change. Dr. Erardi confirmed that the amount of additional work on the building level is overwhelming. Everyone is working harder than ever, and the goal is to increase morale throughout the district.

Mrs. Smith shared that, in an effort to try to relieve some stress for staff, they offered a work day for staff during the November 5 Professional Development. The theme was teacher evaluation support. The staff work included assessment work, team gathering work, instructional strategy, and rolling out Common Core State Standards. The feedback was universal. All staff was appreciative to get what they needed: time. Time was a priority.

Mrs. Lombardi reiterated that the Board is there to offer additional support where needed. Mr. Goralski stated that he would be putting together a letter for staff on behalf of the Board that will be mailed prior to Thanksgiving.

10. NEW BUSINESS

a. Grade 8 to Grade 9 Transition ~ Pilot Program

This agenda item was moved to 7b.

b. Ratification of Southington Administrator’s Association (SAA) Contract ~ Executive Session

The Board went into executive session at 9:32 pm and returned to public session at 9:38 pm. In attendance were Mr. Brian Goralski, Chairperson, Mrs. Terri Carmody, Mrs. Colleen Clark, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mrs. Zaya Oshana, and Mrs. Patricia Queen.

Present from administration were Dr. Joseph Erardi, Jr., Superintendent of Schools, Mrs. Karen Smith, Assistant Superintendent of Schools, and Mrs. Sherri DiNello, Director of Business and Finance.

The Board returned to public session at 9:38 p.m.

MOTION: By Mrs. Notar-Francesco, seconded by Mrs. Carmody:

“Move to approve the three-year contract with the Southington Administrator’s Association for July 1, 2014 through June 30, 2017.”

ROLL CALL VOTE. YES – Mrs. Terri Carmody, Mrs. Colleen Clark, Mrs. Patricia Johnson, Mrs. Terry Lombardi, Mrs. Jill Notar-Francesco, Mr. Zaya Oshana, Mrs. Patricia Queen, and Mr. Brian Goralski.

MOTION: by Mrs. Notar-Francesco, seconded by Mr. Oshana:

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting was adjourned at 9:40 p.m.

Respectfully submitted,

Michelle Passamano

Michelle Passamano
Recording Secretary

ATTACHMENT #1

Agenda Item 7b *Grade 8 to Grade 9 Transition ~ Pilot Program*



Team Pilot 2013-2014





4 Classes – 80 Students – 4 Teachers

Took flight August 29, 2013, in the capable hands of their Team Leader, their Team Captain, Beth Corbin.

The Teaching Team (bottom front left to right, counter-clockwise)

Dan Hart

civics

Beth Corbin

algebra

Susan Henne

special education

Catherine Disantis

English

Chris Conant

earth science



Is assigned a daily period to meet and discuss student progress,



(Dan Hart, Beth Corbin)

To share learning strategies that work,



(Susan Henne, Catherine Disantis)

To offer class anecdotes that highlight student likes and interests,



(Chris Conant)

To address student and parent/guardian concerns in collaborative and timely interventions.



Mrs. Ingriselli and Mr. Bugnacki, grade 9 counselors, individually attend a team meeting weekly to discuss student issues and academic/behavioral updates.



Support Service Staff are available to meet with an individual student's teachers collectively.

Social Worker



Psychologist



The Team meeting period affords parents and guardians more times to meet with the student's collective teachers beyond the annual Conference Day or PPT and not piecemeal but in one collaborative session.



Summer Letter

Summer 2013

Dear Students and Families:

Welcome to the 9th Grade Team! We are excited to begin such an exciting school year with you as you enter your first year of high school. Our school is ***piloting*** an academic team in grade 9 and you have been randomly selected to participate. This letter has been formulated to provide you with some information that will help prepare you for your new school year.

Our team provides a student-centered approach to learning, which focuses on a student's individual development. For maximum success we work as a team: the student, parents, and teachers sharing responsibility. This collaborative setting enables the development of self-esteem, mutual respect, responsible citizenship, and learner independence.

Developing each of these qualities will ensure success for each student while in high school and beyond. To facilitate the relationship among parents and teachers, it is important that we have your e-mail address and telephone number.

Please send the following information to each of the e-mails listed below by **Sunday, August 25th**.



Team Pilot (monthly newsletter) **October excerpts**

Hello! We hope that your child is off to a great start at SHS. The school year seems to be off to a great start & we are excited about the future!

Please remember that Parent-Teacher Conferences will be held on November 14th. More information will be forthcoming.

Quarter 1 closes November 1st & report cards will soon follow. Please contact individual teachers if you have any questions or concerns...

October Excerpts (continued)

Updates for subject areas:

Civics (Mr. Hart): Expect to take a political test soon! Are you more of a Democrat or Republican (or a blend of both)? Your sons/daughters have taken it in class to determine their political beliefs. They will be interviewing you and comparing their beliefs to yours. Have a debate, be open, share your thoughts.

Vote on Tuesday, November 5th! Civic involvement starts at home, so be a role model and vote in the local election (Board of Education, Town Council, Zoning, etc.). Civics class in October will also focus on elections, lobbyists and propaganda (usually found in TV ads that are biased). We'll then start studying the U.S. Constitution, the basis of our laws and rights, in which both government and citizens are limited in their powers and rights. Hope to see you at conferences!



Team Pilot

Learning Specialist (Miss Henne): Students are starting to get into routines and adjust to life at SHS. Students should be completing homework on a daily basis and getting into the habit of using what study skills work best for them.

Organization is key for them to succeed in their classes. Assignment books should be filled out and binders should be organized.

Take a few minutes a night to ask your child about their day, whether it be about their academics or their overall day. Continue to check PowerSchool and see what is happening in your child's classes.

Thank you as always for your support!

Team Class Levels

Competitive College Preparatory or CCP

Each regular education teacher is assigned two CCP classes.

College and Career Preparatory or CP

Each regular teacher is assigned two CP classes.

2 CCP

2 CP

One CP class is co-taught in each subject.

Co-Teaching Approaches

- **One Teach, One Observe** - Co-teachers decide in advance what types of specific observational information to gather during instruction and can agree on a system for gathering the data. Afterward, the teachers should analyze the information together. The teachers should take turns teaching and gathering data, rather than assuming that the special educator is the only person who should observe.
- **Station Teaching** - Co-teachers divide content and students. Each teacher then teaches the content to one group and subsequently repeats the instruction for the other group. If appropriate, a third "station" could give students an opportunity to work independently. As co-teachers become comfortable with their partnership, they may add groups or otherwise create variations of this model.
- **Parallel Teaching** - Co-teachers are both teaching the same information, but they do so to a divided class group. Parallel also may be used to vary learning experiences, for example, by providing manipulatives to one group but not the other or by having the groups read about the same topic but at different levels of difficulty.
- **Alternative Teaching** - one teacher takes responsibility to the large group while the other works with a smaller group. These smaller groups could be used for remediation, pre-teaching, to help students who have been absent catch up on key instruction, assessment, and so on.
- **Teaming** - both teachers share delivery of the same instruction to a whole student group. Some teachers refer to this as having "one brain in two bodies." Others call it "tag team teaching." Most co-teachers consider this approach the most complex but satisfying way to co-teach, but it is the approach that is most dependent on teachers' styles.
- **One Teach, One Assist** - one teacher keeps primary responsibility for teaching while the other professional circulated through the room providing unobtrusive assistance to students as needed. This should be the least often employed co-teaching approach.

Each teacher is assigned a fifth class outside of the team.

For example: Chris Conant teaches one section of earth science at the honors level.



Term 1 Comes to a Close...



Chart Resultant from 315 Possible Grade Averages

1st Term – 12% A's, 43% B's, 34% C's

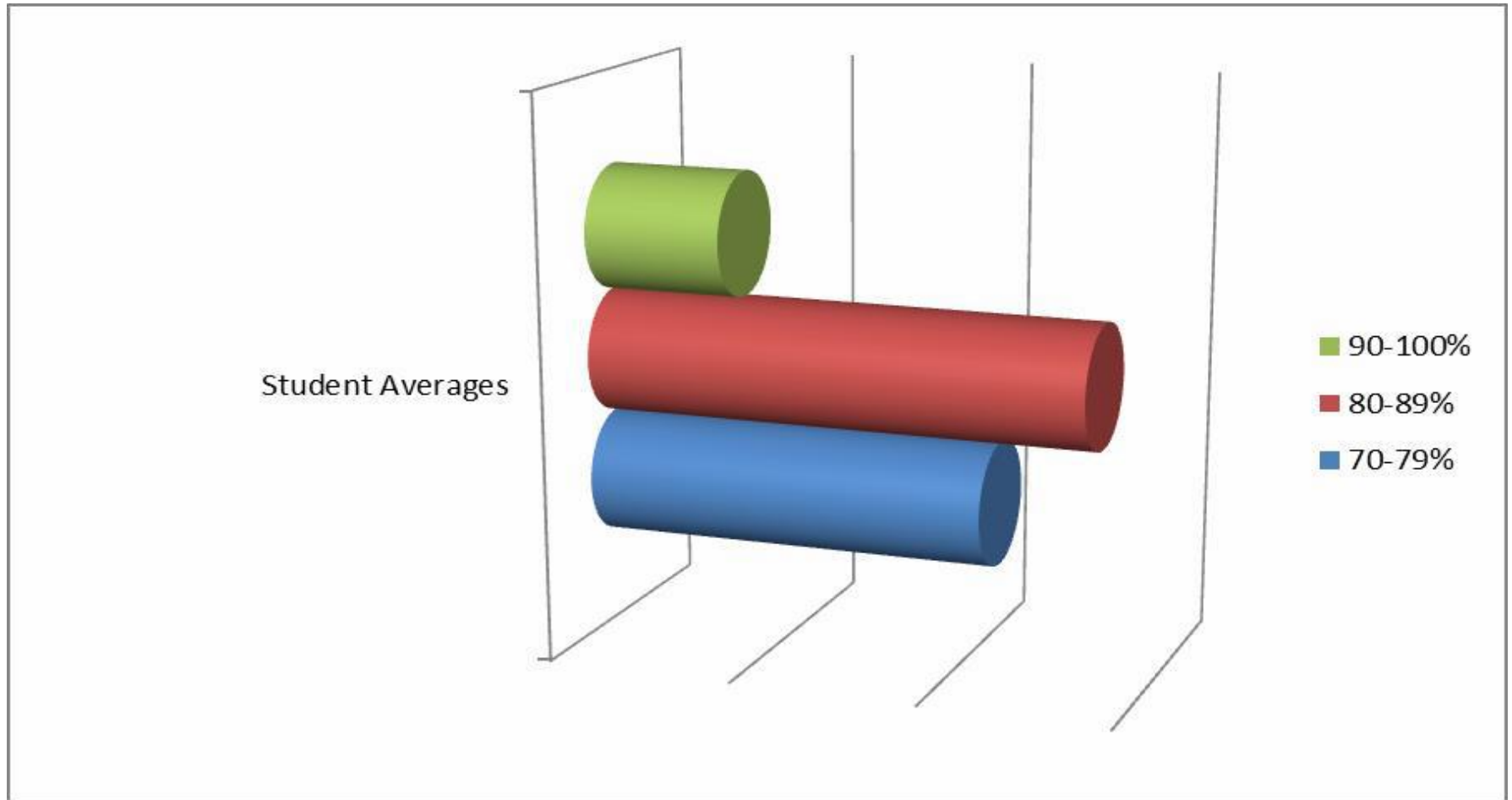
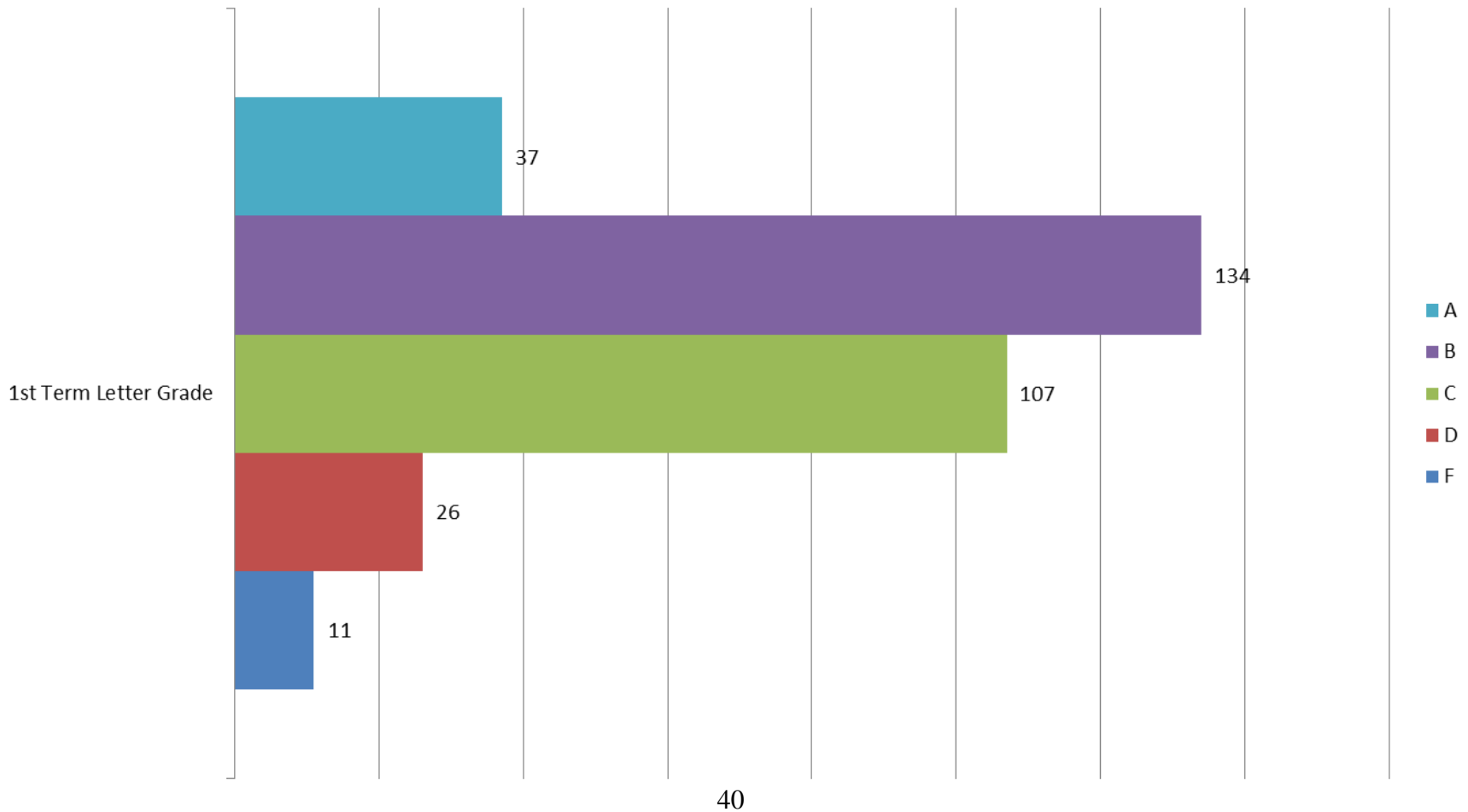


Chart Resultant from 315 Possible Grade Averages 1st Term – grade count shown below.



