



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

New Britain Board of Education Policy Subcommittee Meeting

February 19, 2019 - 5:30 PM | New Britain High School

Call to Order and Opening

Mr. Nicholas Mercier, Policy Subcommittee Chair, called the meeting to order at 5:40 PM.

Committee Members Present

Mr. Merill Gay, Mr. Nicholas Mercier, Ms. Sanders-Connolly

CSDNB Committee Staff Present

Mr. Matthew Cannata, Mr. Michael Foran

New Business

Review and approve minutes from Policy Subcommittee meeting on January 22, 2019

There were no recommended changes to the minutes from the Policy Subcommittee on January 22, 2019.

Review memorandum regarding Superintendent's authorization for personnel action

The subcommittee reviewed the memorandum for personnel action. Dr. Tucker reached out to area school districts to see how they handle their hiring processes when the Board of Education only meets once per month. The Policy Subcommittee will revise the current hiring policy to be more aligned with area districts.

Review Policy 4131.00 - Professional Staff Development (April 28, 1986)

The policy presented by CAFE, which is attached, will replace the current policy.

- Change “The members chosen by the Board to be on the professional development and evaluation committee...” to “The members chosen by the Superintendent to be on...”
- Change “The Board, in order to determine its professional development program seeing the advice...” to “The Superintendent, in order to determine its professional development program...”

The Policy Subcommittee recommended the revised policy go to the Board of Education for approval at its next regular meeting.

Review Policy 5145.52 - Equalized Physical Education and Athletics for Boys and Girls (April 15, 1985)

The Policy Subcommittee recommended that the entire policy be struck from the books as it all falls under Title IX and other non-discrimination policies.

New Britain Board of Education

Nicole Rodriguez - President | Nicholas Mercier – Vice President | Gayle Sanders-Connolly - Secretary
Catherine Cheney | Merrill Gay | Yvonne Muniz | Annie Parker | Nancy Rodriguez | James Sanders Jr. | Violet Jiménez Sims

Review Policy 6164.11 - Drug Education (March 18, 1985)

The Policy Subcommittee recommended the suggested policy from CAFE replace the current policy. Mr. Mercier will reach out to CAFE for more information regarding the policy and implementation. A draft of the policy is attached.

The Policy Subcommittee recommended the revised policy go to the Board of Education for approval at its next regular meeting.

Review Policy 5134.00 - Students who are Pregnant, Married and/or Parents (May 4, 1992)

The Policy Subcommittee recommended that the alternate language from the CAFE policy, along with the second paragraph from the optional policy, replace the current policy. The policy is attached.

The Policy Subcommittee recommended the revised policy go to the Board of Education for approval at its next regular meeting.

Review Policy 1351.00 - Free Admission for Honored and/or Wounded Veterans (August 17, 1992)

The Policy Subcommittee recommended that this policy be re-affirmed with the note that ALL veterans will be allowed free admission into events.

The Policy Subcommittee recommended the re-affirmed policy go to the Board of Education for approval at the November 2019 Board of Education meeting.

Closing and Adjournment

The meeting was adjourned at 6:13 PM.

4131 - Staff Development

Staff Development

"Staff development" is viewed by the Board of Education (Board) as a continuous systematic effort to improve educational programs in this school district through (1) staff involvement in organized program planning, implementation and evaluation efforts, and (2) activities to upgrade the skills, knowledge and ability of educators to improve student learning.

Each certified employee, shall annually participate in a program of professional development, of not fewer than eighteen hours in length, of which a preponderance is in a small group or individual group settings. The professional development program shall:

1. be a comprehensive, sustained and intensive approach to improving teacher and administrator effectiveness in increasing student knowledge achievement;
2. focus on refining and improving various effective teaching methods that are shared between and among educators;
3. foster collective responsibility for improved student performance, and
4. be comprised of professional learning that is aligned with rigorous state student academic achievement standards, conducted at the school among educators and facilitated by principals, coaches, mentors and distinguished educators or other appropriate teachers, occurs frequently on an individual basis or among groups of teachers in a job-embedded process of continuous improvement, and includes a repository or best practices for teaching methods developed by educators within each school that is continuously available to such educators for comment and updating.

