



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

New Britain Board of Education Regular Meeting

March 2, 2020 - 6:00 PM | New Britain Educational Administration Center

Call to Order and Roll Call

Call to Order

Mr. Merrill Gay, President of the New Britain Board Education, called the meeting to order at 6:04 PM.

Board Members Present

Ms. Monica Dawkins, Mr. Merrill Gay, Mr. Anthony Kane, Ms. Diane Leja, Mr. Nicholas Mercier, Ms. Annie Parker, Ms. Diana Reyes, Ms. Gayle Sanders-Connolly, Dr. Violet Jiménez Sims

Board Members Absent

Ms. Nancy Rodriguez

Public Participation

Mr. Adam Gottner

New Britain High School Senior Adam Gottner and several members of the Educators Rising Club wanted to thank Dr. Shuana Tucker for everything she has done for them personally and for the programs at the high school. Mr. Gottner addressed Dr. Tucker thanking her for the opportunity to attend the Educators Rising Conference in Dallas, Texas last year. He stated that his fellow students were grateful for Dr. Tucker's support and for being a "personal inspiration" to them. The students look forward to coming back to the school district to teach one day.

Mr. Matthew Marino

Mr. Marino stated that as a parent, former New Britain student, and city resident, he is disappointed in how the school district and Board of Education handles business. He stated that he has reached out multiple times to school district representatives via email to start a conversation and has not received any responses. Mr. Marino questioned why he should remain in the district moving forward given how the schools have been performing for the last couple of years. He expressed frustration that he and others in the community have tried to reach out to the school district and are not getting any answers.

Mr. Elfran Quiles

Mr. Quiles stated that as the parent of a 5-year-old Kindergarten student, he is concerned that he has not received any responses from New Britain Board of Education members or staff despite reaching out to them on numerous occasions. He also expressed support for Coach Jack Cochran citing his personal experiences as a member of the football team while attending New Britain High School. Mr. Quiles credited Coach Cochran with providing him with guidance and helping to shape him into the coach and man he is today. He expressed that he has concerns regarding the schools both as a parent and coach in the community. Mr. Quiles stated that he would like to receive answers to his questions and concerns from the school district moving forward.

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Mr. Jose Torres

Mr. Torres stated that as a lifelong resident of New Britain and parent of two students in the school system, he wants to address the importance of what sports mean to the town and the value of listening to community members regarding the education of their children. While acknowledging the challenges teachers face, Mr. Torres cited concerns regarding safety and large classroom sizes. Mr. Torres requested information on what is going on with the process of hiring a new head football coach. He stated that the selection of good coaches for the sports programs in the city is very important for the development of good, responsible kids. Mr. Torres further stated that he has sent multiple emails to Board of Education members which have gone unanswered. He asked for representatives of the school district to respond to his concerns and keep community members in the loop about their game plan and leadership decisions moving forward.

Reports

The Superintendent's Report is attached.

Presentation

The Connecticut Seal of Biliteracy presented by Ms. Wanda Lickwar and Ms. Marissa Cartiera
The presentation is attached.

Acknowledgement

Mr. Gay acknowledged that New Britain Common Council members: Kristian Rosado, Sharon Beloin-Saavedra, Daniel Salerno, and Francisco Santiago were in attendance.

Consent Agenda

(There were no objections to pull the following items off the Consent Agenda. Therefore, these items were approved):

Operations: Approve minutes from the Special Board of Education Meeting on January 29, 2020

Submitted by Ms. Kristin Salerni | No Subcommittee Review

Operations: Approve minutes from the Regular Board of Education Meeting on February 3, 2020

Submitted by Ms. Kristin Salerni | No Subcommittee Review

Operations: Approve minutes from the Special Board of Education Meeting on February 12, 2020

Submitted by Ms. Kristin Salerni | No Subcommittee Review

Operations: Accept Enrollment Report

Submitted by Mr. Jeff Prokop | No Subcommittee Review

Personnel: Accept Report of Personnel Transactions and Extracurricular Appointments

Submitted by Dr. Shuana Tucker | No Subcommittee Review | No documents available in packet

Academics: Accept Donation from New Britain TubaChristmas (\$2,000.00)

Submitted by Ms. Leona Clerkin | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: New Britain TubaChristmas

Board Policy #9-6 requires Board approval to accept any donation in excess of \$500. New Britain Tuba Christmas has awarded CSDNB Fine Arts Department \$2,000.00 for the purchase of low brass equipment for New Britain's music department. These instruments would help to sustain and support our music program at New Britain High School and throughout the district.