Grade 9 Teams Working Together

Team Pilot

The 11 failures identified are derived from 9 students.

The Team will continue to implement classroom strategies through differentiated instruction to improve their performance.

Early Intervention Team

This team will review any interventions that can be implemented to assist their learning.

Examples:

- * *Learning Academy enrollment*
- * *Referral to Special Education*
- * *Southington Youth Services*

To facilitate a successful transition...To Grade 9 and beyond!



Email post team conference

From: RICHARD TERINO

Sent: Friday, September 27, 2013 1:00 PM

To: JOSEPH ERARDI

Cc: MARTIN SEMMEL

Subject: Pilot Team

Mrs. A_ _ _ , foster parent of N_ _ C_ _ , spoke volumes about the Pilot Team and her son's placement in it. He has adjusted well to SHS and currently is passing science (87), algebra (77), English (68), and civics (62). There have been zero behavioral issues to date. The surrogate parent, T_ _ L_ _ _ , was pleased to hear of this transition as JAD utilized TEAM placement and the direction of a prior PPT was moving to outplacement.

N_ _ himself, who did tour ALTA prior to coming here has verbalized his happiness with "trying SHS out."

I had to share this with you as she said you were familiar with one another and her son's situation.

**Board of Education Meeting
Report: Administration
December 12, 2013**



- 1. Retreat Date and Agenda (last year 2/9/13)**
 - a. Suggested Dates: Saturday, January 25th, February 1st & 8th**
 - b. Suggested Agenda Items for Consideration:**
 - i. Phase III Building – KES / FES / DES**
 - ii. Redistricting to Balance Middle School Student Population**
 - iii. Magnet School – Concept and Timeline**

- 2. Safety Advisory Committee**

- 3. CIAC Concussion Education and Awareness** (Attachment #1)

- 4. SHS Library Advisory Committee**

- 5. District and School Performance Index**

Joseph V. Erandi Jr.
12/12/13

To: Members of the CIAC Board of Control
From: CIAC Staff
Date: November 21, 2013

**CONNECTICUT INTERSCHOLASTIC ATHLETIC CONFERENCE
CONCUSSION EDUCATION AND AWARENESS FOR STUDENT-ATHLETES AND PARENTS**

The Connecticut Interscholastic Athletic Conference believes that all CIAC member schools must educate athletes and their parents about the signs and symptoms of concussions prior to the student engaging in interscholastic activities. Member schools should design and implement an educational program that addresses pertinent information regarding the recognition of the signs and symptoms of a concussion, the means of obtaining proper medical treatment for a person suspected of sustaining a concussion, the nature and risks of concussion, the danger of continuing to play after sustaining a concussion and the proper method of allowing a student-athlete who has sustained a concussion to return to play. Supportive material which can aide in the dissemination of the information will be provided to each school by the CIAC.

In addition, CIAC will provide member schools with a sample consent form that should be issued and collected as a part of the school's permission form process. This consent form emphasizes the signs and symptoms of a concussion and the return to play protocol and requires both the student-athlete and the parent's signature.

CIAC staff recommends that the CIAC Board of Control add #14 below as a condition of membership effective July 1, 2014. For the remainder of the 2013-14 school year #14 will be a recommendation to member schools.

Add #14 to CIAC By-law, Article III – Membership B. – Authority and Responsibilities of Member Schools Regarding CIAC By-laws and Regulations:

As the voting representative to the Association and as a condition of membership, member school principals will be responsible for the following:

1. Knowing and adhering to the rules and regulations of CIAC.
2. Requiring appropriate school personnel to attend CIAC rules and regulations workshops on an annual basis.
3. Educating athletic directors, guidance faculty and other appropriate faculty and staff on the rules and regulations of CIAC.
4. Requiring mandatory meetings at the start of each season with coaches, student-athletes and their parents (guardian) to review CIAC rules and regulations.
5. Developing a written athletic handbook and contract for all student-athletes which delineates CIAC rules of eligibility and is signed by the student-athlete and parent prior to participation.

6. Requiring all members of the certified coaching staff to attend pre-season game rules interpretation meetings in their sport at the local, regional or state level.
7. Reporting all violations of CIAC rules and regulations in a timely manner.
8. Establishing a protocol for processing eligibility questions from student-athletes, parents, and coaches within their school.
9. Requiring all newly appointed athletic directors to attend the CIAC summer workshop on CIAC rules and regulations.
10. Meeting financial obligations for CIAC dues by September 15 annually.
11. Filing a signed annual membership agreement by September 15.
12. Meeting financial obligations for all CIAC tournament fees by the stated deadlines.
13. Meeting all financial obligations to game officials within thirty (30) days of the event.
14. *Designing and implementing a program to educate all student-athletes and their parents about the signs and symptoms of concussion, the means of obtaining proper medical treatment for a person suspected of sustaining a concussion, the nature and risks of concussion, the danger of continuing to play after sustaining a concussion and the proper method of allowing a student-athlete who has sustained a concussion to return to play.*

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date December 12, 2013

Decision Requested X Agenda Code 9. a

AGENDA REPORTING FORM

Agenda Topic: Personnel Report

Summary of Issue: This Personnel Report includes appointments, resignations, retirements, and transfers for certified and classified personnel for 2013 – 2014.

Background: The attached report lists personnel activity from November 1, 2013 through November 30, 2013.

Alternative Strategies: _____

Cost (if applicable): N/A **Funding Source:** Board of Education

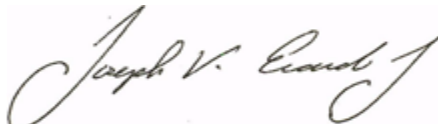
Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: Recommend that the Personnel Report be approved as submitted.



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Titles of Attachments:

1. Personnel Report

Agenda – December 2013

PERSONNEL ACTIVITY REPORT

FOR: December 2013

APPOINTMENTS

Certified

Name	Position	School	FTE If Less Than 1.0	Effective Date	Highest Degree	University / School	Salary
Ferrone, Alyssa	Grant Funded Guidance Counselor	Derynoski / Kelley		To be determined	MA	Southern CT State University	\$46,750.00 prorated
Anthony, Jessica	Grant Funded Guidance Counselor	Hatton		To be determined	MA	St Joseph College	\$50,350.00 prorated
Cozzolino, Michelle	Grant Funded Guidance Counselor	Plantsville / Strong		To be determined	MA	Central CT State University	\$46,750.00 prorated
Uhlman, Alexandra	Grant Funded Guidance Counselor	Flanders	.60	To be determined	MA	University of St Joseph	\$46,750.00 prorated
Duffy, John	Science Coordinator	District		January 27, 2014	6 th Year	Central CT State University	\$110,412.00 prorated

Classified

Name	Position	School	Hours Per Week	Effective Date	Salary / Hourly Rate
Kimball, Meggan	Nurse	J. F. Kennedy	15.00	To be determined	\$20.61
Buchanan, Susan	Sp Education Kindergarten Para	Plantsville	17.50	To be determined	\$13.74
Lorenzo, Ann	Sp Education Paraprofessional	Kelley	17.50	To be determined	\$13.74
Hawkins, John	Interim Technology Assistant	District	19.50	To be determined	\$13.00
Downes, Elizabeth	Reading Tutor	Thalberg & Strong	30.00	November 18, 2013	\$12.91
Primus, Margaret	Sp Education Paraprofessional	Flanders	15.75	November 21, 2013	\$13.74
Danko-Mangiafico, Jennifer	Reading Tutor	JAD & JFK	30.00	November 25, 2013	\$13.23
Murphy, Barbara	Sp Education Paraprofessional	Flanders	15.75	November 25, 2013	\$13.74
Flood, Mary Beth	Math Tutor	Strong	13.75	November 26, 2013	\$13.23
Silva, Richard	Reading Tutor	Derynoski	30.00	November 26, 2013	\$12.91
Arnold, Deborah	Math Tutor	Strong	12.00	December 3, 2013	\$12.91

RESIGNATIONS

Certified

Name	Position	School	Effective Date	Years of Service	Retire
Valletta, Monique	World Language Teacher	SHS	November 28, 2013	8 years	No
Dabrowski, Connie	Business Teacher	SHS	January 25, 2014	13 ½ years	Yes
Riccio, Robert	World Language Teacher	SHS	July 1, 2014	31 years	Yes
Stavola, Marcia	Mathematics Teacher	SHS	July 1, 2014	37 years	Yes
Czaja, Pamela	Grade 4 Teacher	Kelley	July 1, 2014	38 years	Yes
Marchese, Patricia	Mathematics Teacher	JAD	July 1, 2014	34 years	Yes
Maigarie, Nancy	Social Studies Teacher	JFK	July 1, 2014	37 years	Yes
Brown, Robert	Social Studies Teacher	SHS	July 1, 2014	39 years	Yes
Beeney, Robert	Technology Teacher	SHS	July 1, 2014	14 years	Yes
Leggett, Edwin Stephen	Social Studies Teacher	SHS	July 1, 2014	10 years	Yes
Jesudowich, Barbara	Speech / Language Pathologist	JFK	July 1, 2014	38 years	Yes
Roth, Maureen	Grade 5 Teacher	Strong	July 1, 2014	38 years	Yes
Conway, Kathleen	Social Studies Teacher & Dept. Head	SHS	July 1, 2014	29 years	Yes
Carey, Antoinette	Consumer Science Teacher	JAD	July 1, 2014	22 years	Yes
Osowiecki, John	Technology Education Teacher	SHS	July 1, 2014	8 years	No
St. John, Jacqueline	Kindergarten Teacher	Hatton	July 1, 2014	35 years	Yes

Classified

Name	Position	School	Effective Date	Years of Service	Retire
Russo, Carla	Part-Time Special Ed Paraprofessional	South End	November 14, 2013	1 day	No
Jauchler, Elizabeth	Technology Analyst	District	November 28, 2013	3 months	No
Dubinsky, Ellen	Part-Time Special Ed Paraprofessional	Thalberg	November 28, 2013	1 year	No
Longo, Jill	Reading Tutor	DES	December 7, 2013	3 months	No
Falco, Anthony	Head Custodian	South End	January 1, 2014	27 years	Yes

TRANSFERS

Certified

Name	From Position	From School	To Position	To School	Effective Date
Simpson, Stacey	English Teacher	SHS	Literacy Specialist	SHS	January 1, 2014

Classified

Name	From Position	From School	To Position	To School	Effective Date
Francis, Elizabeth	Part-Time Sp Ed Para	JFK	Part-Time Sp Ed Para	JAD	November 25, 2013

UNPAID LEAVES OF ABSENCE

Name	Position	School	Start Date	End Date	Reason
No unpaid leaves of absence in the month of November					

COACHING / STIPENDS

Appointments

Name	To Position	School	Effective Date	Stipend
Hernandez, Davina	Head Coach, Softball	SHS	November 8, 2013	\$5,151.00
Spreda, Robert	Head Coach, Girls Basketball	JAD	November 15, 2013	\$2,947.00
Cristelli, Jason	Head Coach, Softball	JFK	November 20, 2013	\$2,576.00
Ghidini, Jason	Student Council Advisor	JFK	November 18, 2013	\$561.00

Resignations

Name	From Position	School	Effective Date
Dabrowski, Connie	DECA Advisor	SHS	January 25, 2014



SOUTHINGTON PUBLIC SCHOOLS

Southington, Connecticut
Policy and Personnel Committee Meeting
November 18, 2013

Committee chairperson, Mrs. Colleen Clark, called the Policy and Personnel Committee meeting to order at 5:32 p.m.

Committee Members Present: Mrs. Colleen Clark, Mrs. Patricia Johnson, Mrs. Patricia Queen.

Committee Members Absent: Mr. Zaya Oshana.

Administration Present: Mrs. Karen Smith, Assistant Superintendent of Schools.