Staff development experiences, made available by the Board directly, or through a RESC, with another Board of Education or through a provider approved by the Commissioner, and shall be consistent with any goals identified by the certified employees and the Board.

The Board believes that staff development experience should be comprehensive, sustained, and intensive enough to improve teacher and administrator effectiveness in raising student performance, and foster collective responsibility for improved student performance.

Teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change and other topics related to education to enhance the capabilities of educators to improve student learning. The Board of Education recognizes that it shares with its certified staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board of Education and teachers' organizations support the principle of continuing training of teachers and the improvement of instruction.

All employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties.

The Superintendent, in order to determine its professional development program seeking the advice and assistance of teachers, shall establish a professional development and evaluation committee, consisting of certified employees, including representatives of the exclusive bargaining representative for such employees. Committee membership shall consist of at least one representative from each of the teachers' and administrators' unions and other school personnel the Board deems appropriate. The duties of the committee shall include, but not be limited to, participation in the development of a teacher evaluation and support program for the District, the development, evaluation and annual updating of a comprehensive local professional development plan, in fulfillment of the statutes, for certified employees of the District. Such plan shall (1) be directly related to the educational goals proposed by the Board pursuant to C.G.S. [10-220\(b\)](#), (2) be developed in full consideration of the priorities and needs related to student outcomes as determined by the State Board of Education, and (3) provide for the ongoing and systematic assessment and improvement of both teacher evaluation and professional development of the Board's professional staff members, including personnel management and evaluation training or experiences for administrators, shall be related to regular and special student needs and may include provisions concerning career incentives and parent involvement.

The members chosen by the Superintendent to be on the professional development and evaluation committee shall serve at the pleasure of the Board.

Special effort shall be made to prepare teachers and other school personnel to meet the needs of students of diverse cultural and ethnic backgrounds. Planning and implementation of such programs shall be done cooperatively by administration, teachers and parent advisory groups. Special effort shall also be given to administrators and/or supervisors in training pursuant to their obligations in the evaluation of the teacher.

Staff development activities should respond directly to the educational needs of the student body. The in-service program shall fulfill all applicable statutory requirements, especially those delineated in CGS [10-220a](#), as amended.

Such in-service training program for certified staff shall provide information on (1) the nature and the relationship of drugs and alcohol to health and personality development and procedures for discouraging their abuse, (2) health and mental health risk reduction education that includes, but need not be limited to, the prevention of risk-taking behavior by children and the relationship of such behavior to substance abuse, pregnancy, sexually transmitted diseases, including HIV-infection and AIDS, violence, teen dating violence, domestic violence and child abuse, (3) school violence prevention, conflict resolution, the prevention of an response to youth suicide and the identification, prevention of and response to bullying, (4) cardiopulmonary resuscitation and other emergency life-saving procedures, (5) the requirements and obligations of a mandated reporter, and (6) the detection and recognition of,

and evidence-based structured literacy interventions for, students with dyslexia, as define in CGS [10-3d](#).

The Board will allow any paraprofessional or noncertified employee of the District to participate, on a voluntary basis, in any in-service training program provided to certified staff on those topics mandated per C.G.S. [10-220a](#), subsection (a).

The Superintendent is to report annually to the Board of Education on the professional development program and its effect with recommendations for changes as needed.

Professional Development Pertaining to Human Trafficking

The Board, in compliance with PA 17-32, shall provide training pertaining to human trafficking to those staff members who have contact with students. These individuals must complete the initial educational training by July 1, 2018 and refresher training annually thereafter. New hires must complete the initial training within six months after their start date, or by July 1, 2018, whichever is later. This training shall use the training program, which includes a video presentation developed by the Department of Children and Families (DCF) pertaining to the awareness of human trafficking issues and how to accurately and promptly identify and report suspected human trafficking.

(cf. [4115](#) - Evaluation)

Legal Reference: Connecticut General Statutes

[10-27](#) Exchange of professional personnel and students.

[10-220a](#) In-service training. (amended by PA 04-227, PA 08-160, June 19 Special Session, Public Act No. 09-1, PA 10-91, PA 12-116, PA 13-145, PA 15-215, and PA 17-37.)