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The total is \$2,000.00 and the funding source is New Britain TubaChristmas.

Partnerships: Accept Donation from Community Foundation of Greater New Britain, Inc. / Bill Butler (\$1,000.00)

Submitted by Ms. Sondra Sanford | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Community Foundation of Greater New Britain, Inc. / Bill Butler

A donation was received from Bill Butler for the Together Matters program. The program/partnership is to: 1. Develop and implement a pre-teaching experience for students at NBHS interested in careers in education. 2. Provide elementary school students HS mentors that assist students in the learning process while motivating students to set high academic goals. The donation of \$1,000.00 will be used to fund 10 student's compensated work based learning experience as well as a teacher advisor.

The total is \$1,000.00 and the funding source is Community Foundation of Greater New Britain, Inc./Bill Butler.

Academics: Accept Donation/Grant Award from Fund for Greater Hartford (Attendance Grant) (\$7,000.00)

Submitted by Ms. Maegan Adams | No Subcommittee Review | Funding Source: Fund for Greater Hartford/United Way (fiduciary)

The Coalition for New Britain's Youth received a \$25,000.00 grant award to focus on Chronic Absenteeism in Preschool from the Fund for Greater Hartford. We have already accepted \$15,800.00 in September of 2019 to aid in the purchasing and building of the communities PowerSchool with support from CSDNB, and to assist in paying for an Attendance Outreach Coordinator. In January, we received an additional \$7,000.00 to continue to pay for building of PowerSchool for the community programs with support from CSDNB, as well as to purchase "Perfect Attendance" initiatives and awards for the programs which align to the districts "Every Day Matters" campaign. The community programs have approximately 700 preschool students in which we are able to connect with, while also providing additional support to the 500 district preschool students.

The total is \$7,000.00 and the funding source is Fund for Greater Hartford/United Way (fiduciary).

Partnerships: Accept RESC Alliance Seed Money from Capitol Region Education Council (\$2,385.00)

Submitted by Ms. Tricia Putnam | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: RESC Alliance 56110- Instructional Supplies \$800; 53320-PD \$1,585

As part of Minority Recruitment and Retention plan "Grow your Own" Model, CSDNB has invested in the EdRising curriculum, a rigorous high school-based program of study where students explore teaching through profession-aligned coursework and meaningful clinical experiences. Alignment to the District's Strategic Plan: If CSDNB implements the EdRising Platform to successfully create a 'grow your own' minority recruitment and retention pipeline then CSDNB would have a pool of invested teachers who are more representative of our students and the world.

The total is \$2,385.00 and the funding source is RESC Alliance 56110- Instructional Supplies- \$800 (Books Alive) 53320- Professional Development \$1,585 (For student travel expenses for the EdRising Conference).

Academics: Approve Bid Waiver for African/Latin Drum Sessions for Slade, Pulaski, and DiLoreto Middle Schools (\$9,400.00)

Submitted by Ms. Leona Clerkin | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Local 10109022320056110

Drumming is a tool that has proven to be a therapeutic method for reaching students. It creates a sense of community, it builds confidence and it fosters respect. In the performance nature, it gives students incentive, and promotes positive behaviors and interactions with peers and adults alike. The short term goal is to learn the skills of drumming. The long term goal is to build competence and confidence to perform. African and Latin drumming also expose students to culture and history. Working with outside providers in partnerships helps to create a comprehensive whole-child education. This is an exciting opportunity for our middle school students to participate in and celebrates diversity in the school community.

The total is \$9,400.00 and the funding source is local 10109022320056110.

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Operations: Approve Bid Waiver for Golf Cart for New Britain High School (\$7,700.00)

Submitted by Mr. Robert Smedley | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Community Foundation of Greater New Britain Grant/270106160531-58999

Grant accepted on Feb 3 at the regular BOE meeting. Funding intended for purchase of golf cart for NBHS.

The total is \$6000 / \$1700 and the funding source is Grant / Other 270106160531-58999.

Operations: Approve Purchase Order for Gymnasium Renovations and Updates (\$173,883.00)

Submitted by Mr. Robert Smedley | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Local Funds

Gym renovations and updates.

The total is \$173,883 and the funding source is local funds.