Recess Policy #6112 and Regulation #6112 (3)

Daily recess for elementary schools – Regulation R-6112 (3) of the Board of Education states:
Thirty minutes of recess are to be scheduled daily, preferably after lunch. Because of weather or other unusual circumstances, there will be times when daily recess will not be possible. Such instances are to be kept to a minimum and there is to be agreement at the building level as to the reasons why this and there is to be agreement at the building level as to the reasons why this should occur. In cases of inclement weather, indoor activities are to be substituted for outdoor games, etc. as long as other classes are not disturbed.

New legislation (CABE#6142.10 – Health Education Program) states:

All students enrolled in elementary school shall have included in the regular school day, time devoted to physical exercise, of not less than twenty minutes in total, except that this requirement may be altered by a Planning and Placement Team (PPT) for a child requiring special education and related services according to state and federal law, a may be amended from time to time.

The Policy and Personnel Committee is awaiting clarification from legal counsel concerning the school's ability to withhold recess for any purpose. In the meantime, the committee is recommending that students participate in recess unless otherwise specified through the IEP or 504 decision-making processes or due to a medical decision. If a student is being recommended to miss recess for the purpose of making-up school or homework and/or for behavioral reasons, parental support for such recommendation must be received. This position will continue until we receive legal advice.

Continued Review of the 3000 Series ~ Business and Non-Instructional Operations

Prior to the next meeting, the remainder of the 3000 Series will be reviewed by Sherri DiNello, Director of Business and Finance, and Fred Cox, Director of Operations. These policies include purchasing, bids and quotes, budget and expense reports, audit, inventories, operations and maintenance of the plant, equipment, safety, and transportation etc.

The next Policy and Personnel Committee meeting is scheduled for January 21, 2014 at 5:30 p.m.

Motion:

By Mrs. Queen, seconded by Mrs. Johnson

“Move that the Policy and Personnel Committee meeting be adjourned.”

Motion carried unanimously by voice vote.

The meeting was adjourned at 7:20 p.m.

Respectfully Submitted,

Karen L. Smith

Assistant Superintendent for Instruction and Learning

JOSEPH V. ERARDI, JR., Ed.D.
SUPERINTENDENT OF SCHOOLS

KAREN L. SMITH
ASSISTANT SUPERINTENDENT
FOR INSTRUCTION AND LEARNING

BOARD OF EDUCATION

BRIAN S. GORALSKI
BOARD CHAIRPERSON

TERRI C. CARMODY
VICE CHAIRPERSON

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SECRETARY

COLLEEN W. CLARK

DAVID J. DERYNOSKI

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TERRY G. LOMBARDI

ZAYA G. OSHANA

PATRICIA A. QUEEN

200 NORTH MAIN STREET
SOUTHINGTON, CT
06489

WWW.SOUTHINGTONSCHOOLS.ORG

OFFICE TELEPHONE
(860) 628-3202

FAX
(860) 628-3205



SOUTHINGTON PUBLIC SCHOOLS

Southington, Connecticut
Curriculum and Instruction Committee Meeting
November 21, 2013

Committee chairperson, Mrs. Terri Carmody, called the Curriculum and Instruction Committee meeting to order at 8:30 a.m.

Members Present: Mrs. Terri Carmody, Mrs. Patricia Johnson, Mrs. Jill Notar-Francesco, Mrs. Patricia Queen.

Present from the administration and faculty: Dr. Joseph V. Erardi, Jr., Superintendent of Schools; Mrs. Karen Smith, Assistant Superintendent of Schools; Dr. Martin Semmel, Principal, Southington High School; Ms. Helen Crowley, Assistant Principal, Southington High School. Faculty: Ms. Stacey Simpson, Southington High School.

Southington High School Leveling Update

Dr. Semmel and Ms. Crowley presented an update on the high school leveling system that was implemented at the start of the 2012-2013 school year. Leveling changes were implemented due to the Secondary School Reform Act and the recommendations from the NEASC Report. The new levels at Southington High School are:

- **Honors/AP**
- **CCP – Competitive College Prep**
- **CP – College Prep**

A report was distributed to the committee that included survey information from staff, students, and parents regarding leveling changes. With approximately 50% of the staff responding to the survey, the results are considered valid. Anecdotal evidence indicated that overall, there appears to be a decrease in behavior referrals. Ms. Crowley attributed this to three factors: *leveling, positive environment within the school in general, and more engaged students*. Administration shared that there remains a need to continue learning about how to effectively differentiate for students especially within the CP level classes.

Suggestions made to the committee for plans moving forward included:

1. Continue with the transition team work from grade 8 to grade 9.
2. Continue to encourage all students to challenge themselves at higher levels of learning.
3. Increase the number of students taking at least one college credit bearing course prior to high school graduation.
4. Provide teachers with more professional development on ways to differentiate instruction.
5. Monitor EIP efforts.

A full report on leveling at Southington High School, including results from the first marking period, will be made to the full Board at a January meeting.

The next Curriculum and Instruction meeting is scheduled for December 19, 2013 at 9:00 a.m.

Motion:

By Mrs. Johnson, seconded by Mrs. Notar-Francesco

“Move that the Curriculum and Instruction Committee meeting be adjourned.”

Motion carried unanimously by voice vote.

The meeting was adjourned at 10:00 a.m.

Respectfully Submitted,

Karen L. Smith
Assistant Superintendent for Instruction and Learning

JOSEPH V. ERARDI, JR., Ed.D.
SUPERINTENDENT OF SCHOOLS

KAREN L. SMITH
ASSISTANT SUPERINTENDENT
FOR INSTRUCTION AND LEARNING

BOARD OF EDUCATION

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**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only Board Meeting Date December 12, 2013

Decision Requested _____ Agenda Code 11 a.

AGENDA REPORTING FORM

Agenda Topic: Town Government Communications

Summary of Issue: Communications (when applicable) will be discussed.

Background: N/A

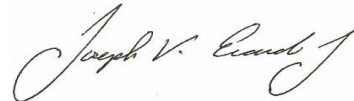
Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: N/A



Signature of Superintendent of Schools

BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT

Informational Only _____ X _____

Board Meeting Date _____ December 12, 2013 _____

Decision Requested _____

Agenda Code _____ 11 b. _____

AGENDA REPORTING FORM

Agenda Topic: _____ **Construction Update** _____

Summary of Issue: _____ Phase II Construction and Renovation/Expansion of buildings are listed below with their current status. _____

Phase II Construction Projects: _____

South End Elementary School - New Construction: _____

Plantsville Elementary School – Renovation/Expansion: _____

The State Construction Support Services Unit continues to review final change orders with Newfield Construction. _____

Kennedy & DePaolo Middle School - Renovation/Expansion: _____

Concrete block work continues on the south and west additions. Roofing of the new administration and media center addition began the week of December 2nd. _____

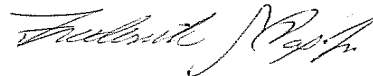
Background: _____ At the September 14, 2000 Board of Education meeting, Chairman, David Derynoski, requested a permanent agenda report for school construction projects. _____

Cost (if applicable): \$15,825,000 – Plantsville \$16,860,000 – South End \$89,725,000 – Middle Schools _____

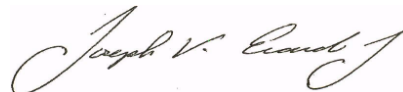
Funding Source: _____ State & Local _____

Beginning Date of Program/Project: _____ Varied _____ **Ending Date of Program or Project:** _____ Varied _____

Recommendation or Comment: _____



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ X _____

Board Meeting Date December 12, 2013

Decision Requested _____

Agenda Code 11 c

AGENDA REPORTING FORM

Agenda Topic: Administrator Evaluation Plan Update

Summary of Issue: The State Department of Education developed a model for the evaluation and development of administrators in Connecticut. SEED is Connecticut's System for Educator Evaluation and Development and it's based on the Connecticut Guidelines for Educator Evaluation that was developed by a diverse group of educators in June 2012 and on best practice research from around the country. All districts are responsible for implementing a new educator evaluation system in the 2013-14 school year.

Background: As of July 2013, all Connecticut School Districts are required to have an evaluation plan in place that meets the State of Connecticut guidelines.

Alternative Strategies: _____

Cost (if applicable): N/A

Funding Source: N/A


Beginning Date of Program or Project: _____

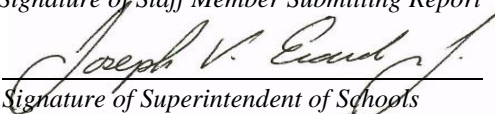
Ending Date of Program or Project: N/A

Recommendation or Comment: N/A

Titles of Attachments:

1. _____
2. _____



Signature of Staff Member Submitting Report


Signature of Superintendent of Schools

BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT

Informational Only _____ Board Meeting Date December 12, 2013

Decision Requested X Agenda Code 11 e.

AGENDA REPORTING FORM

Agenda Topic: Capital Plan 2014 - 2019

Summary of Issue: The proposed Capital Expenditure Plan calls for \$1,751,428 in capital equipment and projects in 2014-2015 and \$4,917,339 over the next four years for a total of \$6,668,767.

Background: The Board prepares an updated five-year Capital Plan each year. Our requests are then combined with the town into a long-term Capital Plan presentation.

Alternative Strategies: Modify plan as proposed.

2014-2015 - \$1,751,428

2015-2019 - \$4,917,339

Cost (if applicable): \$6,668,767 Funding Source: To Be Determined

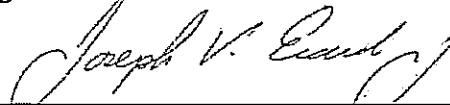
Beginning Date of Program or Project: July 1, 2014

Ending Date of Program or Project: June 30, 2015

Recommendation or Comment: Move to approve the Capital Plan, as presented.



Signature of Staff Member Submitting Report



Signature of Superintendent of Schools

Titles of Attachments:

1. Proposed Capital Projects 2014-2019

SPD/lb

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Proposed Capital Projects

Five Year Projection
2014-15 to 2018-19

Site / Description	Year Of Request	2014-15	2015-16	2016-17	2017-18	2018-19	Total Request
Phase III: Derynoski, Flanders, & Kelley Building Projects 2012-13		TBD*					
SHS Football Bleachers Refurbishing	2012-13	63,654					63,654
SHS Stage Lighting Upgrade	2012-13			80,332			80,332 **
SHS SHS VoAg Original Wing Renov. to Classrooms	2007-08			1,094,743			1,094,743
FES Parking Lot Expansion	2008-09				286,973		286,973
KES Parking Lot Expansion	1998-99				258,329		258,329
SHS Parking Lot Expansion/Repaving	2007-08					464,568	464,568
DES Playground and Pyne Ctr Parking Lot Repaving	2006-07					327,924	327,924
HES Reconstruct Paved Playground for Parking	2008-09		104,817				104,817
SES Parking Lot Expansion	2008-09					71,716	71,716
JVP Rear Parking Lot Area Repaving	2001-02			37,344			37,344
Paving Projects Subtotal			104,817	37,344	545,302	864,208	1,551,671
DES Exterior Masonry Repointing	2003-04	210,589					210,589
SHS Silicon/Sealing Masonry	2008-09		54,105				54,105
SHS Silicon/Sealing Addition I Masonry	2003-04		35,964				35,964
Exterior Masonry Projects Subtotal		210,589	90,069				300,658
SHS Baseball Bleacher Replacement	2008-09		150,436				150,436
DES Gymnasium Bleacher Replacement	2001-02		120,306				120,306
Bleacher Replacements Subtotal		0	270,742				270,742
SYS Asbestos Abatement	1989-90	100,000	100,000	100,000	100,000	100,000	500,000
DES Cafeteria Window Wall Replacement	2008-09				60,153		60,153
FES Fire Alarm System Replacement	2008-09			59,444			59,444
SHS Atrium Roof Replacement	2008-09	397,000					397,000
SHS Energy Management System Upgrade	2008-09	709,444					709,444
DES Energy Management System	2008-09	60,153					60,153
Energy Mgmt. System Upgrades Subtotal		769,597					769,597 **

*TBD - To Be Determined. Please see page 4 for additional information on this project.

** - Potential to be included as part of the Town's Performance Contracting Program which may provide funding.

+ The SHS Library Project is not included on this document as a study is being conducted to access the scope of project needs.

Proposed Capital Projects

Five Year Projection
2014-15 to 2018-19

Site / Description	Year Of Request	2014-15	2015-16	2016-17	2017-18	2018-19	Total Request
SHS Building Security Technology Upgrade	2003-04			82,000			82,000
DES Security Cameras	2008-09			18,035			18,035
Building Security Subtotal				100,035			100,035
DES Air Circulation Units Replacement - Auditorium	2003-04	84,235					84,235
DES Air Circulation Units Replacement - Gymnasium	2003-04	42,118					42,118
DES Air Circulation Units Replacement - Cafeteria	2003-04	84,235					84,235
SHS Air Conditioning Unit Replacements	2008-09		38,625				38,625
SHS Air Conditioning Locker Rooms - Installation	2008-09		72,141				72,141
Air Conditioning Projects Subtotal		210,588	110,766				321,354 **
FES Lavatory & Classroom Fixture Replacement	2008-09			56,959			56,959
KES Lavatory & Classroom Fixture Replacement	2008-09			56,959			56,959
Lavatory Fixture Replacements Subtotal				113,918			113,918
SHS Exterior Door Hardware (Excluding Locks)	2008-09				150,435		150,435
JVP Exterior Doors Replacement	2001-02				25,249		25,249
Exterior Door Projects Subtotal					175,684		175,684
SHS Heating Units and Pumps Replacement	2003-04		661,789				661,789
SHS Water/Air Heat Pump Replacement	2004-05		14,322				14,322
DES Heating Radiation Replacement	2003-04		48,164				48,164
Heating Units and Pump Replacement Subtotal			724,275				724,275 **
SHS Upper Level Corridor Flooring Replacement	2008-09				48,164		48,164
KES Floor Tile Replacement	2008-09				37,343		37,343
Flooring Subtotal					85,507		85,507
Total Capital Expenditure Plan		1,751,428	1,400,669	1,585,816	966,646	964,208	6,668,767

*TBD - To Be Determined. Please see page 4 for additional information on this project.

