

**Regular Board of Education Meeting**  
**Wednesday, December 7, 2022, 7:00 PM**  
**Town Hall Meeting Room**

**I. Administrative Reports**

**{{Goal-}}**

**{{Attachment:}}**

**{{RecommendedMotion}}**

**A. Chairman's Corner (5 min.)**

**{{Goal-}}**

**{{Attachment:}}**

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

**{{RecommendedMotion}}**

**B. Superintendent's Announcements (5 min.)**

**{{Goal-}}**

**{{Attachment:}}**

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

**{{RecommendedMotion}}**

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

**{{Goal-}}**

**{{Attachment:}}**

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

**{{RecommendedMotion}}**

**D. Student Representative Reports (5 min.)**

**{{Goal-}}**

**{{Attachment:}}**

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

**{{RecommendedMotion}}**

**II. Public Comment (20 min.)**

**{{Goal-}}**

**{{Attachment:}}**

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

**{{RecommendedMotion}}**

**III. Consent Agenda (5 min.)**

**{{Goal-}}**

**{{Attachment:}}**

**{{RecommendedMotion}}**

**A. Minutes**

**{{Goal-}}**

**{{Attachment:}}**

**Rationale:** The Board will approve/amend the minutes of the November 16, 2022 Board of Education meeting.

{{RecommendedMotion}}

#### **IV. Old Business**

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

#### **A. Second Reading and Approval of Revised Policy 5144.4 - Physical Exercise and Discipline of Students (5 min.)**

{{Goal-}}

{{Attachment:}}

**Rationale:** The Curriculum/Policy/Technology/Communications Subcommittee recommends revised Policy 5144.4, Physical Exercise and Discipline of Students, to the Board for a second reading and approval.

{{RecommendedMotion}}

#### **B. Approval of 2023-2024 School Calendar (5 min.)**

{{Goal-}}

{{Attachment:}}

**Rationale:** The Board will consider the approval of the calendar for the 2023-2024 school year.

{{RecommendedMotion}}

#### **V. New Business**

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

#### **A. Pupil Services Department Continuous Improvement Plan (20 min.)**

{{Goal-}}

{{Attachment:}}

**Rationale:** Ms. Angela Ehrenwerth, Director of Pupil Personnel Services, will present her Continuous Improvement Plan for 2022-2023 to the Board.

{{RecommendedMotion}}

#### **VI. Miscellaneous (20 min.)**

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

#### **A. Board Standing Committee Reports**

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

##### **1. Curriculum/Policy/Technology/Communication**

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

##### **2. Finance/Personnel/Facilities**

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

##### **B. Other Board-Related Reports**

**{{Goal-}}**  
**{{Attachment:}}**  
{{RecommendedMotion}}

**1. CREC/CABE**

**{{Goal-}}**  
**{{Attachment:}}**  
{{RecommendedMotion}}

**2. Granby Education Foundation**

**{{Goal-}}**  
**{{Attachment:}}**  
{{RecommendedMotion}}

**C. Calendar of Events**

**{{Goal-}}**  
**{{Attachment:}}**  
{{RecommendedMotion}}

**D. Board Member Announcements**

**{{Goal-}}**  
**{{Attachment:}}**  
{{RecommendedMotion}}

**E. Action Items**

**{{Goal-}}**  
**{{Attachment:}}**  
{{RecommendedMotion}}

**VII. Adjournment**

**{{Goal-}}**  
**{{Attachment:}}**  
{{RecommendedMotion}}

**Regular Board of Education Meeting – Draft Minutes**  
**Wednesday, November 16, 2022, 7:00 p.m.**  
**Town Hall Meeting Room**

Present Board Members: Kristina Gilton (via Zoom), Monica Logan, Donna Nolan, Whitney Sanzo, Sarah Thrall, Rosemarie Weber and Tess Bajek and Chase Alexander (Student Representatives)

Absent Board Members: David Peling

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

**I. Administrative Reports**

**I.A. Chairman's Corner**

Sarah Thrall, Board Chair, welcomed students and their families from Wells Road Intermediate School as well as teachers Ms. Wojtas and Ms. Martin and Literacy Coach Ms. Piotrowski who will present for Schools in the Spotlight. Ms. Thrall thanked Mrs. Bava and her staff as well as Monica Logan for attending the Boardwalk last week. She also thanked Chase Alexander for attending the Learning Walk this week. Ms. Thrall made an announcement regarding the Special Town Meeting on Tuesday, December 13<sup>th</sup> at 7:00 p.m. in the Senior Center. This meeting is being held to discuss the reallocation of excess funds from the Bridges Project to the School Projects which would address the shortfall in funds needed to complete the School Projects. There will be a referendum vote on Tuesday, December 20<sup>th</sup> from 12-8 p.m. in the Town Hall Meeting Room.

**I.B. Superintendent's Announcements**

- Dr. Grossman welcomed everyone in attendance and extended a special welcome to Wells Road students and their families as well as to Ms. Piotrowski, Literacy Coach, and teachers Ms. Wojtas and Ms. Martin who will present for Schools in the Spotlight.
- Dr. Grossman thanked Sarah Thrall and Monica Logan for attending the Boardwalk at Kelly Lane last week and informed the Board that there will be another Boardwalk tomorrow at Wells Road from 9-11 a.m.
- Veterans Day ceremonies at all of the schools last week were all great events honoring our local veterans.
- Congratulations again to the Board on receiving the CAFE Board of Distinction, Level Two Award. This award will be accepted on behalf of the Board at the CAFE/CAPSS Convention in Groton on Friday.
- Congratulations also to the World Language Honor Society students who were inducted last week.
- Results were received last week from the boring done on the track stating that there is a problem with one lane of the high school track. The recommendation is to repair that area of the track and then develop a long-range plan for the track. Athletes will be able to use the affected lane on the track this coming spring.
- Still in process of creating the FY24 Plus One Budget which will be presented to the Board on December 21<sup>st</sup>. This is not the final budget. The FY24 Administrative Budget will be presented in March.
- There will be an early release for the middle school and high school tomorrow for conferences. Elementary conferences will be held December 7-9.
- The Granby Parks & Recreation Department will offer after-school childcare at Kelly Lane for either 2 or 5 days per week from 3:30-5:30 p.m. beginning in January 2023.
- There will be an early release on November 23<sup>rd</sup> and no school on November 24<sup>th</sup> and 25<sup>th</sup>.
- The next regularly scheduled Board of Education Meeting will be held on December 7<sup>th</sup>.