Operations: Approve Bid Waiver for Expansion of NBHS Surveillance Video Servers (\$8,705.36)

Submitted by Mr. Robert Smedley | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Local NBHS Budget Instructional Equipment 101-006-11001-57346

Expansion of NBHS Surveillance Video Servers to allow additional cameras and video storage. Our Video recording servers are currently all Dell servers, expansion requires the same style server to be added. The recording software we utilize for the DVR's also has specific server requirements that Dell Servers are able to meet.

The total is \$8705.36 and the funding source is Local NBHS Budget Instructional Equipment 101-006-11001-57346.

Partnerships: Approve Bid Waiver and Purchase Order for Equipment for CTE Programs and Academies at New Britain High School (\$25,000.00)

Submitted by Mr. Ted Kerrigan | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Perkins 2028969100056110

In 2018, the Strengthening Career and Technical Education for the 21st Century Act was signed into law. In response to this, The Carl D. Perkins Career and Technical Education Act of 2006 was amended and is now called the Perkins V.

As part of the application for Perkins, funding requests need to be aligned to the State Career Clusters, Pathways and Programs of Study and the CSDNB district vision. Part of this vision is to update the CTE programs and academies at NBHS so that students have more rigorous hands and minds on learning that will provide opportunities to obtain skills needed for career opportunities in the current workforce. The state just recently approved the grant application. We are requesting this BOE Bid Waiver and Purchase Order approval for equipment for the CTE Programs and Academies at New Britain High School.

The total is \$25,000 and the funding source is Perkins 2028969100056110.

Partnerships: Approve Bid Waiver for Kitchen Dish Machine Equipment for CTE Programs and Academies at New Britain High School (\$8,318.00)

Submitted by Mr. Ted Kerrigan | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Perkins 2028969100057346

In 2018, the Strengthening Career and Technical Education for the 21st Century Act was signed into law. In response to this, The Carl D. Perkins Career and Technical Education Act of 2006 was amended and is now called the Perkins V.

As part of the application for Perkins, funding requests need to be aligned to the State Career Clusters, Pathways and Programs of Study and the CSDNB district vision. Part of this vision is to update the CTE programs and academies at NBHS so that students have more rigorous hands and minds on learning that will provide opportunities to obtain skills needed for career opportunities in the current workforce. The state just recently approved the grant application. We are requesting this BOE Bid Waiver and approval for the following items.

1. American Dish low temp 3D series single rack dish machine
2. Hubble JDS built in 40 degrees rise in temp. muffler heater

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3. Right side scrap table T&S sprayer from American Dish - 36"
4. Left side clean side table from American Dish - 26"
5. Left and right side drip shelves from American Dish

The total is \$8,318 and the funding source is Perkins 2028969100057346.

Academics: Approve Bid Waiver for Foundations Training Materials from Wilson Language Training Corp. (\$12,332.15)

Submitted by Ms. Amy Anderson | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Alliance Grant Alliance: 2341-969-10001-56110

In partnership with family and community, the Consolidated School District of New Britain works to provide the best personalized and comprehensive whole-child education so our students will be prepared for, and positively contribute to, a profoundly different future. Starting in 2020-2021 we will be implementing Foundations into 5 elementary schools across the district in grades K-2.. Our in-house Foundations coach/trainer will train teachers in Foundations next year. The attached price quote is for the required resources for teachers who will be trained in the 2020--2021 school year. K-2 Sped and EL teachers will also be trained and receive materials.

The total is \$12,332.15 and the funding source is Alliance Grant Alliance: 2341-969-10001-56110.

Operations: Approve Purchase Order for Renewal of VMWare Software (\$52,622.40)

Submitted by Mr. Jeff Prokop | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Local MIS Budget – Data Processing 101092110000-53510

This purchase order is for the renewal of VMWare software. Used to power our virtualization environment (servers and work stations). Three quotes were obtained. The lowest quote for this came from SHI.

The total is \$52,622.40 and the funding source is Local MIS Budget - Data Processing 101092110000-53510.

Operations: Approve Purchase Order for Renewal of Microsoft Products (\$67,682.34)

Submitted by Mr. Jeff Prokop | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Local MIS Budget – Data Processing 101092110000-53510

This purchase order is for the renewal of Microsoft products, used for servers, operating systems, email, and productivity software. Three quotes were obtained for this and lowest bid is being presented for approval. The vendor is Mosaic Technologies.

The total is \$67,682.34 and the funding source is Local MIS Budget - Data Processing 101092110000-53510.