** - Potential to be included as part of the Town's Performance Contracting Program which may provide funding.

+ The SHS Library Project is not included on this document as a study is being conducted to access the scope of project needs.

Governor Dannel P. Malloy



STATE OF CONNECTICUT
GOVERNOR DANIEL P. MALLOY

November 15, 2013

GOV. MALLOY: INVESTMENTS IN EDUCATION ARE INVESTMENTS IN STRONGER COMMUNITIES AND OUR STATE'S FUTURE

Announces \$24 Million Technology Grant For Schools

(HARTFORD, CT) — Governor Dannel P. Malloy, joined by State Department of Education Commissioner Stefan Pryor, today announced plans to fund over \$24 million in grant requests to bring more computers into classrooms and increase Internet bandwidth. This investment provides vital support to students, teachers, and school districts as local efforts accelerate to complete the transition to the Common Core State Standards and the accompanying computer-based Smarter Balanced assessments.

"Investments in education are an investment in stronger communities and our state's future prosperity. Ensuring students are prepared to compete in a global economy and to excel in 21st century careers means that we must strive to equip them with the knowledge, skills and tools they will need," said Governor Malloy. "I believe in the Common Core Standards and do not want to impose unfunded costs on municipalities for technology-related expenditures necessary to implement these standards, which is why we secured additional funding in response to districts' needs and concerns."

The State Department of Education received 128 applications, covering 126 cities and towns across Connecticut, in response to the request for proposals issued in July. Requests far-exceeded the original \$10 million grant allocation, which prompted today's announcement to seek additional bond funding.

"Supporting a successful transition to the Common Core State Standards means ensuring that schools and classrooms are equipped with the right tools. Technology enhancements are necessary to enable students to benefit from the next generation of computerized adaptive assessments. But, even more importantly, these tech improvements provide essential tools for ever more engaging teaching and learning in today's classrooms," said Commissioner Pryor. "As districts complete their transition to the new standards and assessments, this grant offers significant support. We are grateful that, thanks to Governor Malloy, we are able to provide this assistance to all those requesting aid."

Since the adoption of the Common Core Standards by the State Board of Education in 2010, local districts have been transitioning their curricula to match this new set of higher, clearer expectations for what students should know in a given grade. Along with this new set of standards, will come new assessments aligned to the lessons being taught in math and English language arts classrooms.

Replacing the traditional paper-and-pencil-administered CMT and CAPT assessments, these new tests, the Smarter Balanced Assessment System, will be administered on computers or other computing devices. This assessment transition makes the need to purchase new computers and upgrade technology more significant for districts.

Announced at the Connecticut Association of Boards of Education (CABE) and the Connecticut Association of Public School Superintendents (CAPSS) convention today in Groton, the Governor's intention to fund all requests for technology assistance was greeted as welcome news by many in the education community.

"Governor Malloy's announcement that all school districts that submitted applications for technology grants will receive grants is great news. All Connecticut school districts are continually trying to enhance their

technological capacities so this infusion of state funds to assist with these efforts is most welcome. This is particularly true for districts that need to improve their technological infrastructure to accommodate the Smarter Balance Assessment System online tests," said CAPSS Executive Director Dr. Joseph Cirusuolo. "So, for a variety of reasons, the Governor's support for enhanced technology at the local district level will allow for improvements in the educational programs offered by districts and that will in turn benefit the children of Connecticut."

CABE Executive Director Robert Rader said, "During these difficult times of balancing budgets, this assistance to purchase new computers and improve technological capacity could not have come at a better time. We are grateful that Governor Malloy continues to make critical investments and seek ways to support education at the local level."

"We are thrilled by the steps taken today by the governor to support Connecticut schools. This assistance by the state reflects the needs voiced by school leaders to not only support our students' success on the new assessments, but provide for a technology enhanced system that fundamentally supports overall student learning," said Connecticut Association of Schools Executive Director Karissa Niehoff. "Furthermore, in order to ensure a level playing field for our students, we have to make sure our districts are equipped with all the tools necessary to succeed, which necessarily entails putting more computers into our classrooms."

Melodie Peters, President of AFT-CT said, "This is an example of the right response to changes in the way students learn and educators teach in our public schools. The governor is right to recognize the need for improvements in technology and infrastructure, and the needs of students in local school districts requesting the support."

In 2014-15, every public school district will administer the Smarter Balanced Assessment System and the state will sunset the administration of the math and English language arts CMT and CAPT tests. Districts will, however, continue to administer the science CMT and CAPT assessments.

The State Department of Education issued the technology grant request for proposals in July 2013. Awards must be used for the purposes of purchasing new computing devices, inter-school bandwidth, or inter-district bandwidth and are determined in accordance with a town wealth measure based on a 20 percent-80 percent sliding scale.

###

For Immediate Release: November 15, 2013
Contact: Samaia Hernandez
Office of Governor Dannel P. Malloy
Samaia.Hernandez@ct.gov
860-524-7314 (office)
860-770-8298 (cell)

Contact: Kelly Donnelly
Connecticut State Department of Education
Kelly.Donnelly@ct.gov
860-713-6525 (office)
860-983-1550 (cell)

Twitter: [@GovMalloyOffice](https://twitter.com/GovMalloyOffice)
Facebook: [Office of Governor Dannel P. Malloy](https://www.facebook.com/OfficeofGovernorDannelP.Malloy)

The Task

To revolutionize the way Southington Public Schools provides professional development for technology.

Step 1: Weaknesses

- District Wide
- School Wide
- Content Wide

 SurveyMonkey

Step 1: Weaknesses

-District Wide

-School Wide

-Content Wide





Create a Plan

Representatives from every school and all levels came together to address the needs of Southington teachers and administration.

Step 2: Aggressive Agenda

- Communication
- Show and Tell
- Support Systems

Step 2: Aggressive Agenda

-Communication

-Show and Tell

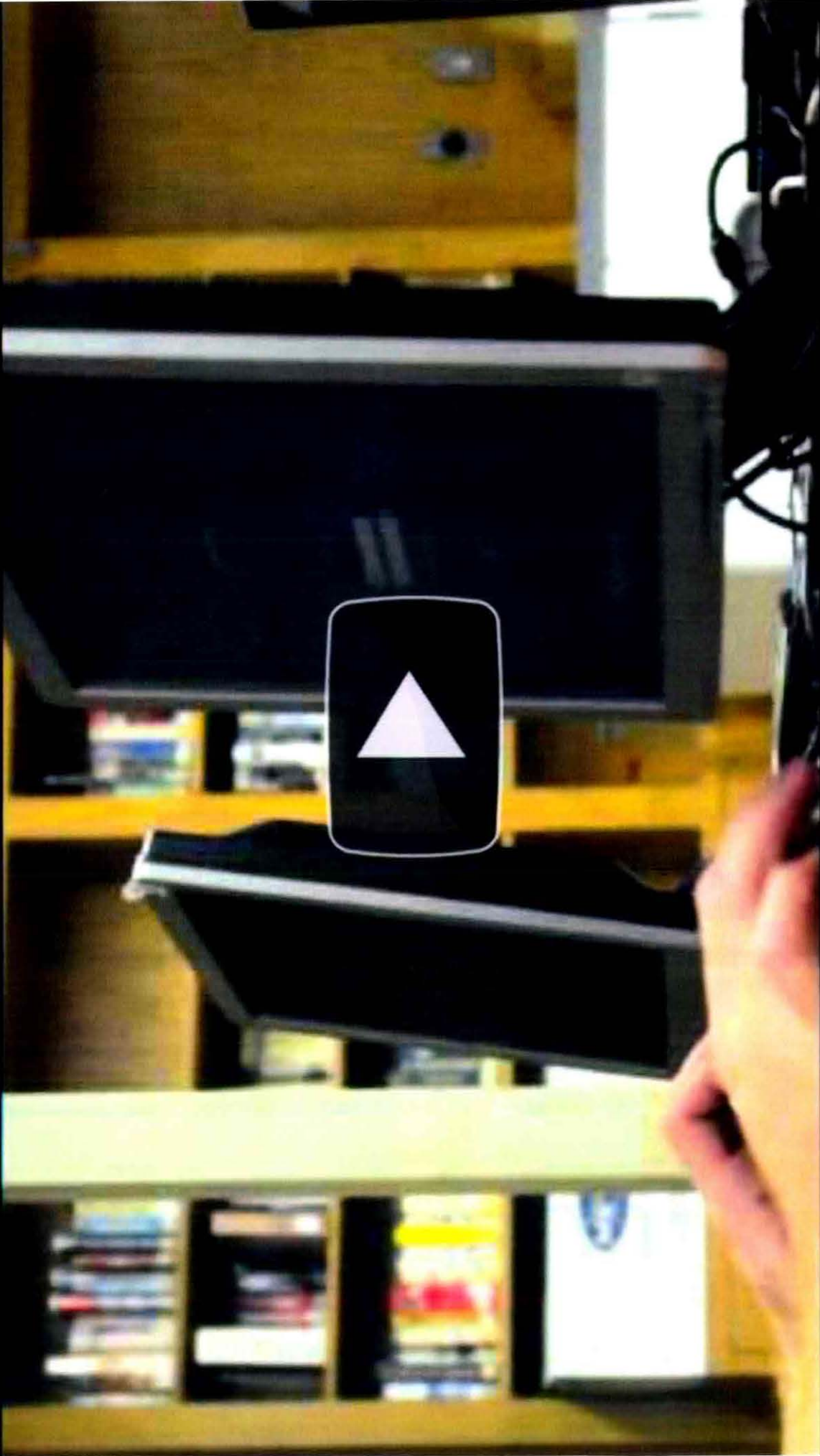
-Support Systems

Initiative Design

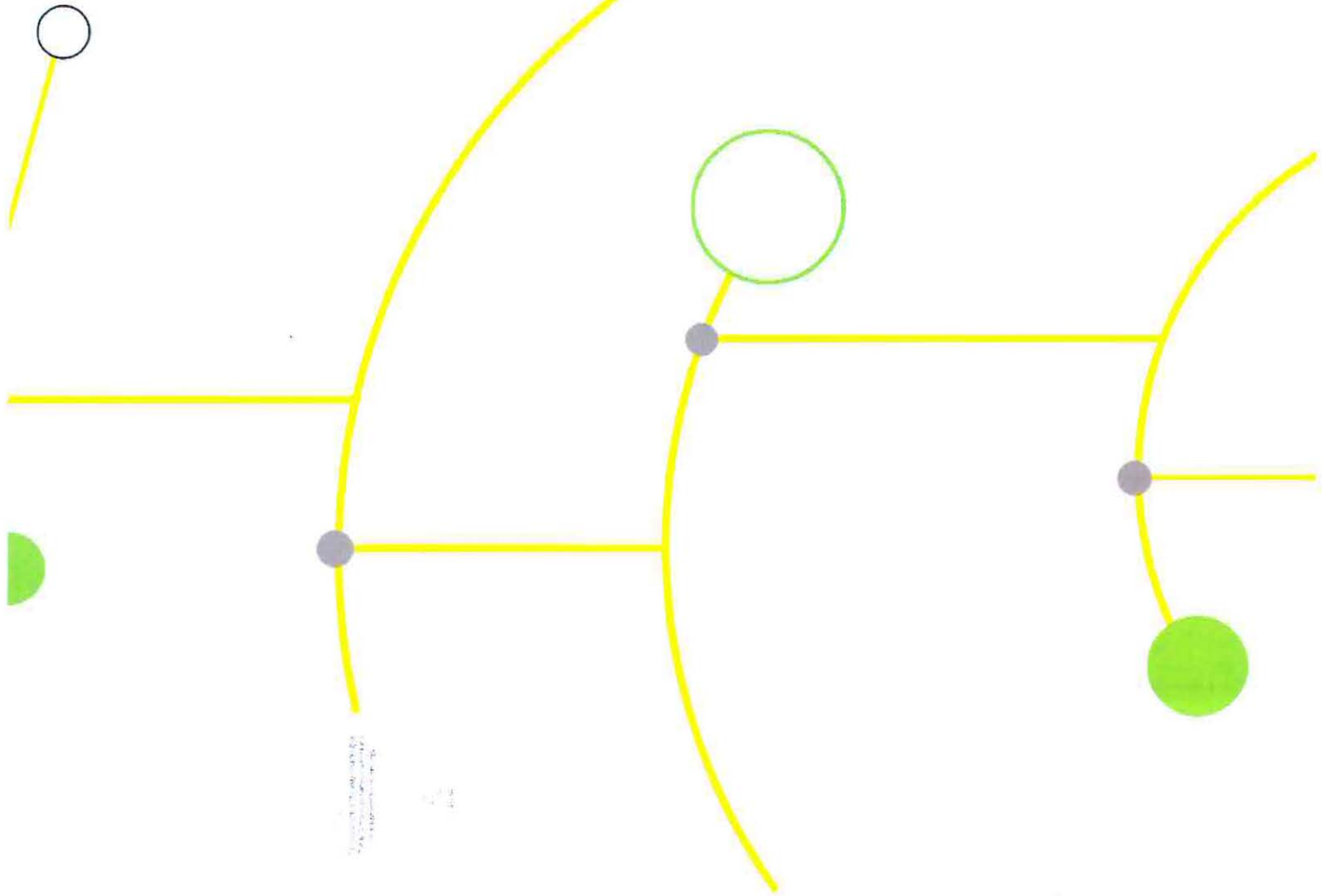
-Blog (SPSTeachology)



-Tech-Sperts
-Google Docs



YouTube



Create a Plan

Representatives from every school and all levels came together to address the needs of Southampton teachers and administration.