[10-153b](#) Selection of teachers' representatives

[10-226f](#) Coordinator of intergroup relations.

[10-226g](#) Intergroup relations training for teachers.

[10-145b](#) Teaching certificates (as amended by PA 01-173)

[10-148a](#) Professional development (as amended by PA 17-37)

[10-151\(b\)](#) Employment of teachers. Definitions. Tenure

PA 17-32 An Act Concerning Human Trafficking

PA 17-37 An Act Implementing the Recommendations of the Task Force on
Professional Development and Inservice Training Requirements for Educators

Policy adopted:

CABE DRAFT

5134.00 - Students who are Pregnant, Married and/or Parents

Married students shall have the same educational opportunities as unmarried students, and the Board of Education's responsibility for the education of all school-age children includes pregnant students whether married or unmarried who shall be allowed to remain in school and provided appropriate support services as a part of the school program. School administrators shall provide assistance and support to encourage pregnant and parenting students to remain enrolled in school and graduate.

The New Britain Board of Education will provide all pregnant and parenting students with the same educational instruction or its equivalent as other students. Pregnant and parenting students shall not be discriminated against or excluded from school or any program, class, or extracurricular activity because they are pregnant or parenting students.

The school system may provide programs to meet the special scheduling and curriculum needs of pregnant and parenting students. Student participation in these programs shall be voluntary, and the instruction and curriculum must be comparable to that provided to other students.

A pregnant girl may remain in her regular school program as long as her physical and emotional condition permits. Any variation from a pregnant student's continuance in regular classes shall be based upon her specific needs. In addition, per state regulations, pregnant students must be identified as eligible for special education. Homebound and hospitalized instruction shall be provided only when the Planning and Placement Team finds that it is in the best interest of the student.

Homework and make-up work shall be made available to pregnant and parenting students to ensure that they have the opportunity to keep current with assignments and avoid losing course credit because of their absence from school, and to the extent necessary, as described above, a homebound teacher will be assigned.

Pregnant and parenting students shall be given excused absences from school for pregnancy and related conditions for the length of time the student's physician finds medically necessary. This includes absences due to illness or medical appointment during school hours of a child for whom the student is the custodial parent.

A student who is under age 16 and a mother may request permission from the Board to attend adult education class in lieu of the regular school program.

The Superintendent or his/her designee shall collaborate with other community agencies and organizations to ensure that appropriate educational and related support services are available to meet the needs of expectant and parenting students and their children.

(cf. 6173 - Homebound Instruction)

(cf. 6200 - Adult Continuing Education)

Legal Reference: Connecticut General Statutes

10-184 Duties of parents.

10-186 Duties of local and regional boards of education re school attendance.

State Board of Education Regulations

10-76a-35 Educationally exceptional children.

10-76d-15 Homebound and hospitalized instruction (subsection b4).

10-76d(e)(2) Duties and powers of boards of education to provide special education programs and services.

Title IX of the Education Amendments of 1972, 20 U.S.C. §§1681-1688.

Policy adopted:

6164.11 - Drug Education

Because use of these harmful agents has a deleterious effect on the health and welfare of the users and far-reaching detrimental consequences to users, families, and society, efforts shall be made by staff to reduce student use of harmful drugs, tobacco and alcohol.

The professional staff shall be provided information and skills to acquaint them with problems of drug, tobacco, and alcohol use and in recognition of the symptoms of such use. At least annually, and as other appropriate opportunities arise, teachers in each grade shall emphasize the effect of alcohol, nicotine, tobacco and drugs on health, character, citizenship, and personality development — in both health education programs and in other contexts.

The Superintendent shall make use of in-service training sessions for both certified and non-certified staff to achieve the goals of this policy; full cooperation with community agencies shall be given wherever such cooperation is advantageous to students.

(cf. 5131.6 - Drugs, Tobacco, Alcohol)

Legal Reference: Connecticut General Statutes

10-16b Prescribed courses of study.

10-19 Effect of alcohol, nicotine or tobacco and drugs to be taught.

10-19a Superintendent to designate substance abuse prevention team.

10-19b Advisory councils on drug abuse prevention.

10-220 Duties of boards of education.

10-221(d) Boards of education to prescribe rules.