Operations: Approve Bid Waiver and Purchase Order for Kaspersky Antivirus Software Three-Year Renewal and Support (\$39,499.00)

Submitted by Mr. Jeff Prokop | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Local MIS Budget – Data Processing 101092110000-53510

This Bid Waiver and Purchase Order approval is for Kaspersky Antivirus Software 3-year renewal and support. Attempts to obtain three separate quotes were difficult due to the amount of vendors available. Kaspersky connected us to a preferred vendor for this renewal.

The total is \$39,499.00 and the funding source is Local MIS Budget - Data Processing 101092110000-53510.

Operations: Approve Bid Waiver for Hardware Warranty Renewals for Dell Server Hardware (\$12,297.31)

Submitted by Mr. Jeff Prokop | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Local MIS Budget – Data Processing 101092110000-53510

This quote is for specific hardware warranty renewals for Dell Server hardware. The quotes were obtained directly from Dell as opposed to securing a third party for purchase. Two separate items are being submitted for these warranties as they cover different terms and equipment setups.

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The total is \$12,297.31 and the funding source is Local MIS Budget - Data Processing 101092110000-53510.

Operations: Approve Bid Waiver and Purchase Order for Hardware Warranty Renewals for Dell Server Hardware (\$15,791.35)

Submitted by Mr. Jeff Prokop | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Local MIS Budget – Data Processing 101092110000-53510

This quote is for specific hardware warranty renewals for Dell Server hardware. The quotes were obtained directly from Dell as opposed to securing a third party for purchase. Two separate items are being submitted for these warranties as they cover different terms and equipment setups.

The total is \$15,791.35 and the funding source is Local MIS Budget - Data Processing 101092110000-53510.

Operations: Approve Bid Waiver and Purchase Order for Renewal of Destiny Library Circulation Software and Destiny Resource Manager Software (\$27,489.72)

Submitted by Mr. Jeff Prokop | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Local MIS Budget – Data Processing 101092110000-53510

This purchase order and bid waiver is for the renewal of Destiny Library Circulation software and Destiny Resource Manager software. It is purchased directly from the company, so competitive quotes cannot be obtained for this software.

The total is \$27,489.72 and the funding source is Local MIS Budget - Data Processing 101092110000-53510.

Operations: Approve Bid Waiver and Purchase Order for Replacement Flash Storage Device (\$51,284.65)

Submitted by Mr. Jeff Prokop | Reviewed by the Finance Subcommittee on February 24, 2020 | Funding Source: Local MIS Budget – New Equipment 101092125800-57346

This purchase is for the replacement flash storage device which is part of our VDI environment (virtual servers and desktops) The current device has reached end of life and is need of replacement as support is no longer available. The quote was obtained through the company we have used for technical support throughout our VDI deployment. The manufacturer delivers the quote to whomever is working with us, as is not something we can get directly from the manufacturer, nor could we obtain 3 separate quotes for this device. This quote includes 3 years support as well.

The total is \$51,284.65 and the funding source is MIS Local Budget - New Equipment 101092125800-57346

Operations: Accept Finance Report – January 31, 2020

Submitted by Mr. Kevin Kane | Reviewed by the Finance Subcommittee on February 24, 2020

The Financial Report ending January 31, 2020 was presented.

New Business

Operations: Approve Memorial Bench at Jefferson Elementary School

Submitted by Jefferson PTA

Bench is to be dedicated in memory of Ms. Elaine Riccio, former Site Coordinator of the Family Resource Center.

Mr. Mercier motioned to approve a memorial bench at Jefferson Elementary School, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Operations: Approve 2020-2021 Districtwide Calendar

Submitted by Ms. Nancy Sarra | No Subcommittee Review

Mr. Mercier motioned to approve the 2020-2021 Districtwide Calendar, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

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Operations: Approve 2020 New Britain High School Graduation Date

Submitted by Ms. Nancy Sarra | No documents available in packet

The New Britain High School Graduation Ceremony has been scheduled for Monday, June 22, 2020 at 11:00 am.

Mr. Mercier motioned to approve the 2020 New Britain High School graduation date of June 22, 2020, seconded by Mr. Kane. Motion carried unanimously.

Academics: Approve Bid Waiver and Purchase Order for Foundations Training Materials from Wilson Language Training Corp. (\$21,707.42)

Submitted by Ms. Amy Anderson | No Subcommittee Review | Funding Source: Alliance Grant Alliance: 2341-969-10001-56110

In partnership with family and community, the Consolidated School District of New Britain works to provide the best personalized and comprehensive whole-child education so our students will be prepared for, and positively contribute to, a profoundly different future. Starting in 2020-2021 we will be implementing Foundations into 5 elementary schools across the district in grades K-2.. Our in-house Foundations coach/trainer will train teachers in Foundations next year. The attached price quote is for the required resources for teachers who will be trained in the 2020--2021 school year. K-2 Sped and EL teachers will also be trained and receive materials.