Initiative Design

-Blog (SPS technology)



Tech Sperts
-Google Docs

Next Steps

-Roll out SPSTeachology.com
Social Media/Staff Meetings/Word of Mouth

-Google Training
Tech Committee Training Dec, 18
District Wide Training Aug 2014
Supported by SPSTeachology

-Tech-Sports Initiative
District Wide? (Thalberg-Kennedy)
Project Based Student Centered
Vision 20/20

-Partnerships
SEF-STEM U

-Technology Grant for Schools

Bring more computers into
classrooms and increase
internet bandwidth.

Southington Awarded
\$237,923

Tech Readiness



Technology Grant for Schools

Bring more computers into
classrooms and increase
internet bandwidth.

Southington Awarded
\$237,923

Tech Readiness



Next Steps

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Social Media/Staff Meetings/Word of Mouth

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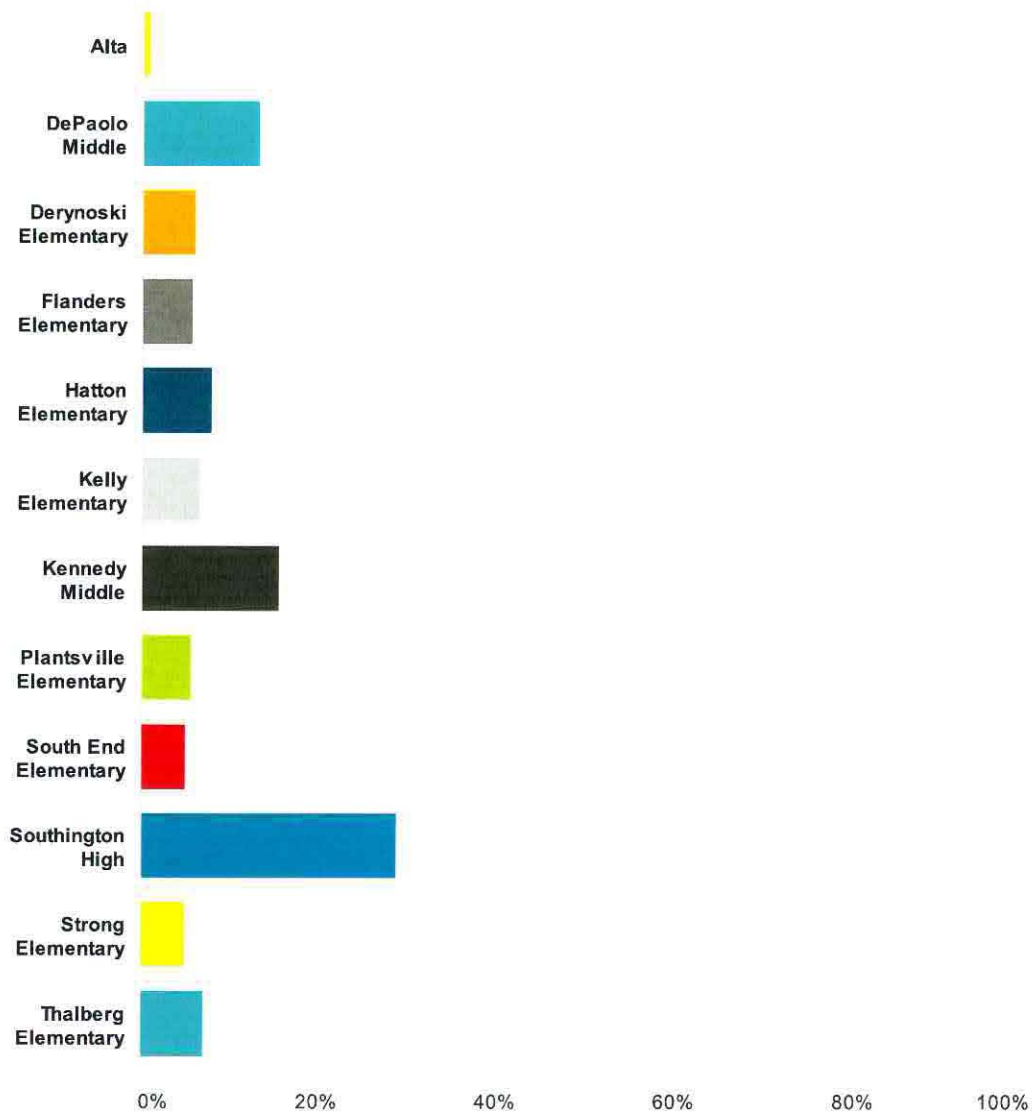
-Tech-Sports Initiative
District Wide? (Thalberg-Kennedy)
Project Based Student Centered
Vision 20/20

-Partnerships
SEF-STEM U

Technology Survey

Q1 I work at the following schools:

Answered: 328 Skipped: 0



Answer Choices

Alta
DePaolo Middle
Derynoski Elementary
Flanders Elementary
Hatton Elementary
Kelly Elementary
Kennedy Middle
Plantsville Elementary
South End Elementary

Responses

0.91% 3
13.11% 43
6.10% 20
5.79% 19
7.93% 26
6.71% 22
15.55% 51
5.79% 19
5.18% 17

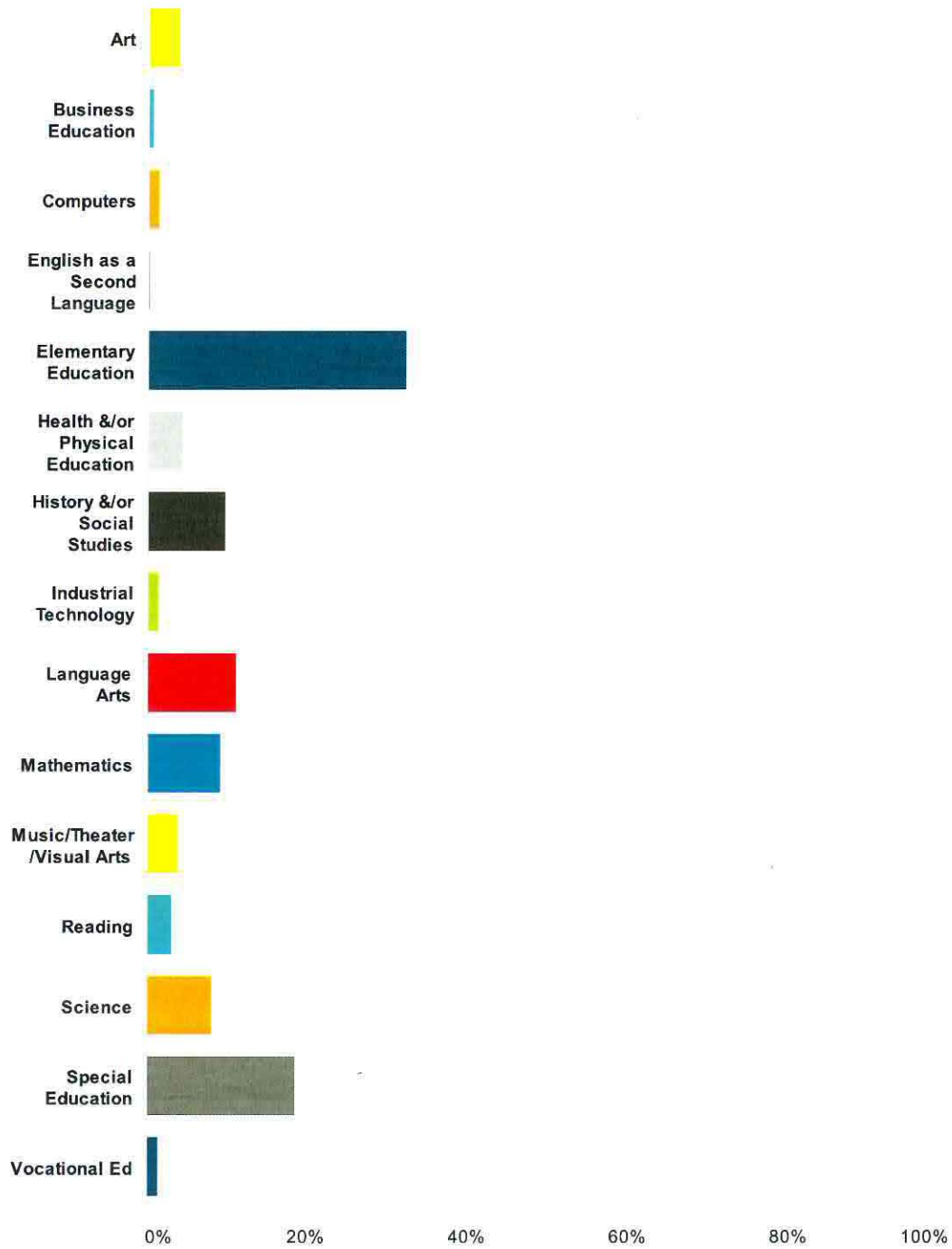
Technology Survey

Southington High	28.66%	94
Strong Elementary	5.18%	17
Thalberg Elementary	7.01%	23
Total Respondents: 328		

Technology Survey

Q2 I teach the following subjects:

Answered: 286 Skipped: 42



Answer Choices

Art
 Business Education
 Computers
 English as a Second Language

Responses

3.85% 11
 0.70% 2
 1.40% 4
 0.35% 1

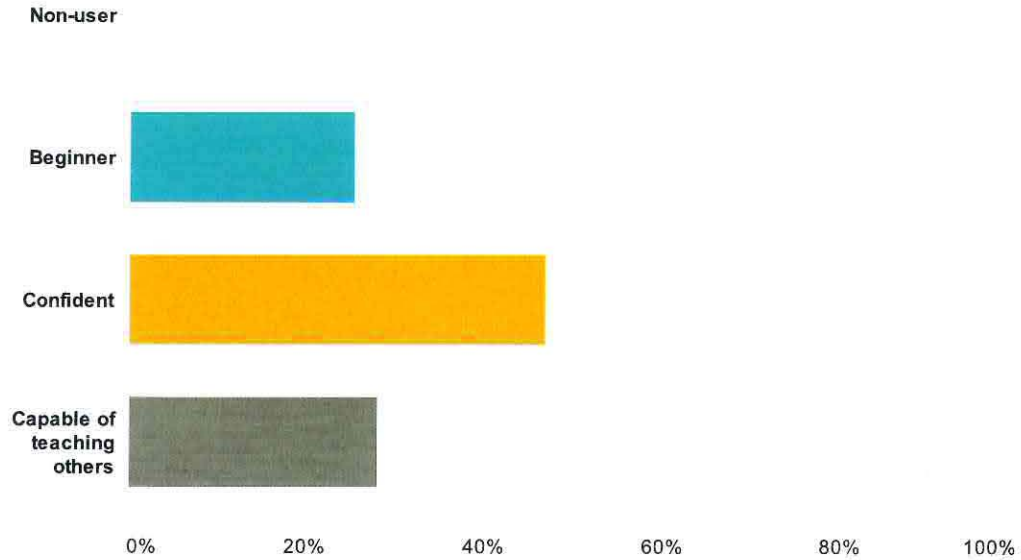
Technology Survey

Elementary Education	32.17%	92
Health &/or Physical Education	4.55%	13
History &/or Social Studies	9.79%	28
Industrial Technology	1.40%	4
Language Arts	11.19%	32
Mathematics	9.09%	26
Music/Theater/Visual Arts	3.85%	11
Reading	3.15%	9
Science	8.04%	23
Special Education	18.53%	53
Vocational Ed	1.40%	4
Total Respondents: 286		

Technology Survey

Q3 As a technology user, I would classify myself as:

Answered: 312 Skipped: 18



Answer Choices

Non-user
Beginner
Confident
Capable of teaching others

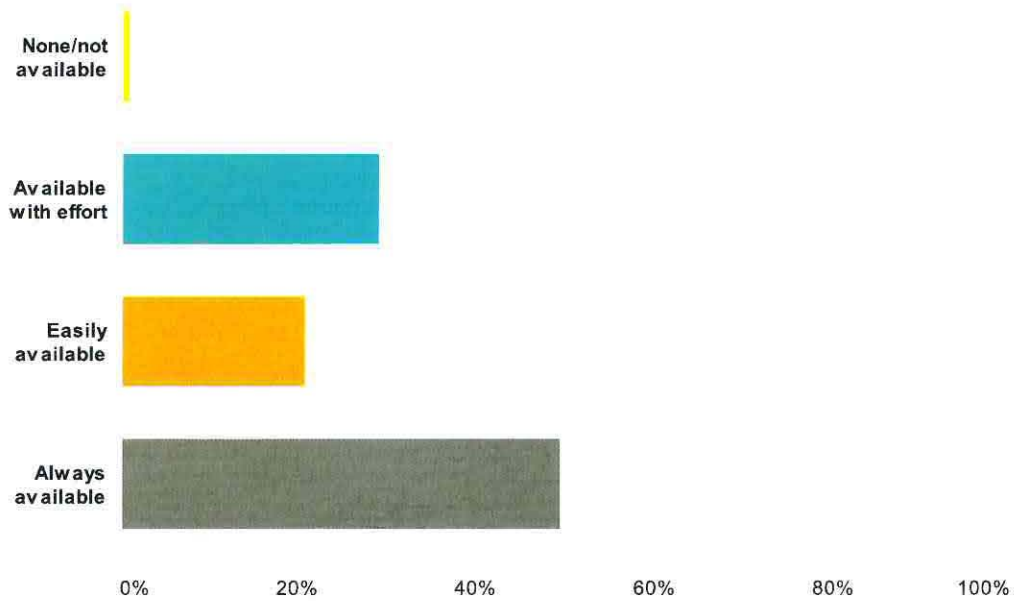
Responses

Non-user	0%	0
Beginner	25.32%	79
Confident	46.79%	146
Capable of teaching others	27.88%	87
Total		312