**I.C. Assistant Superintendent's Report**

Ms. Jennifer Parsons, Assistant Superintendent, provided updates from her office and stated the professional development day on November 8<sup>th</sup> was very successful. Vertical teams met in all 4 content areas and there were also sessions on clear shared outcomes and learning environments. A self-study option was also offered. Staff stated the professional development met their needs. Ms. Parsons also shared that Math Consultants are hard at work as well as Teachers College consultants for Grades K-8. She stated each consultant comes into the schools 5 times per year. The CREC Consultant is working with all of the middle school teachers with regard to the Illustrative Math Program. On Monday, a team of 11 went into all of the buildings for a learning walk. An hour was spent in each building. Chase Alexander, Student Representative, was able to attend and stated it was a very interesting opportunity to see similarities and differences as to how learning materials are used district-wide. Ms. Parsons stated two more learning walks are scheduled for January and May.

#### **I.D. Student Representative Reports**

- Tess reported renovations are still taking place at the high school and students are now able to use the new band room which is exciting.
- A blood drive was held last Tuesday by Student Council.
- The annual turkey trot was held today and money will be donated to families in need.
- Tess stated she attended the high school play, *Daughters of the Appalachians*, this last weekend and it was great to see a normal event at the high school
- A Veterans Day assembly was held last week and it was the first all-school assembly since 2020.
- Poetry Out Loud is going on now at the high school where students recite poems to their classmates ending with finalists reciting their poems to the entire student body.
- Chase stated that sports are transitioning between seasons at this point in time. Football will play against Coventry this Friday. Congratulations to all of the Granby teams this fall season and the new season begins in a few weeks.

#### **I.E. Schools in the Spotlight**

Wells Road Intermediate School students from Grades 4 and 5, along with Cristin Wojtas (Grade 4 Teacher), Caroline Martin (Grade 5 ELA Teacher), and Courtney Piotrowski (Grades 3-5 Literacy Coach) provided an overview of how partnerships are a critical part of the reading and writing workshop curriculum currently implemented in Grades 3-5. Ms. Piotrowski stated partnerships and collaboration are crucial in reading and writing workshops. She explained the benefits of a workshop classroom which is a gradual release model that provides student choice, builds stamina and volume, creates a collaborative learning community, and encourages independent thinking. The structure of the workshop allows for small group instruction and conferring. Worktime consists of working with a partner, book clubs or working independently. Ms. Martin explained how the partnerships work in reading and stated in the fall, teachers modeled partnerships for students. Ms. Wojtas explained how the partnership in writing benefits partners by using the brainstorming process to come up with ideas. She also explained the glow and grow feedback which helps students to grow by receiving compliments as well as suggestions on their work. Sam Pagliaro and Shayla Loughran showed the Board how students work in partnerships for reading and shared how they help each other after reading a book by using the tools they learned in class. Shaun Penzon and Caroline Wiggins shared with the Board how students work in partnerships for writing by reading each other's writing and giving suggestions to help improve their writing. The presentation concluded with the discussion of the professional development piece of the Teachers College Reading and Writing Workshop.

#### **I.F. Business Manager's Report**

Ms. Anna Robbins, Business Manager, presented the October 2022 statement of accounts stating the favorable forecast shows an anticipated overbudget condition of \$684K. The forecast for regular education is favorable \$38K but is \$29K lower than the previous month. Special education is overbudget \$722K which is \$104K worse than last month. This shift is primarily due to changes in out-of-district tuition and transportation costs. Revenue to the town is projected to be favorable \$418K due to the projected increase over budget in the Special Education Excess Cost Grant. The Q&D Budget continues to trend positive due to the favorable fund balance from FY22. Although revenue is forecasted lower than budget due to lower Open Choice enrollment, expenses are also forecasted to be lower due to the projected savings in tuition and personnel expenses. Rosemarie Weber stated the statement of accounts was reviewed in the Finance Subcommittee Meeting this evening.

#### **II. Public Comment**

There were no public comments this evening.

#### **III. Consent Agenda**

##### **III.A. Minutes**

A motion was made by Donna Nolan and seconded by Rosemarie Weber that the Granby Board of Education adopt the consent agenda. This motion passed unanimously at 7:56 p.m.

#### **IV. Old Business**

There was no Old Business to report this evening.

#### **V. New Business**

##### **V.A. Wells Road Intermediate School Continuous Improvement Plan**

Ms. Pauline Greer, Principal, presented her Continuous Improvement Plan for 2022-2023 and reviewed all of the goals beginning with *Goal #1 Student Achievement* for students at Wells Road to achieve levels of proficiency or higher on the state assessment by monitoring their growth and performance over time. This will be accomplished by structured discussions focused on curriculum, data and strategies in PLC meetings; engaging teachers with coaching cycles throughout the year for support on curriculum and instruction; and, examining data/benchmark assessments and areas of growth to create targeted goals. For the second goal under *Student Achievement* for staff to continue developing a culture of data in which teachers gather and analyze a variety of data sources to inform instruction for their class, Ms. Greer reviewed the literacy and numeracy results for SBAC. She explained that the scores show the percentage of students who scored at or above benchmark in the spring of last year; what percentage of students scored at or above benchmark on STAR in the fall of this year (based on the test they will take in the spring); and, also what percentage of students are projected to meet goal for the spring of 2023. For *Goal #2 Community Engagement* that Wells Road will enhance communication that reaches all stakeholders in a timely fashion, Ms. Greer stated Wells Road will continue to find ways to communicate with families and the community; promote student advocacy and voice to lead community events; and continue to collaborate with parent volunteers and PTO. *Goal #3 Safety and Social Emotional Well-being* to implement a social emotional well-being curriculum and behavioral expectations that provide a common experience for all learners will be accomplished by developing a leadership team to implement DESSA schoolwide; providing staff with ongoing professional development focusing on social emotional practices; and, continuing to use the Principal's Morning Message to provide common experience and behavioral expectations. *Goal #4 Budget Development and Fiscal Management* to continue to create a long-term financial plan which aligns with the vision of the Board of Finance will be accomplished by continuing to work with all stakeholders within the Granby Public Schools to ensure budgets reflect current needs; monitoring class size and staffing; and continuing to review and analyze current student achievement data to ensure adequate supports in place. For *Goal #5 Embracing Diversity* to ensure system-wide practices and structures are in place at Wells to support the implementation of Granby Public Schools' Anti-Bias/Anti-Racism Plan, Ms. Greer stated this will be accomplished by continuing to build the Wells Road Equity Team; recognizing Cultural Heritage Months; and continuing to build staff capacity around equity and social emotional learning. Lastly, *Goal #6 Professional Learning* to implement a common instructional framework that aims to increase student engagement will be accomplished by building teacher and staff capacity in using data for informed discussions; increasing knowledge around small group instruction; and, utilizing specialized consultants for language arts and math professional development. Ms. Thrall thanked Ms. Greer for her report this evening.