The total is \$21,707.42 and the funding source is Alliance Alliance 2341-969-10001-56110.

Mr. Mercier motioned to approve the bid waiver and purchase order for Foundations training materials from Wilson Language Training Corp. in the amount of \$21,707.42, seconded by Ms. Parker. Motion carried unanimously.

Partnerships: Approve Contract/Affiliation Agreement Between Consolidated School District of New Britain and Marist College

Submitted by Ms. Tricia Putnam | No Subcommittee Review

Talent Development. We engage and develop all employees to pursue excellence.

The total is 0 and the funding source is N/A.

Mr. Mercier motioned to approve the contract/affiliation between Consolidated School District of New Britain and Marist College, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Operations: Approve Contract By and Between the New Britain Board of Education and Greater New Britain Teen Pregnancy Prevention, Inc., dba Pathways/Senderos (Pathways) (\$10,000.00)

Submitted by Mr. Mark Spalding | No Subcommittee Review | Funding Source: Local 1010911259000-54400 Finance Rentals

This contract would create a partnership between the CSDNB and Greater New Britain Teen Pregnancy Prevention, Inc., dba Pathways/Senderos with the goal of assisting students who have been expelled to successfully transition back to their home school following the termination of the expulsion. Pathways/Senderos Center has been a pillar of support in New Britain for high risk youth and their families since 1993. The district would assign to Pathways only high school aged students who have been expelled with a maximum enrollment of (10) ten children. The term of this agreement would commence on March 5, 2020 and end on June 30, 2020. The usage fee for the Program Space is \$1500.00 per month. The additional service fee of \$1000.00 per month will result in Pathway's staff providing instruction in social emotional coping skills, employment readiness, career competency proficiency as well as preventative activities and skills during a portion of the school day. The program will also be staffed by a district high school teacher with a special education certification and a district BSA. This proposed partnership and contract between the CSDNB and Pathways/Senderos is aligned with the District Strategic Plan as it is providing core strategies and interventions as part of implementing student discipline. It also meets the requirements set forth by Connecticut statute requiring school districts to provide expelled students 900 hours of instruction during a 180 day school year.

The total is \$10,000.00 and the funding source is local 1010911259000-54400 Finance Rentals.

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Mr. Mercier motioned to approve the contract by and between the New Britain Board of Education and Greater New Britain Teen Pregnancy Prevention, Inc., dba Pathways/Senderos (Pathways) in the amount of \$10,000.00, seconded by Ms. Reyes. Motion carried unanimously.

Personnel: Approve Revision to Chief Talent Officer Job Description

Submitted by Mr. Kevin Kane | Reviewed by the Personnel Subcommittee on February 24, 2020

Job title has been changed to Director of Personnel and Talent Development. This position will report to the Superintendent of Schools and Chief Financial (Operating) Officer.

The primary functions are as follows:

- Under the general supervision of the Superintendent of Schools and Chief Financial Officer, oversees, plans and coordinates all human resource functions for the school district and all aspects of the Talent Development Office's operations, including supervision and evaluation of the department's employees.
- Provides advice to the Board of Education regarding labor relations, and employment law matters, and handles administrative and judicial proceedings involving labor and employment matters, in cooperation with the Board's outside counsel.
- Plans, coordinates and administers all labor relations functions for the Board.
- Leads the critical function of talent management of human capital for the Consolidated School District of New Britain's organization in strong support for schools in their goals for high student achievement for all.
- Is a key strategic member on the Superintendent's Cabinet.

The person in this position will work a schedule as determined by their individual employment agreement including travel to all school district buildings, state agencies, and professional meetings as required. Salary range is \$140,000 - \$160,000 and the benefits are as determined by individual employment agreement. This is an exempt position with no union affiliation and the funding source is local.

Ms. Parker motioned to approve the revision to Chief Talent Officer job description, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Personnel: Approve Revision to Chief Facilities and Special Projects Officer Job Description

Submitted by Mr. Kevin Kane | Reviewed by the Personnel Subcommittee on February 24, 2020

Job title has been changed to Director of Facilities. This position is under the general supervision of the Chief Operations Officer.

The primary functions are as follows:

- Oversees the operation, maintenance, repair and improvement of all school district buildings, grounds and equipment, including school construction projects.
- Assists in formulating the operational policies and procedures to ensure efficient and safe operations.