Technology Survey

Q4 At school, a computer for my professional work is:

Answered: 322 Skipped: 6

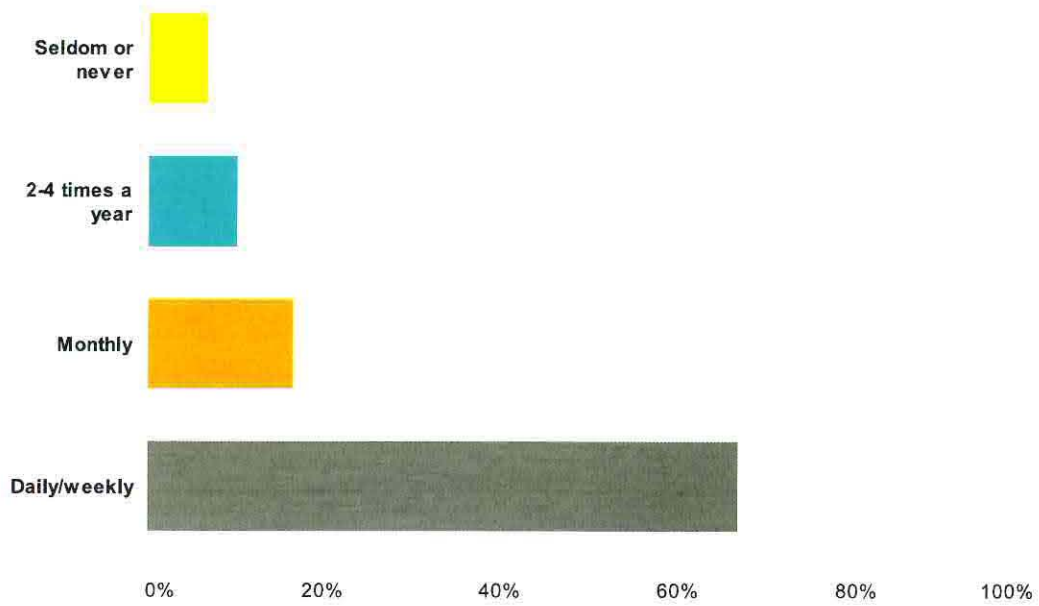


Answer Choices	Responses	
None/not available	0.93%	3
Available with effort	28.88%	93
Easily available	20.81%	67
Always available	49.38%	159
Total		322

Technology Survey

Q5 I rate my classroom use of technology for students:

Answered: 315 Skipped: 13



Answer Choices

Seldom or never
2-4 times a year
Monthly
Daily/weekly

Responses

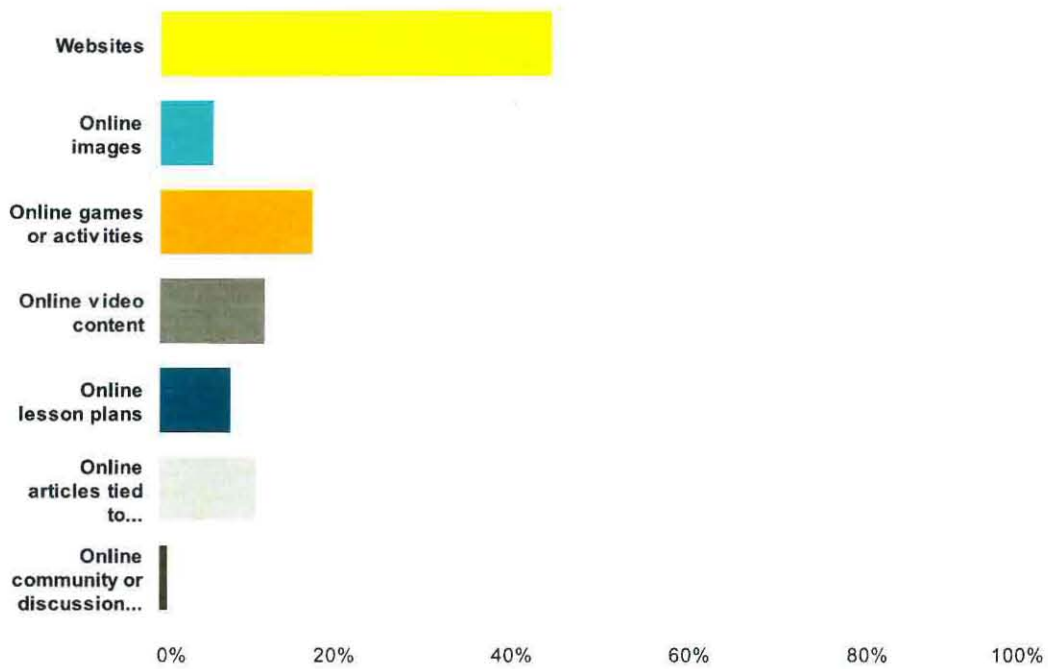
6.67% 21
10.16% 32
16.51% 52
66.67% 210

Total 315

Technology Survey

Q6 What is the most common tech resource in your classroom?

Answered: 260 Skipped: 68

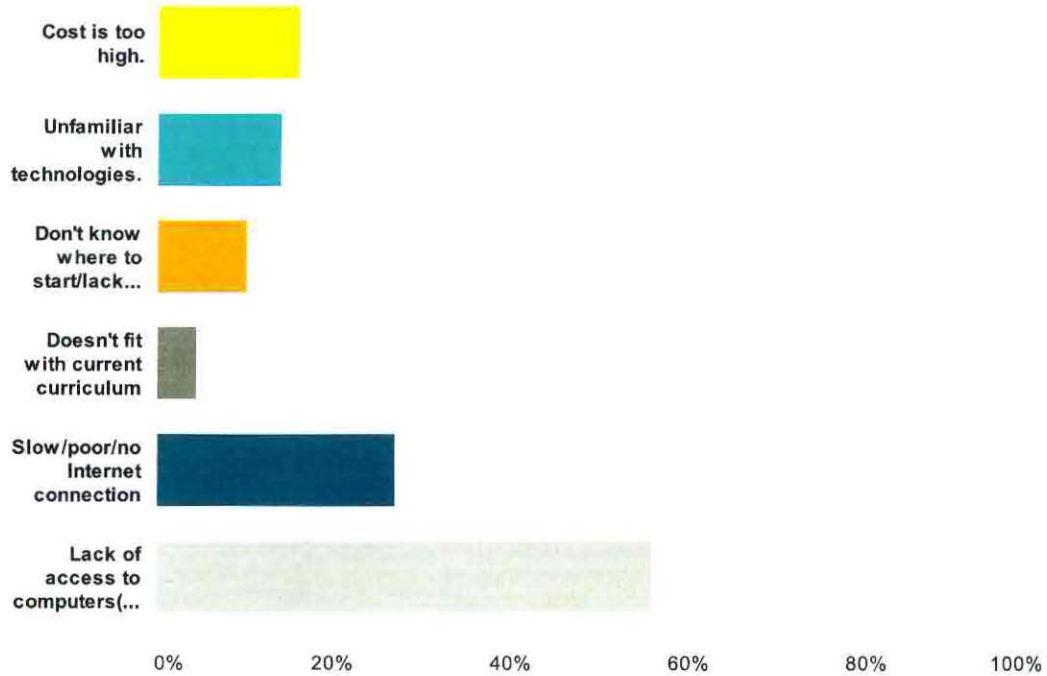


Answer Choices	Responses	
Websites	44.23%	115
Online images	6.15%	16
Online games or activities	17.31%	45
Online video content	11.92%	31
Online lesson plans	8.08%	21
Online articles tied to instruction	11.15%	29
Online community or discussion forums for teachers	1.15%	3
Total		260

Technology Survey

Q7 What do you feel is the biggest barrier to accessing technology in our classrooms?

Answered: 265 Skipped: 63



Answer Choices

- Cost is too high.
- Unfamiliar with technologies.
- Don't know where to start/lack of training.
- Doesn't fit with current curriculum
- Slow/poor/no Internet connection
- Lack of access to computers(Carts, computer labs, etc)

Responses

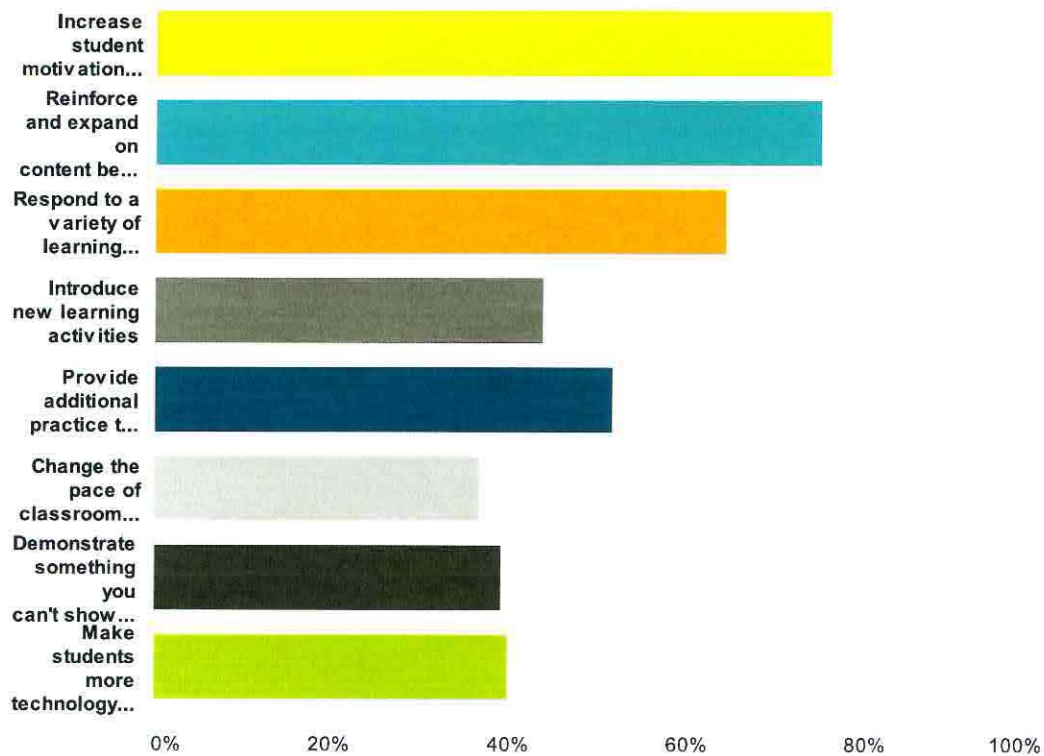
15.85%	42
13.96%	37
10.19%	27
4.53%	12
26.79%	71
55.85%	148

Total Respondents: 265

Technology Survey

Q8 What are some of your top reasons why teachers use technology in the classroom?

Answered: 315 Skipped: 13



Answer Choices

- Increase student motivation to learn
- Reinforce and expand on content being taught
- Respond to a variety of learning styles
- Introduce new learning activities
- Provide additional practice to struggling learners/students
- Change the pace of classroom work
- Demonstrate something you can't show any other way
- Make students more technology literate

Responses

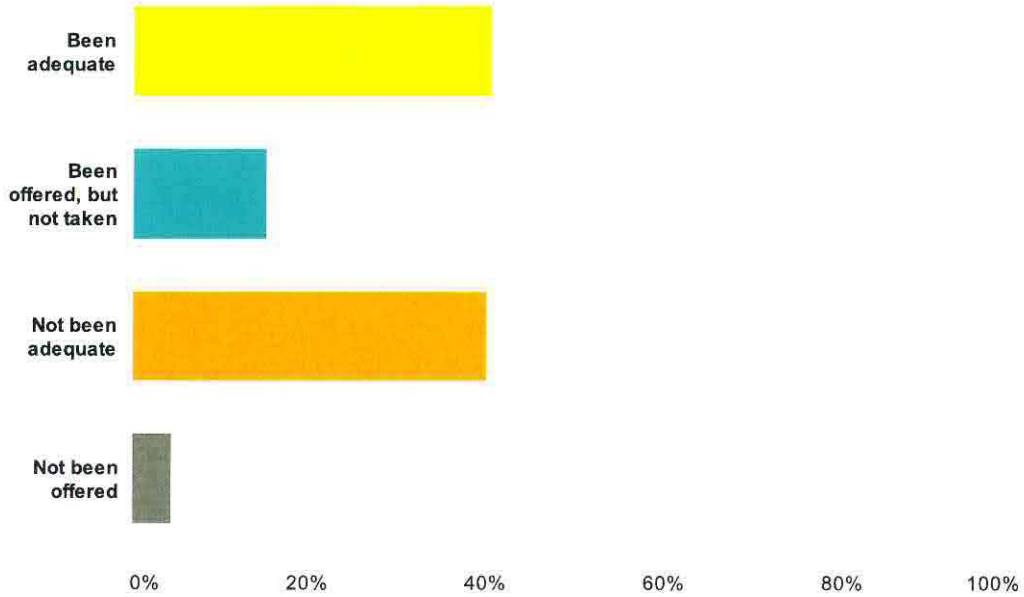
75.87%	239
74.92%	236
64.13%	202
43.49%	137
51.43%	162
36.51%	115
39.05%	123
39.68%	125