##### **V.B. First Reading of Revised Policy 5144.4 - Physical Exercise and Discipline of Students**

The Curriculum/Policy/Technology/Communications Subcommittee recommended revised Policy 5144.4, Physical Exercise and Discipline of Students, to the Board for a first reading. Sarah Thrall stated this policy is being revised to prohibit the taking away of physical activity time as a consequence and that this is only permissible in the case of safety concerns as well as consequences for adults. Any comments should be sent to Ms. Parsons. This policy will go to the Board for a second reading and approval at the next meeting.

##### **V.C. Draft 2023-2024 School Calendar**

The Board discussed the draft calendar for the 2023-2024 school year. Dr. Grossman stated this calendar is very similar to this year's calendar with the school year starting on August 24<sup>th</sup> (professional development for teachers) and the first day for students on August 29<sup>th</sup> with two half days on the first two days of school. The last day of school is slated to be June 7<sup>th</sup> with 5 additional emergency days added June 10-14. This calendar will go to the Board for approval at the next meeting.

#### **VI. Miscellaneous**

##### **VI.A. Board Standing Committee Reports**

###### **VI.A.1. Curriculum/Policy/Technology/Communication**

Sarah Thrall stated approved minutes for this Subcommittee can be found in the packet.

#### **VI.A.2. Finance/Personnel/Facilities**

Rosemarie Weber stated this Subcommittee met this evening to discuss the October Statement of Accounts. Additionally, had a brief health benefit fund update which factors into the budget process; a building committee update with good news that the band moved into the band room; a food service update that the free lunch program will be ending on December 7<sup>th</sup>; a human resource update with regard to personnel shortages and hiring needs; and. reviewed the timeline for the FY24 Plus One Budget.

#### **V.B. Other Board-Related Reports**

##### **V.B.1. CREC/CABE**

Sarah Thrall stated she and Dr. Grossman will attend the CABE/CAPSS Convention on Friday and will bring back a report. Kristina Gilton stated CREC Council met today and the continuing shortage of bus drivers was discussed. CREC is in an 80-person shortfall situation and working to hire more bus drivers. She also reported on the recent field trip by CREC and charter schools to a college fair in Harlem and 28 students were interviewed and given acceptances on the spot to colleges. Also discussed were rising costs and inflation rates related to building projects and the increased cost of heating oil and diesel fuel. Ms. Gilton stated the December meeting was cancelled and the next meeting for CREC Council will be held in January.

##### **V.B.2. Granby Education Foundation**

Whitney Sanzo stated GEF met on Monday and reviewed a list of grants that were just funded. Looking forward to the opening of the Video Production Studio which will be toured at next month's meeting.

#### **V.C. Calendar of Events**

Sarah Thrall stated there are concerts and conferences coming up.

#### **V.D. Board Member Announcements**

There were no Board member announcements this evening.

#### **V.E. Action Items**

There were no action items this evening.

#### **VII. Adjournment**

A motion was made by Rosemarie Weber and seconded by Monica Logan to adjourn the meeting. This motion passed unanimously at 8:28 p.m.

Respectfully submitted,

Donna Nolan  
Board Secretary

## **Students**

### **Discipline**

#### **Physical Exercise and Discipline of Students**

The District (Board) recognizes that a positive approach toward exercise and physical activity is important to the health and well-being of students. The District requires that each student in elementary school shall have not less than twenty minutes daily in total devoted to physical exercise, except that a Planning and Placement Team may alter such schedule for a child requiring special education and related services. Further, the District permits, in its elementary schools, including an additional amount of time, beyond the required twenty minutes for physical exercise, devoted to undirected play during the regular school day, subject to the approval of the building administration.

All aspects of the school experience should encourage students to have a healthy attitude toward exercise and promote the life-long enjoyment of physical activity. Therefore, when school employees impose disciplinary consequences for student misconduct during the regular school day, the following restrictions shall apply:

#### **1. Loss of Recess as Disciplinary Consequence**

Except as provided below, school employees may NOT prevent a student in elementary school from participating in the entire time devoted to physical exercise or undirected play in the regular school day as a form of discipline. Recess and other physically active learning opportunities may include movement-oriented learning activities in the academic environment, physical activity breaks, and regularly scheduled school wide routines and events that engage students in physical activity. For the district's elementary schools, each regular school day shall have at least 20 minutes devoted to physical exercise.

School employees may prevent or restrict recess when:

- a. a student poses a danger to the health and safety of other students or school personnel  
or
- b. it is limited to the shorter recess period if there are two or more recess periods in the school day, so long as the student is allowed to participate in at least 20 minutes of physical activity during the school day.

Recess prevention or restriction may be imposed only once during a school week, unless the student is a danger to the health or safety of other students or school personnel. Recess prevention or restriction is not allowed for a student's failure to complete their work on time or for the student's academic performance. Discipline may be imposed before recess begins and/or imposed during recess. Appropriate interventions shall be used to redirect a student's behavior during recess.



## **Students**

### **Discipline**

#### **Physical Exercise and Discipline of Students (Cont'd)**

##### **2. Physical Activity as Punishment**

School employees may NOT require students enrolled in grades PK-12, inclusive, to engage in physical activity as a form of discipline during the regular school day.

##### **3. Wellness and Physical Education Instruction**

School employees shall not prevent students in grades PK-12 from participating in physical exercise during wellness instruction as a form of discipline.

The restrictions in this section do not apply to brief periods of respite/time-outs, referrals to the building administrator, or for safety reasons.

At no time shall an entire class in grades PK-12 be prevented from participating in wellness instruction or physical exercise activity as a disciplinary consequence.

The restrictions in this section do not apply to brief periods of respite/time-outs, referrals to the building administrator, or for safety reasons.

Nothing in this policy shall prevent a school employee from acting in accordance with an Individualized Education Plan (IEP) developed by the student's Planning and Placement Team (PPT).