The person in this position will work a standard work schedule plus work beyond regular business hours as needed to perform duties of the position including attendance at Board of Education, School Building Committee, Board Facilities Committee, and Common Council Meetings as well as any other required meetings. Salary range is \$120,000 - \$140,000 and benefits are as determined by individual employment agreement. This is an exempt position with no union affiliation and the funding source is local.

Ms. Parker motioned to approve the revision to Chief Facilities and Special Projects Officer job description, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

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Personnel: Approve New Job Description: Manager of Safety and Communications

Submitted by Mr. Kevin Kane | Reviewed by the Personnel Subcommittee on February 24, 2020

This position will report to the Superintendent of Schools.

The primary functions are as follows:

- Performs administrative, technical assistance of a confidential, complex and responsible nature.
- Coordinates public relations, safety activities and communications for the School Board and Superintendent.
- Generates in the community at large a climate of understanding of the district's efforts to provide each student with the best possible education in a safe environment in an increasingly complex and sophisticated world.

2019-2020 Salary Range (818 Grade 2a):

- 1st Step: \$94,767
- 2nd Step: \$97,137
- 3rd Step: \$99,565
- 4th Step: \$102,054
- 5th Step: \$104,606
- 6th Step: \$107,221
- 7th Step: \$109,901
- 8th Step: \$112,648

The person in this position will work a 12-month schedule with the ability to work flexible hours to include nights and weekends as necessary. Benefits and wage and step increases are in alignment with the Local 818 contract. This is an exempt position with no union affiliation and the funding source is local.

Ms. Parker motioned to approve the new job description for Manager of Safety and Communications, seconded by Ms. Sanders-C Connolly. Motion carried unanimously.

Personnel: Approve New Position Request: 1.0 FTE Family School Liaison for Smalley Elementary School

Submitted by Ms. Sondra Sanford | Reviewed by the Personnel Subcommittee on February 24, 2020

To address climate and culture in the building as part of the district-wide attendance initiative. This FSL will be responsible for monitoring students identified as chronically absent. This is in line with the district multi-tiered approach to addressing chronic absenteeism.

This is a full-time, 12 month position. The estimated cost is \$65,000 and the funding source is Smalley SIG Grant and Commissioner's Network.

Ms. Parker motioned to approve the new position request for (1.0) Family School Liaison for Smalley Elementary School, seconded by Mr. Mercier. Motion carried unanimously.

Personnel: Approve New Position Request: 1.0 FTE School Counselor for New Britain High School

Submitted by Mr. Damon Pearce | Reviewed by the Personnel Subcommittee on February 24, 2020

This position will support the implementation of the Student Assistance Center at NBHS.

This is a full-time, 10 month position. The estimated cost is \$90,000 and the funding source is grant funding.

Ms. Parker motioned to approve the new position request for (1.0) School Counselor for New Britain High School, seconded by Dr. Jiménez Sims. Motion carried unanimously.

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Personnel: Approve New Position Request: 2.0 FTE Paraeducators for Holmes Elementary School

Submitted by Mr. Mark Spalding and Ms. Donna Clark | No Subcommittee Review

Two paraeducators to be hired for the remainder of the school year to work directly with Bridges students in the regular education setting. These are students with a diagnosis of Autism, who require a high degree of support to be successful in the general education setting. This will be a trial intervention for the rest of this school year to determine if this approach would better serve this population of students better than a self-contained classroom.

This is a full-time, 10 month position. The estimated cost is \$23,000 and the funding source is local.

Ms. Parker motioned to approve the new position request for (2.0) Paraeducators for Holmes Elementary School, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Personnel: Approve New Position Request: 1.0 FTE Paraeducator for Bridges Program at Chamberlain Elementary School

Submitted by Mr. Mark Spalding and Ms. Donna Clark | No Subcommittee Review

One paraeducator to be hired for the remainder of the school year to work directly with Bridges students in the regular education setting. These are students with a diagnosis of Autism, who require a high degree of support to be successful in the general education setting. This will be a trial intervention for the rest of this school year to determine if this approach would better serve this population of students better than a self-contained classroom.

This is a full-time, 10 month position. The estimated cost is \$11,500 and the funding source is local.