Total Respondents: 315

Technology Survey

Q9 Technology staff development offered by my school or the district has:

Answered: 317 Skipped: 11

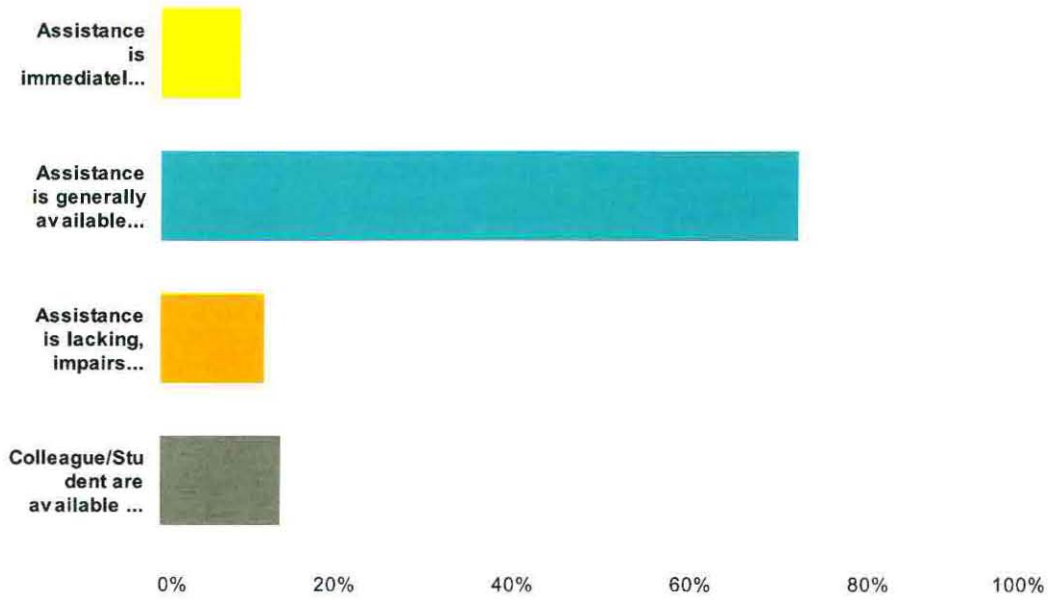


Answer Choices	Responses	Count
Been adequate	40.38%	128
Been offered, but not taken	15.14%	48
Not been adequate	40.06%	127
Not been offered	4.42%	14
Total		317

Technology Survey

Q10 When I have trouble with technology:

Answered: 321 Skipped: 7



Answer Choices

- Assistance is immediately available
- Assistance is generally available with time lapse
- Assistance is lacking, impairs learning
- Colleague/Student are available to fix the problem

Responses

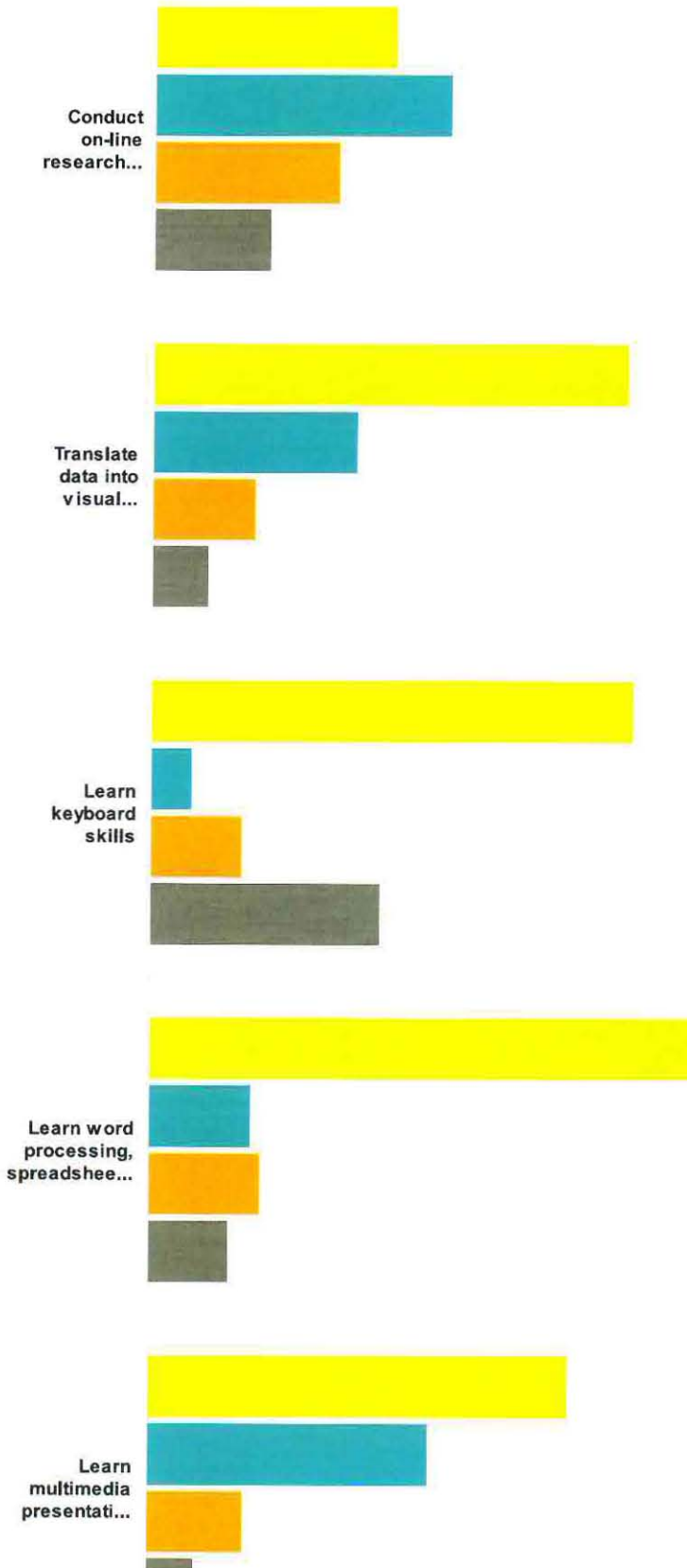
Assistance is immediately available	9.03%	29
Assistance is generally available with time lapse	71.96%	231
Assistance is lacking, impairs learning	11.84%	38
Colleague/Student are available to fix the problem	13.71%	44

Total Respondents: 321

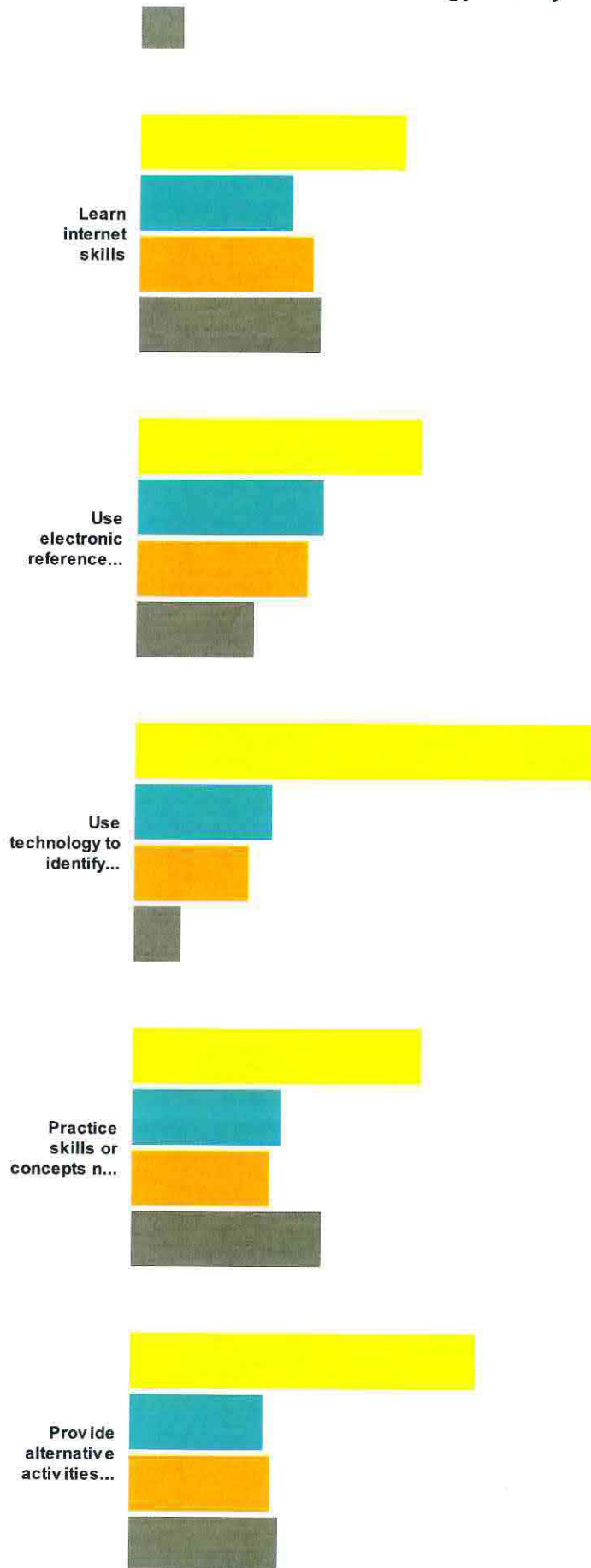
Technology Survey

Q11 How often are your students practicing with the following technologies:

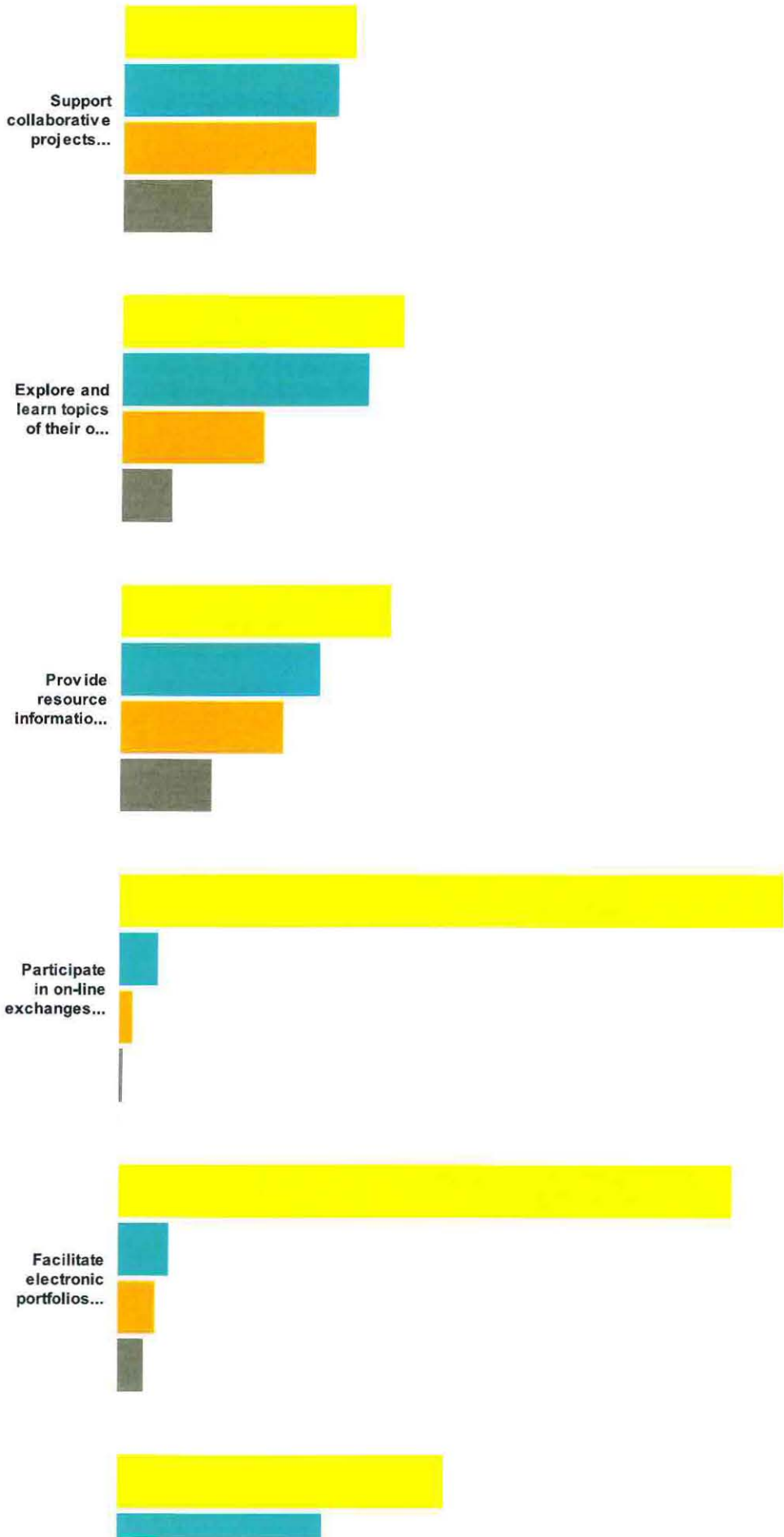
Answered: 310 Skipped: 18



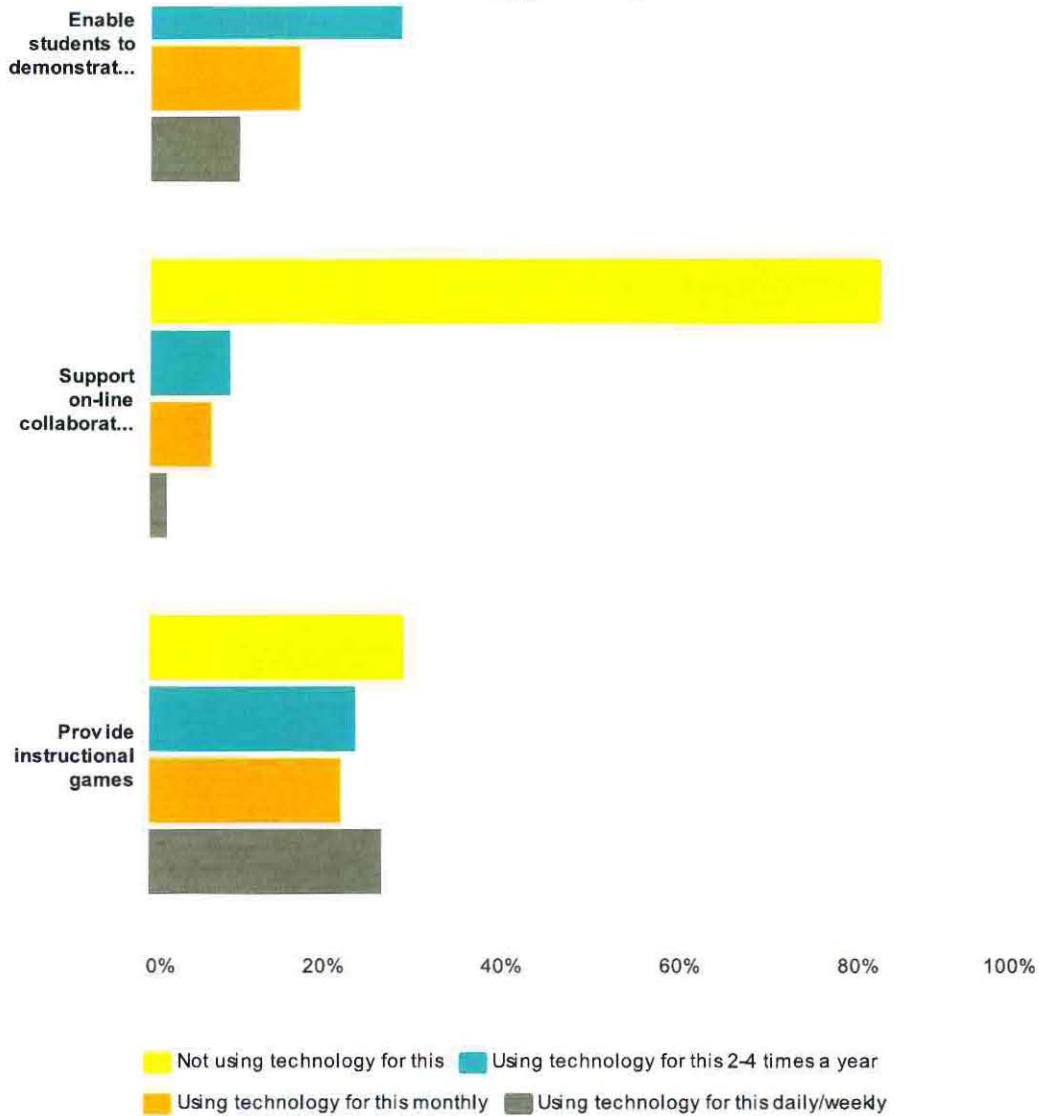
Technology Survey



Technology Survey



Technology Survey



	Not using technology for this	Using technology for this 2-4 times a year	Using technology for this monthly	Using technology for this daily/weekly	Total Respondents
Conduct on-line research and/or investigations	28.71% 87	35.31% 107	22.11% 67	13.86% 42	303
Translate data into visual representations(charts, graphs)	56.67% 170	24.33% 73	12.33% 37	6.67% 20	300
Learn keyboard skills	57.33% 172	5% 15	11% 33	27.33% 82	302
Learn word processing, spreadsheets and/or database skills	65.42% 193	12.20% 36	13.22% 39	9.49% 28	296
Learn multimedia presentation skills	50% 147	33.33% 98	11.56% 34	5.78% 17	296
Learn internet skills	35.02% 104	20.20% 60	22.90% 68	23.91% 71	303
Use electronic reference tools (dictionaries, atlases, encyclopedias)	37.37% 111	24.58% 73	22.56% 67	15.49% 46	297
Use technology to identify problems and strategize possible solutions	60.54% 181	18.06% 54	15.05% 45	6.35% 19	299

Technology Survey

Practice skills or concepts not yet learned (drill/practice software, tutorials)	38.05% 113	19.53% 58	18.18% 54	24.92% 74	299
Provide alternative activities when "class work" is finished	45.30% 135	17.45% 52	18.46% 55	19.46% 58	300
Support collaborative projects within the classroom (composition, research, problem solving)	32.11% 96	29.77% 89	26.76% 80	12.37% 37	302
Explore and learn topics of their own choice	38.93% 116	34.23% 102	19.80% 59	7.05% 21	298
Provide resource information not available at the school site	37.37% 111	27.61% 82	22.56% 67	12.79% 38	298
Participate in on-line exchanges (pen-pals learning projects)	91.70% 265	5.54% 16	2.08% 6	0.69% 2	289
Facilitate electronic portfolios containing actual samples of student work in various media.	84.56% 252	7.05% 21	5.37% 16	3.69% 11	300
Enable students to demonstrate their achievement in alternative ways	45.12% 134	28.28% 84	16.84% 50	10.10% 30	298
Support on-line collaborative projects with groups beyond classroom	82.15% 244	9.09% 27	7.07% 21	2.02% 6	298
Provide instructional games	28.71% 87	23.43% 71	21.78% 66	26.40% 80	304

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only _____ Board Meeting Date December 12, 2013

Decision Requested x Agenda Code 12 b.

AGENDA REPORTING FORM

Agenda Topic: Appointment of Assistant Principal of John F. Kennedy Middle School

Summary of Issue: John F. Kennedy Middle School Assistant Principal position became vacant due to Pamela Aldi retiring effective February 1, 2014.

Background: The Board of Education interviewed candidates for the Assistant Principal position at John F. Kennedy Middle School on December 11, 2013 at a Special Board meeting held at the Municipal Center.

Alternative Strategies: N/A

Cost (if applicable): N/A **Funding Source:** Operational Plan

Beginning Date of Program or Project: February 1, 2014

Ending Date of Program or Project: N/A

Recommendation or Comment: To appoint the Assistant Principal of John F. Kennedy Middle School with a start date of February 1, 2014. Salary to be determined.



Signature of Superintendent of Schools

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only Board Meeting Date December 12, 2013

Decision Requested _____ Agenda Code 12 c.

AGENDA REPORTING FORM

Agenda Topic: Board of Education / Town Council Partnership

Summary of Issue: Administration will update the Board of Education on both short term and long term collaboration opportunities with Town Government.

Background: PowerPoint to be attached.

Alternative Strategies: NA

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: N/A

Ending Date of Program or Project: N/A

Recommendation or Comment: For discussion purposes.

Title of Attachment

1. PowerPoint Presentation



Signature of Superintendent of Schools

Shared Services

Town of Southington & Board of Education

- ## ***Phase I***
- Human Resources**
 - Technology**
 - Finance and Purchasing**
 - Legal**



Technology

SHORT TERM

- **COMMON SPECS**
(Office Hardware/Supplies)
- **COMBINED PROJECTS**
- **SHARED PRINTING SERVICES**
(Color)
- **COMBINED PD TRAINING**
(Office/Word/Excel)

Technology

LONG TERM

SHARED SUPPORT SERVICES



Finance & Purchasing

**Banking
Services**

**Consortium
Price
Sharing**

**Shared
Printing**

**Develop
Bid
Documents**

Legal

Attorney

In-House Labor

**In-House Special
Education**

**BOARD OF EDUCATION
SOUTHINGTON, CONNECTICUT**

Informational Only X Board Meeting Date December 12, 2013

Decision Requested _____ Agenda Code 12 d.

AGENDA REPORTING FORM

Agenda Topic: Proposed 2014-2015 School Calendar ~ First Reading

Summary of Issue: The attached school calendar is provided to the Board for their comments and recommendations.

Background: The calendar aligns with most of our neighboring districts. The calendar will be brought back to the Board for approval at the January 9, 2014 Board meeting. The calendar was sent to all administrators, union presidents and PTO/PTA Presidents for their comments.

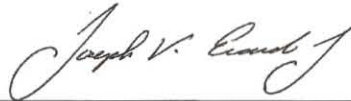
Alternative Strategies: 1) Modify starting date; 2) Modify recess periods; 3) Modify professional development days

Cost (if applicable): N/A **Funding Source:** N/A

Beginning Date of Program or Project: August 28, 2014

Ending Date of Program or Project: June 2015

Recommendation or Comment: Board members may wish to comment on the Proposed School Calendar for the 2014-2015 School Year.



Signature of Superintendent of Schools

Titles of Attachments:

1. Proposed School Calendar for 2014-2015 School Year
2. Letter from SEA

Southington Public Schools

2014



2015

FIRST DAY OF SCHOOL: AUG. 28

SCHOOL ENDS: JUNE 10

PROPOSED SCHOOL CALENDAR

AUG 25	Convocation/Work Day
AUG 26	Professional Development Day
AUG 27	Professional Development Day
AUG 28	FIRST DAY OF SCHOOL ~ FULL DAY
SEPT 1	Labor Day
SEPT 17	Professional Development Day
OCT 13	Columbus Day
OCT 22	Professional Development Day
NOV 4	Election Day/Prof. Dev. Day
NOV 11	Veterans Day
NOV 19	Professional Development Day
NOV 26	Early Dismissal for Students
NOV 27-28	Thanksgiving Recess
DEC 17	Professional Development Day
DEC 23	Early Dismissal for Students
DEC 24 -	Holiday Recess
JAN 2	(Includes Christmas and New Year's Day)
JAN 19	Martin Luther King Day
JAN 28	Professional Development Day
FEB 16	Presidents' Day
FEB 17	Professional Development Day
FEB 25	Professional Development Day
MAR 18	Professional Development Day
APR 3-10	Spring Break (Includes Good Friday)
APR 22	Professional Development Day
MAY 20	Professional Development Day
MAY 25	Memorial Day
JUNE 10	Projected Last Day

= Holiday/School Recess - No School for Students and Staff

PD = Professional Development – No School for Students

<PD> = <PD> Professional Development – Early Dismissal for Students

< > = Early Dismissal for Students

M	T	W	TH	F
AUGUST 2014 2 DAYS				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
WD	PD	PD	FD	29

M	T	W	TH	F
SEPTEMBER 2014 21 DAYS				
1	2	3	4	5
8	9	10	11	12
15	16	<PD>	18	19
22	23	24	25	26
29	30			

M	T	W	TH	F
OCTOBER 2014 22 DAYS				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	<PD>	23	24
27	28	29	30	31

M	T	W	TH	F
NOVEMBER 2014 16 DAYS				
3	PD	5	6	7
10	11	12	13	14
17	18	<PD>	20	21
24	25	<26>	27	28

M	T	W	TH	F
DECEMBER 2014 17 DAYS				
1	2	3	4	5
8	9	10	11	12
15	16	<PD>	18	19
22	<23>	24	25	26
29	30	31		

M	T	W	TH	F
JANUARY 2015 19 DAYS				
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	<PD>	29	30

M	T	W	TH	F
FEBRUARY 2015 18 DAYS				
2	3	4	5	6
9	10	11	12	13
16	PD	18	19	20
23	24	<PD>	26	27

M	T	W	TH	F
MARCH 2015 22 DAYS				
2	3	4	5	6
9	10	11	12	13
16	17	<PD>	19	20
23	24	25	26	27
30	31			

M	T	W	TH	F
APRIL 2015 16 DAYS				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	<PD>	23	24
27	28	29	30	

M	T	W	TH	F
MAY 2015 20 DAYS				
				1
4	5	6	7	8
11	12	13	14	15
18	19	<PD>	21	22
25	26	27	28	29

M	T	W	TH	F
JUNE 2015 8 DAYS				
1	2	3	4	5
8	9	<LD>	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

*SCHOOL ENDS JUNE 10

*If weather or other emergencies require the closing of school, the lost days will be made up.

SOUTHINGTON
EDUCATION
ASSOCIATION



Dr. Joseph Erardi
Superintendent of Schools

November 27, 2013

Dear Dr. Erardi,

As the SEA meets with teachers this year to address their concerns, by far the greatest concern is TIME. Teachers constantly are asking that we find more time for them to create and correct assessments. This situation has been made more difficult by the new teacher evaluation system, which requires an enormous amount of time to collect and evaluate data. In addition to that, there are more and more new initiatives that teachers must become familiar with—DOK, differentiation, Common Core and much more. Because of these very serious concerns, the SEA is strongly encouraging you and the Board of Education to include monthly half days for students in next year's calendar, during which teachers will have more time to do the added work they have. This is the most cost effective, efficient way we can find some more time. Teachers want to do the best possible job they can teaching their students. This should help improve their instruction. Teachers would be expected to work full days on those days.

Sincerely,

A handwritten signature in blue ink that reads "Bob Brown". The signature is written in a cursive, flowing style.

Bob Brown
SEA President