For the purpose of this policy, "school employee" means a teacher, substitute teacher, school administrator, school superintendent, guidance counselor, psychologist, social worker, nurse, physician, school paraprofessional or coach employed by the Board or working in a public elementary, middle or high school; or any other individual who, in the performance of his or her duties, has regular contact with students and who provides services to, or on behalf of students enrolled in a public elementary, middle or high school, pursuant to a contract with the Board.

Any employee who fails to comply with this policy will be subject to discipline, up to and including termination of employment. Any contracted individual who provides services to or on behalf of District students and who fails to comply with the requirements of this policy may be subject to having his/her contract for services suspended by the District.

(cf. 6142.10 – Health Education Program)

(cf. 6142.101 – Wellness)

(cf. 6142.61 – Physical Activity)

(cf. 6142.6 – Physical Education)

## **Students**

### **Discipline**

#### **Physical Exercise and Discipline of Students (Cont'd)**

Legal Reference: Connecticut General Statutes

10-221o Lunch periods. Recess

10-221u Boards to adopt policies addressing the use of physical activity as discipline.

PA 22-81 An Act Expanding Preschool and Mental and Behavioral Services for Children.

**Policy Adopted: September 17, 2014**

**Policy Revised:**

**GRANBY PUBLIC SCHOOLS  
GRANBY, CT**

DRAFT

Granby Public Schools
2023-2024 Calendar

DRAFT

Calendar grid for August (3 days) with dates 14-18, 21-25, 28-31 and various symbols like PD, H, V, and diamonds.

Calendar grid for September (19 days) with dates 4-8, 11-15, 18-22, 25-29 and various symbols like H, V, and diamonds.

Calendar grid for October (21 days) with dates 2-6, 9-13, 16-20, 23-27, 30-31 and various symbols like H, V, and diamonds.

Calendar grid for November (19 days) with dates 6-10, 13-17, 20-24, 27-30 and various symbols like PD, H, V, and diamonds.

Calendar grid for December (16 days) with dates 4-8, 11-15, 18-22, 25-29 and various symbols like H, V, and diamonds.

Calendar grid for January (21 days) with dates 1-5, 8-12, 15-19, 22-26, 29-31 and various symbols like H, V, and diamonds.

Calendar grid for February (19 days) with dates 5-9, 12-16, 19-23, 26-29 and various symbols like H, V, and diamonds.

Calendar grid for March (19 days) with dates 4-8, 11-15, 18-22, 25-29 and various symbols like PD, H, V, and diamonds.

Calendar grid for April (17 days) with dates 1-5, 8-12, 15-19, 22-26, 29-30 and various symbols like V, H, and diamonds.

Calendar grid for May (21 days) with dates 6-10, 13-17, 20-24, 27-31 and various symbols like H, V, and diamonds.

Calendar grid for June (5 days) with dates 3-7 and various symbols like H, V, and diamonds.

- \* First/Last Day of School
Holiday/Vacation/PD - No School
HS PLC Late Arrival
/ Early Release All Schools
EE Early Dismissal Elementary Only
ES Early Dismissal Secondary Only
+ Emergency Days

School Breaks: Dec. 25, 2023-Jan. 1, 2024 February 19-20, 2024 April 8-12, 2024

Kelly Lane Primary School

TBD PK-Grade 2 Meet & Greet
TBD PK/K Curr. Night/Open House
TBD Gr. 2 Curr. Night/Open House
TBD Gr. 1 Curr. Night/Open House
Sept. 27 Early Release (Prof. Dev.)
Dec. 6-8 Early Release (Conf.)
Dec. 6 Evening Conferences
Jan. 10 Early Release (Prof. Dev.)
Mar. 20-22 Early Release (Conf.)
Mar. 20 Evening Conferences
June 7 Last Day of School

Wells Road Intermediate School

TBD Grades 3-5 Meet & Greet
TBD Gr. 4 Curr. Night/Open House
TBD Gr. 5 Curr. Night/Open House
TBD Gr. 3 Curr. Night/Open House
Sept. 27 Early Release (Prof. Dev.)
Dec. 6-8 Early Release (Conf.)
Dec. 7 Evening Conferences
Jan. 10 Early Release (Prof. Dev.)
Mar. 20-22 Early Release (Conf.)
Mar. 21 Evening Conferences
June 7 Last Day of School

Granby Memorial Middle School

TBD Grade 6 Meet & Greet
TBD Curr. Night/Open House
Sept. 27 Early Release (Prof. Dev.)
Nov. 16 Early Release (Conf.)
Nov. 16 Afternoon/Evening Conf.
Jan. 10 Early Release (Prof. Dev.)
Mar. 19 Early Release (Conf.)
June 7 Last Day of School

Granby Memorial High School

TBD Freshman Orientation
TBD Curr. Night/Open House
Sept. 27 Early Release (Prof. Dev.)
Nov. 16 Early Release (Conf.)
Nov. 16 Afternoon/Evening Conf.
Jan. 10 Early Release/Prof. Dev.
Mar. 19 Early Release (Conf.)
June 7 Last Day of School\*

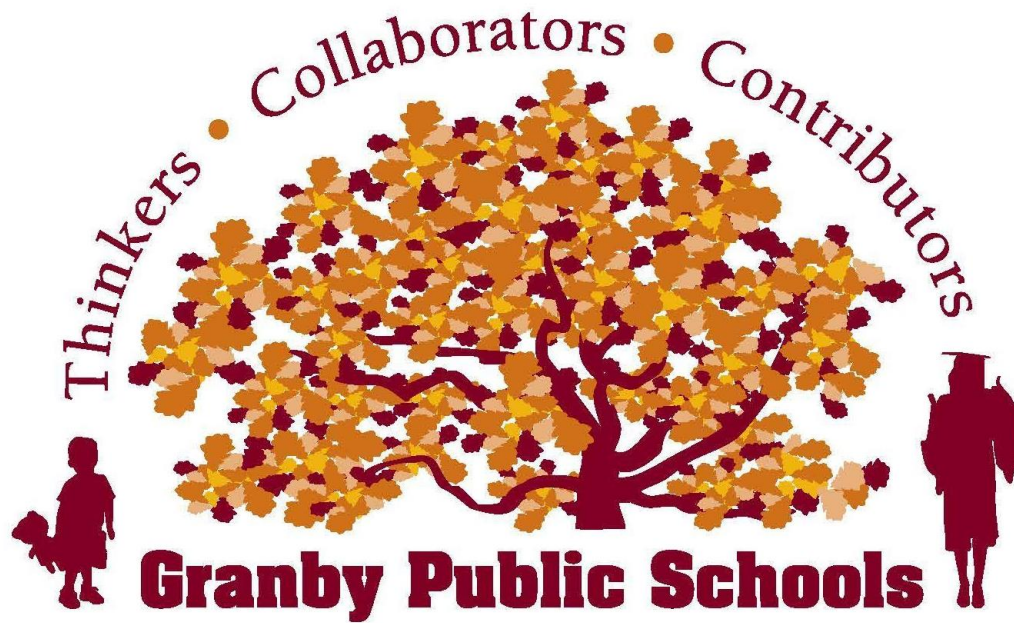
\* Please note that the date for graduation will be set at a later date.