Ms. Parker motioned to approve the new position request for (1.0) Paraeducator for Bridges Program at Chamberlain Elementary School, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Policy: Approve Revised Policy 4111.3 – Process for Hiring Head Coaches

Reviewed by the Policy Subcommittee on February 18, 2020

The Policy Subcommittee made the following recommendations with regard to the Board Policy Statement:

- Section A: Strike “Human Resources Department” and replace with “Talent Development Office”
- Section B: Add “based on the job description” to the end of the sentence
- Section C: Strike second reference to “Coordinator of Athletics” and replace with “Talent Development Office” shall then notify...
- Section D: Add the following phrase at the beginning of the sentence “A committee appointed by the Superintendent made up of a minimum of” the Coordinator of Athletics...
- Section D: Add “or their designee” after High School Principal
- Section E: Reformat policy moving Section E up to follow the current Section C and precede current Section D
- Section F: Strike “The Coordinator of Athletics and the High School Principal” and replace with “The committee”
- Section F: Strike “will then recommend the candidate selected” and replace with “will then recommend a selected candidate or candidates to the Superintendent” using the application...
- Section G: Strike “Chief Academic Officer and Chief Human Resources Officer” and replace with “Director of Personnel and Talent Development”
- Section H: Strike “(blue sheet)”

Mr. Mercier motioned to approve the revision of Policy 4111.3 – Process for Hiring Head Coaches, seconded by Ms. Sanders-Connolly. Mr. Mercier motioned to postpone the approval of revised Policy 4111.3 – Process for Hiring Head Coaches for a second reading at the next regular Board of Education Meeting, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

New Britain Board of Education

Merrill Gay – President | Nicholas Mercier – Vice President | Violet Jiménez Sims – Secretary

Monica Dawkins | Anthony Kane | Diane Leja | Annie S. Parker | Diana Reyes | Nancy Rodriguez | Gayle Sanders-Connolly

Policy: Approve Revised Policy 0521.00 – Equal Employment Opportunity – Non-Discrimination

Reviewed by the Policy Subcommittee on February 18, 2020

The Policy Subcommittee made the following recommendation with regard to the Board Policy Statement:

- Add “gender identity” to second sentence following “sex” and preceding “age”

Mr. Mercier motioned to approve the revision of Policy 0521.00 – Equal Employment Opportunity – Non-Discrimination, seconded by Ms. Reyes. Mr. Mercier motioned to postpone the approval of revised Policy 0521.00 - Equal Employment Opportunity – Non-Discrimination for a second reading at the next regular Board of Education Meeting, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Policy: Approve Revised Policy 2151.00 – Recommendations for Administrative Positions

Reviewed by the Policy Subcommittee on February 18, 2020

The Policy Subcommittee made the following recommendations with regard to the Board Policy Statement:

- Strike “his/her” from the first sentence of second paragraph and replace with “their”
- Change second sentence of second paragraph from “The study session will typically be the executive session of the Board meeting prior to the Board Meeting the candidate will be presented for approval” to “The study session will typically be in executive session.”

Mr. Mercier motioned to approve the revision of Policy 2151.00 – Recommendations for Administrative Positions, seconded by Ms. Sanders-Connolly. Mr. Mercier motioned to postpone the approval of revised Policy 2151.00 – Recommendations for Administrative Positions for a second reading at the next regular Board of Education Meeting, seconded by Dr. Jiménez Sims. Motion carried unanimously.

Policy: Approve Revised Policy 4131.00 – Professional Staff Development

Reviewed by the Policy Subcommittee on February 18, 2020

The Policy Subcommittee recommended that the suggested policy from CABE replace the current district policy with the following revision:

- Strike “Board” from the eighth paragraph of the suggested CABE policy and replace with “Superintendent”

Mr. Mercier motioned to approve the revision of Policy 4131.00 –Professional Staff Development, seconded by Ms. Sanders-Connolly. Mr. Mercier motioned to postpone the approval of revised Policy 4131.00 – Professional Staff Development for a second reading at the next regular Board of Education Meeting, seconded by Dr. Jiménez Sims. Motion carried unanimously.

Policy: Approve Revised Policy 5134.00 – Students who are Pregnant, Married and/or Parents

Reviewed by the Policy Subcommittee on February 18, 2020

The Policy Subcommittee recommended that the suggested policy from CABE (Alternate Language) replace the current district policy with the following revisions:

- Strike “girl” from the first sentence of the third paragraph and replace with “student”
- Strike “her” from the first and second sentences of the third paragraph and replace with “their”
- Strike “mother” from the last sentence and replace with “parent”

Mr. Mercier motioned to approve the revision of Policy 5134.00 – Students who are Pregnant, Married and/or Parents, seconded by Ms. Reyes. Ms. Parker motioned to postpone the approval of revised Policy 5134.00 – Students who are Pregnant, Married and/or Parents for a second reading at the next regular Board of Education Meeting, seconded by Mr. Mercier. Motion carried unanimously.