Table with columns: SCHOOL, STUDENT REGULAR HOURS, TEACHER REGULAR HOURS, EARLY RELEASE, DELAYED OPENING, WEATHER-RELATED EARLY RELEASE. Rows include Middle School/High School, Wells Road Int. School, Kelly Lane Primary School, Pre-School (A.M.), and Pre-School (P.M.).

\*AM Pre-School will be cancelled if there is a 2-hour delay due to inclement weather.

\*\*PM Pre-School will be cancelled if there is an unscheduled early release due to inclement weather.

BOE Approved



Pupil Personnel Services

Continuous Improvement Plan 2022-2023

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# GRANBY PUBLIC SCHOOLS

## Vision of a Graduate

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

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

## Board Goal #1: Student Learning and Achievement

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

**Department Goals: Students with special needs will show measurable gains in academic achievement when provided effective core instruction, specialized instruction and ongoing progress monitoring of performance. (Strategic Initiatives 1.D, 1.E, 1.I, 1.M, 1.N)**

| Action Steps   | Person(s) Responsible  | Timeline              | Resources/Finances   | Evidence/Measurements  |
|--|--|-----------------------|--|--|
| Deliver specially designed instruction that is data driven, standards-based and curriculum aligned to reduce achievement differences amongst students with special needs                                   | Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers        | 2022-2023 School Year | Instructional materials for students PK-12                               | <b>STAR Reading</b><br>Grade 2: 12.5% - 37%<br>Grades 3-5: 14.6% - 34%<br>Grades 6-8: 17.9% - 34%  |
| Develop IEP goals & objectives that include learning conditions, explicit and clear baselines, targets and projected rate of improvement   | Pupil Services Staff   | 2022-2023 School Year | Quality IEP Training & Resources; Collegial feedback on goals/objectives | <b>Math</b><br>Grade 2: 9.1% - 36%<br>Grades 3-5: 16.7% - 33%<br>Grades 6-8: 7.2% - 28%  |
| Explore options for progress monitoring tools that may support assessment needs in special education on IEP goals and objectives   | Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers        | 2022-2023 School Year | Data collection tools  | -----<br><b>SAT (Grade 11) Reading/Writing</b><br>43.8% (PSAT gr 10) - 50% (SAT gr 11)<br><b>Math</b><br>18.8% (PSAT gr 10) - 25% (SAT gr 11)<br>----- |
| Increase special education knowledge of general education curriculum through participation in professional development, grade level meetings and common planning time for co-teaching                      | Administrators, Instructional Coach, Dept Chair, Content Area Specialists, Teachers                                    | 2022-2023 School Year | Scheduling professional development and common planning time             |  |
| Continue instructional coaching to special education teachers and related services staff at the PK-5 level (Kelly Lane & Wells Road) to improve specialized instruction and increased academic achievement | Administrators, Instructional Coach, Special Education Teachers  | 2022-2023 School Year | Schedule of coaching cycles and support sessions                         | Improved student achievement as measured above   |
| Provide instructional support and coaching to special education teachers and related services staff at grades 6-12 (GMMS & GMHS) to improve specialized instruction and increased academic achievement     | Administrators, Department Chair, Special Education Teachers   | 2022-2023 School Year | Schedule of coaching cycles and support sessions                         | Improved student achievement as measured above   |
| Review the use of assistive technology and augmentative communication resources utilized by students to access the general education curriculum and enhance as appropriate to reduce barriers to success   | Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers, Technology Department | 2022-2023 School Year | Inventory of current tools, Professional development as needed           | Master spreadsheet of resources in use   |

|   |   |   |   |  |
|---|---|---|---|--|
| <p>Conduct quarterly review meetings with each administrator, Coach or Department Chair and Content Areas Specialist to review academic achievement of students with IEPs and Section 504 plans in each building</p> <p>Support and assist SRBI teams as needed to implement academic tiered interventions that are targeted and appropriate in intensity and frequency</p> | <p>Administrators, Instructional Coach, Department Chair, Content Area Specialists</p> <p>Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists</p> | <p>2022-2023 School Year</p> <p>2022-2023 School Year</p> | <p>Academic achievement data</p> <p>SRBI Meeting Time</p> | <p>Improved student achievement</p> <p>Special education prevalence rate</p> |
|---|---|---|---|--|



## Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

**Department Goals: The Pupil Services Department will partner with families to support engagement, ongoing communication and collaboration between staff and families. (Strategic Initiatives 2.A, 2.B, 2.E)**

| Action Steps   | Person(s) Responsible   | Timeline              | Resources/Finances  | Evidence/Measurements  |
|--|---|-----------------------|---|--|
| Continue to partner with the Special Education Parent Teacher Organization (SEPTO) to foster ongoing communication and collaboration between staff and families  | Administrators, Pupil Services Staff  | 2022-2023 School Year | Monthly meeting Time  | Schedule of SEPTO meetings & topics  |
| Highlight the work of the Pupil Services Department through building-based communications to families, department newsletters and enhancing information available to families via the department's website | Administrator, Pupil Services Staff   | 2022-2023 School Year | Time to compose communications                                      | Communication artifacts (i.e., notifications in building-based e-blasts, newsletters, website) |
| Attend Planning and Placement Team meetings, Section 504 meetings, parent meetings, etc. along with phone/email contact to foster a collaborative relationship with families                               | Administrator   | 2022-2023 School Year | Scheduled meetings  | Meeting attendance   |
| Better support families in providing input during Planning and Placement Team meetings on their child's academic and functional performance and reflecting this accordingly in the student's IEP           | Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers | 2022-2023 School Year | Scaffold questioning in PPT meetings to better support parent input | Increased specificity in family input on the IEP   |
| Enhance current practices for supporting families and students with special needs when transitioning from one building to the next   | Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers | 2022-2023 School Year | Structured meetings throughout the year to refine current practices | Schedule of transition steps for individuals/groups of students                                |
| Continue to build on and off campus internship opportunities for high school students with special education needs as they work toward their post-secondary IEP goals and objectives                       | Administrators, Pupil Services Staff, Department Chair, Content Area Specialist, Teachers                       | 2022-2023 School Year | In-house and community partners                                     | Documentation of internship opportunities  |

**Board Goal #3: Safety and Social Emotional Well-Being**  
**Foster a safe and positive social emotional environment for everyone.**

**Department Goals: The Pupil Services Department will support social/emotional/behavioral learning of students and staff to foster a positive learning environment that is responsive and encouraging. (Strategic Initiatives 3.A, 3.B, 3.D)**

| Action Steps  | Person(s) Responsible   | Timeline              | Resources/Finances   | Evidence/Measurements   |
|---|---|-----------------------|--|---|
| Utilize a team process when conducting Functional Behavioral Assessments in order to support a comprehensive examination of student behavior across multiple environments and the development of a thorough, yet targeted plan of antecedent strategies, skills instruction, reactive strategies and de-escalation techniques that are function-driven. | Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers, BCBA | 2022-2023 School Year | Time for to staff to complete structured observations and to consult with BCBA | Targeted Functional Behavior Assessments that result in a meaningful Behavior Intervention Plan |
| Implement a structured referral process to access the expertise of the Board-Certified Behavior Analyst in order to better support teams in self-assessing the tiered interventions already implemented   | Administrator, Instructional Coach, Department Chair, Content Area Specialists, BCBA                                  | 2022-2023 School Year | Time to develop the process, train staff, implement & revise as needed         | Written referral document & process   |
| Support and assist SRBI teams as needed to implement social/emotional/behavioral tiered interventions that are targeted and appropriate in intensity and frequency  | Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists                 | 2022-2023 School Year | SRBI Meeting Time  | Special education prevalence rate   |
| Support administration of the legislatively required social emotional screener (Devereux Student Strengths Assessment) and support teams in designing and implementing an action plan based on the data gathered  | Administrators, SEL Committee members, Site based leadership  | 2022-2023 School Year | Access to the Devereux Student Strengths Assessment (DESSA)                    | Data from DESSA & action plan   |
| Continue to support the work of the district-wide Social and Emotional Learning (SEL) Committee with Assistant Superintendent to examine our curriculum, interventions and supports at all tiers of instruction using the Collaborative for Academic, Social, and Emotional Learning (CASEL) framework  | Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists                 | 2022-2023 School Year | Review of District SEL practices & procedures, CASEL framework, Meeting time   | SEL Action Plan   |
| Support school social workers in providing consultation and resources around attendance needs for students and families   | Administrators, Department Chair, Content Area Specialists, School Social Workers                                     | 2022-2023 School Year | Community-based resources  | Improvement in attendance rates   |
| Collaborate with Granby Youth Services to share needs and resources to support social/emotional/behavioral needs of students and families   | Administrators, Diagnostic Team   | 2022-2023 School Year | Meeting time, Email communication  | Community-based referrals   |

## Board Goal #4: Budget Development and Fiscal Management

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

**Department Goals: The Pupil Services Department will aim to be fiscally responsible through careful identification of needs and appropriate spending to support student learning and growth. (Strategic Initiatives 4.E, 4.F, 4.G)**

| Action Steps   | Person(s) Responsible   | Timeline              | Resources/Finances  | Evidence/Measurements  |
|--|---|-----------------------|---|--|
| Work with all stakeholders within Granby Public Schools to monitor caseloads, needs of students (academic, functional, social/emotional/behavioral) and staff assignments to ensure appropriate staffing and supports are provided                         | Administrators, Instructional Coach, Department Chair, Content Area Specialists, Pupil Services Staff, Teachers     | 2022-2023 School Year | Ongoing monitoring  | Caseload numbers, student need, staff assignment                             |
| Continue to review and analyze the changing needs of students and adjust supports accordingly to ensure student needs are being appropriately met  | Administrators, Instructional Coach, Department Chair, Content Area Specialists, Pupil Services Staff, Teachers     | 2022-2023 School Year | Ongoing monitoring  | Adjusted resource allocation when needed<br><br>Generated ideas / proposal   |
| Support current implementation of co-teaching at GMMS and GMHS through job-embedded technical assistance with SERC and explore opportunities for co-teaching in the 23-24 school year  | Administrators, Department Chair, Content Area Specialists, Teachers  | 2022-2023 School Year | Professional development time, Common planning time   | Effective implementation of co-teaching model, Increased student achievement |
| Continue participation with the Farmington Valley Directors Group to partner on resources and programming for students with special education needs in the Farmington Valley   | Administrator   | 2022-2023 School Year | Monthly meetings  | Shared resources and programming when available                              |
| Continue to assess PK - 12 special education service delivery to identify possible programming supports to reduce the need for some out of district placements   | Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers     | 2022-2023 School Year | Ongoing service delivery analysis   | Adjusted programming when applicable   |
| Propose in district programming for special education students who meet eligibility criteria for transition programming beyond high school (18 to 22-year olds)  | Administrators, Department Chair, Content Area Specialist, Transition Coordinator                                   | 2022-2023 School Year | Allocation of appropriate staff, Community location, Community-based partners for internships | Program Proposal   |
| Continue to investigate the possibility of alternative educational programming within the Granby Public Schools to more effectively meet the needs of students in grades 8-12 who have struggled with engagement and success in a traditional school model | Administrators, Department Chair, Content Area Specialists, Committee Members, Business Manager, Facilities Manager | 2022-2023 School Year | Allocation of appropriate staff, Classroom space, Materials, Community-based partners         | Program Proposal   |

## Board Goal #5: Embracing Diversity

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

**Department Goals: The Pupil Services Department supports the implementation of the Granby Public Schools Anti-Bias/Anti-Racism Plan by promoting equitable practices and outcomes for all students, particularly those with identified special needs, through specialized instruction, programming and family support. (Strategic Initiatives 5.A, 5.B, 5.D, 5.E, 5.F, 5.H)**

| Action Steps   | Person(s) Responsible   | Timeline              | Resources/Finances                                 | Evidence/Measurements                                  |
|--|---|-----------------------|--|--|
| Continue to support the mission of the Best Buddies Program and Unified Sports at GMHS by building awareness of the organization and expanding opportunities for the group   | Administrators, Best Buddies Faculty Advisor, Athletic Director, Unified Sports Coach   | 2022-2023 School Year | Financial Support, Meeting time, Athletic schedule | Sustaining & increasing membership & participation     |
| Support the newly implemented Young Athletes Program at Kelly Lane School, which is providing opportunities for students with and without disabilities to participate in sport and play together   | Administrators, Instructional Coach, Teacher Volunteers   | 2022-2023 School Year | Activity Schedule                                  | Sustaining & increasing membership & participation     |
| Continue to build staff capacity to utilize differentiated instructional and assessment practices through consultation and collaboration with Pupil Services Staff   | Administrators, Pupil Services Staff, Instructional Coach, Department Chair, Content Area Specialists, Teachers                               | 2022-2023 School Year | Protocols, Time for consultation & collaboration   | Greater access to and performance in general education |
| Examine special education needs and data using an equity lens during monthly Special Education Leadership Meetings (CAS Leaders, PK-5 Coach, 6-12 Dept Chair) through careful consideration of trends and patterns in eligibility, service delivery and the broader needs of students and families | Administrators, Instructional Coach, Department Chair, Content Area Specialists   | 2022-2023 School Year | SIMS Data  | Data summary   |
| Partner with Granby's Family Engagement Specialist on a regular basis to better support the needs of students with disabilities across our varied communities  | Administrators, Instructional Coach, Department Chair, Content Area Specialists, Pupil Services Staff, Teachers, Family Engagement Specialist | 2022-2023 School Year | Collaboration Time                                 | Enhanced student achievement                           |

## Board Goal #6: Professional Learning

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

**Department Goals: The Pupil Services Department will provide meaningful professional learning opportunities to enhance practice and increase learning outcomes for students. (Strategic Initiatives 6.A, 6.B, 6.E)**

| Action Steps   | Person(s) Responsible   | Timeline              | Resources/Finances   | Evidence/Measurements   |
|--|---|-----------------------|--|---|
| Support staff in the implementation of CT-SEDS for all students with IEPs and Section 504 Plans through district-level training provided in August and November, expert trainer support at each building, monthly department meetings and building-based PLC meetings                      | Administrators, Instructional Coach, Department Chair, Content Area Specialists, Expert Trainers                | 2022-2023 School Year | CSDE training materials, Professional development, Time, Collaboration opportunities | Completion of plans in SEDS   |
| Provide access to increased staff participation in Quality IEP Training offered by the CSDE again this school year   | Administrators, Instructional Coach, Department Chair, Content Area Specialists, Pupil Services Staff, Teachers | 2022-2023 School Year | Access to CSDE Training, Time  | Completion of training sessions, Sharing of learning through building & department meetings |
| Increase special education knowledge of general education curriculum through participation in professional development, grade level meetings and common planning time for co-teaching  | Administrators, Instructional Coach, Department Chair, Content Area Specialists, Teachers                       | 2022-2023 School Year | Scheduling professional development and common planning time                         | Improved student achievement  |
| Provide job-embedded technical assistance through SERC for co-teaching teams at GMMS and GMHS to support implementation of this initiative   | Administrators, Department Chair, Content Area Specialists, Teachers  | 2022-2023 School Year | Professional development time, Common planning time                                  | Effective implementation of co-teaching model, Increased student achievement                |
| Support special education and related services staff in connecting the development of IEP goals & objectives, including learning conditions, explicit and clear baselines, targets and projected rate of improvement, with the District's work on EEI, specifically clear, shared outcomes | Administrators, Instructional Coach, Department Chair, Content Area Specialists                                 | 2022-2023 School Year | Elements of Effective Instruction  | Agenda item for staff meetings  |
| Meet with related services staff by discipline (ie school social workers, school psychologists, OT/PT, SLPs) several times in the school year to target discipline-specific needs for professional growth and development  | Administrator, Pupil Services Staff   | 2022-2023 School Year | Meeting time   | Meeting agenda, Resource provision, Professional development                                |
| Support staff in seeking professional learning opportunities needed to effectively meet the individual needs of their caseloads  | Administrators, Instructional Coach, Department Chair, Content Area Specialists, Pupil Services Staff, Teachers | 2022-2023 School Year | Professional development resources & opportunities                                   | Professional development opportunities  |
| Build a more structured professional development plan for special education teaching assistants to be implemented in the 2023-2024 school year   | Administrators, Instructional Coach, Department Chair, Content Area Specialists, TAs                            | 2022-2023 School Year | Meeting time, Assessment of professional development needs                           | 2023-2024 Teaching Assistant Professional Development Plan                                  |

# Pupil Personnel Services

Continuous Improvement Plan 2022-2023

# GRANBY PUBLIC SCHOOLS

## Vision of a Graduate

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

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

## **Board Goal #1: Student Learning and Achievement**

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

**Pupil Services Department Goal:** Students with special needs will show measurable gains in academic achievement when provided effective core instruction, specialized instruction and ongoing progress monitoring of performance.

- Design specialized instruction that is standards & curriculum aligned, evidence-based and individualized to student needs
- Develop IEP goals & objectives that include learning conditions, explicit and clear baselines, targets and projected rate of improvement
- Explore progress monitoring tools
- Special education teacher participation in professional development on general education curriculum & grade level meetings
- Continue special education instructional coaching in grades PK-5
- Review use of Assistive Technology & Augmentative Communication
- Hold quarterly review meetings at each building



# STAR Assessment Data for Identified Students

## STAR Reading-Fall

| Grade Level | Fall Baseline<br>- Spring Goal |
|-------------|--------------------------------|
| Grade 2     | 12.5% - 37%                    |
| Grades 3-5  | 14.6% - 34%                    |
| Grades 6-8  | 17.9% - 34%                    |

## STAR Math-Fall

| Grade Level | Fall Baseline<br>- Spring Goal |
|-------------|--------------------------------|
| Grade 2     | 9.1% - 36%                     |
| Grades 3-5  | 16.7% - 33%                    |
| Grades 6-8  | 7.2% - 28%                     |

# PSAT/SAT Assessment Data for Identified Students

## Evidence Based Reading & Writing

| Grade Level                      | Baseline - Spring Goal |
|----------------------------------|------------------------|
| Grade 10 (PSAT) - Grade 11 (SAT) | 43.8% - 50%            |

## Math

| Grade Level                      | Baseline - Spring Goal |
|----------------------------------|------------------------|
| Grade 10 (PSAT) - Grade 11 (SAT) | 18.8% - 25%            |

## **Board Goal #2: Community Engagement**

Enhance communication and build trusting relationships with all stakeholders.

**Pupil Services Department Goal:** The Pupil Services Department will partner with families to support engagement, ongoing communication and collaboration between staff and families.

- Continue to partner with Special Education Parent Teacher Organization (SEPTO)
- Highlight the work of the Pupil Services Department through various communication methods
- Ongoing collaboration with families (PPT meetings, Section 504 meetings, parent meetings, phone, email) and improve upon eliciting their feedback in these meetings
- Enhance practices for supporting the transition from one building to the next
- Continue to build on and off campus internships for high school students with special education needs

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

Foster a safe and positive social emotional environment for everyone.

**Pupil Services Department Goal:** The Pupil Services Department will support social/emotional/behavioral learning of students and staff to foster a positive learning environment that is responsive and encouraging.

- Utilize a team process when conducting Functional Behavior Assessments
- Implement a structured referral process to access BCBA consultation
- Support administration of the DESSA
- Continue work with district SEL Committee to examining curriculum, interventions and supports at all tiers using the CASEL framework
- Support school social workers in providing consultation and resources around attendance needs for students and families
- Collaborate with Granby Youth Services

## **Board Goal #4: Budget Development and Fiscal Management**

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

**Pupil Services Department Goal:** The Pupil Services Department will aim to be fiscally responsible through careful identification of needs and appropriate spending to support student learning and growth.

- Monitor caseloads, student needs & staff assignments
- Continue to review and analyze the changing needs of students and adjust supports accordingly
- Support current implementation of co-teaching at GMMS and GMHS
- Continue participation with the Farmington Valley Directors Group to partner on resources and programming
- Propose in district transition programming for special education students who meet eligibility criteria beyond high school (18-22 year olds)
- Investigate the possibility of alternative educational programming

## **Board Goal #5: Embracing Diversity**

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

**Pupil Services Department Goal:** The Pupil Services Department supports the implementation of the Granby Public Schools Anti-Bias/Anti-Racism Plan by promoting equitable practices and outcomes for all students, particularly those with identified special needs, through specialized instruction and programming and family support.

- Support the mission of Best Buddies & Unified Sports
- Support the newly implemented Young Athletes Program at Kelly Lane School
- Continue to build staff capacity to differentiate instruction and assessment
- Examine data using an equity lens during monthly Special Education Leadership Meetings through careful consideration of trends and patterns in eligibility, service delivery and the broader needs of students and families
- Partner with Granby's Family Engagement Specialist

## **Board Goal #6: Professional Learning**

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

**Pupil Services Department Goal:** The Pupil Services Department will provide meaningful professional learning opportunities to enhance practice and increase learning outcomes for students.

- Support staff in the implementation of CT-SEDS
- Provide access to Quality IEP Training for special education staff
- Provide job-embedded technical assistance for co-teaching teams
- Meet with related services staff by discipline (ie school social workers, school psychologists, OT/PT, SLPs)
- Support staff in seeking professional learning opportunities to effectively meet the individual needs of their caseloads
- Build a more structured professional development plan for special education teaching assistants for 23-24 school year

**Finance Subcommittee Meeting – Approved Minutes  
Wednesday, October 19, 2022, 5:30 p.m.  
Central Services**

Attendance:

|                 |                |                 |         |
|-----------------|----------------|-----------------|---------|
| Rosemarie Weber | Present        | Jordan Grossman | Present |
| Monica Logan    | Via GoogleMeet | Anna Robbins    | Present |
| Donna Nolan     | Present        |                 |         |
| Sarah Thrall    | Present        |                 |         |

Meeting commenced at 5:30 p.m. Meeting adjourned at 6:53 p.m.

- 1. Public Comment:** N/A
- 2. Approve Minutes from the September 21, 2022 Finance Subcommittee Meeting:** A motion was made by Donna Nolan and seconded by Monica Logan that the Finance Subcommittee approve the minutes from the September 21, 2022 Finance Subcommittee Meeting.
- 3. September 2022 Statement of Accounts:** Reviewed and accepted. Discussed shortage of Speech & Language Pathologists, bus drivers and substitutes and the impact on the budget.
- 4. Building Committee Update:** Completion date moved to end of November/beginning of December. Roofing project increased significantly – leadership meeting to discuss. Improvements in culinary area result in savings down the road.
- 5. Food Service Update:** Monitoring.
- 6. GEF Grant Update:** Video production student nearing completion.
- 7. Leave-of-Absence Request:** Approved.
- 8. Other:** Space for storage and robotics team. Looking for space to accommodate including off-campus space.

A motion was made by Donna Nolan and seconded by Monica Logan to adjourn the meeting at 6:53 p.m.





## UPCOMING DISTRICT EVENTS

|                |   |                        |  |
|----------------|---|------------------------|--|
| December 2     | NHS Sports Tournament   | 6:00-9:00 p.m.         | HS Main Gym                                |
| December 7     | PSATs Grades 8 & 9  |                        |  |
| December 7     | Curriculum Subcommittee Meeting<br>Board of Education Meeting | 5:30 p.m.<br>7:00 p.m. | Central Services<br>Town Hall Meeting Room |
| Dec. 7-9       | Early Release – Elementary Only<br>(Conferences)              |                        |  |
| December 7     | Kelly Lane Evening Conferences                                |                        |  |
| December 8     | Wells Road Evening Conferences                                |                        |  |
| December 9     | District-Wide PJ Day Fundraiser<br>for CCMC                   |                        |  |
| December 12    | SEPTO Meeting   | 6:30-8:00 p.m.         | Wells Road Media Center                    |
| December 15    | HS Band Concert   | 7:00-8:00 p.m.         | HS Auditorium                              |
| December 21    | Finance Subcommittee Meeting<br>Board of Education Meeting    | 5:30 p.m.<br>7:00 p.m. | Central Services<br>Town Hall Meeting Room |
| December 22    | HS Chorus Concert   | 7:00-8:00 p.m.         | HS Auditorium                              |
| December 23    | Early Release – All Schools                                   |                        |  |
| Dec. 26-Jan. 2 | Winter Recess   |                        | Offices Closed 12/26 & 1/2                 |