New Britain Board of Education

Merrill Gay – President | Nicholas Mercier – Vice President | Violet Jiménez Sims – Secretary

Monica Dawkins | Anthony Kane | Diane Leja | Annie S. Parker | Diana Reyes | Nancy Rodriguez | Gayle Sanders-Connolly

Ms. Sanders-Connolly motioned to adjourn at 7:39 PM, seconded by Dr. Jiménez Sims. Motion carried unanimously.



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

Superintendent's Report

New Britain Board of Education Regular Meeting | March 2, 2020

Sarah Harris - will talk about visit from State Treasurer and Scott Haney on Thursday, February 27

Operations

The Facilities Department alongside Construction Advocacy Professionals, LLC have submitted ten projects to the State for closeout.

- Of those ten, five have been closed and five are pending closure.
- There remains four other projects that have not been submitted. Facilities is currently working on getting closing documents submitted to the State for these four projects.

Preschool Project Updates

- **Chamberlain Renovation Proposal** - While we are still exploring the possibility of adding a preschool to the Chamberlain project, our initial proposal has been submitted to renovate as new and, if possible and with Board approval, will be modified to include a preschool as well.
- **Continued partnership with CCSU to create a PreSchool Lab School** - A committee has been formed, including members from the Office of Early Childhood, CCSU Staff, CSDNB, and Community Providers. The next steps from our meeting two weeks ago are:
 - CCSU to reach out to explore the possibility of securing a location, as well as identifying a grant writer to write a proposal to American Savings Foundation to secure funding and further explore building a Lab School which will include size, location, hours, ages, staffing, partnerships, etc.
 - Office of Early Childhood has provided a list of some potential grant writers that CCSU can utilize and will be obtaining unmet need child care data.
 - CSDNB has shared the data we have on our own unmet needs and is identifying possible partners, associates, and resources to help with planning.

Long Range Planning for Capital Improvement

- We've invited the Construction Advocacy Professionals, LLC and Moser Pilon Nelson, Architects, LLC to discuss a long-range planning "roadmap" with the Board at our Saturday, March 14 Board Retreat.

Proactive planning for potential impact of Coronavirus

- We are following the advice of the Connecticut Department of Health <https://portal.ct.gov/dph> and the Centers for Disease Control <https://www.cdc.gov/>.
- We will be checking the websites daily and will be meeting weekly with our Local and District Safety team and city officials to monitor staff and student attendance and plan and prepare for the potential impact if we do need to close our schools for a time.

- A message outlining the efforts the school district is taking in preparation of any potential impact for the school community has been posted to CSDNB website and social media.
- Hard copy letters will be distributed Tuesday to all students.
<https://docs.google.com/document/d/1hrqQc9keRKRCYEsIIDRaI8wsMCHkkTWi4-AYjvTngJk/edit>

Commissioner's Network Grant Applications have been successfully submitted to the State Department of Education today for Smalley Elementary, Slade and Pulaski Middle Schools.

- Thank you to our building administrators and Cabinet Members for working collaboratively to capture the curriculum work we are working on to seek additional funds for curriculum and instruction coaching and support for all teachers.

Partnership

PROMOTING THE POSITIVE

Student Attendance continues to show gains

- At the 80-day mark (Jan. 17, 2020), even with the flu season, the District still had a decrease in chronic absenteeism by more than 2% as compared to the 80-day mark previous year.
 - Gaffney, Lincoln, NBHS, SCA, Smalley, and all special education programs decreased chronic absenteeism by 4% or more.
- At the 100-day mark (Feb. 19th, 2020), even with continued flu season upon us, **14** schools decreased chronic absenteeism anywhere from .05%-6.11%.

Thank you to Nelba Marquez Greene of the Ana Grace Project for...

- To Kill a Mockingbird on Broadway - 50 students from New Britain High School were afforded the opportunity to go to New York City to experience the Broadway show.
 - Organized by Yvonne Giranella, with 9th grade English teachers Gina Derasmo, Maciej Fornal, Sue Hummanick, and Beth Mazzadorian attending
 - 46 9th grade students who attended made connections with the text "To Kill a Mockingbird", which they will begin to read this coming week. Students interested in going had to write a response to a prompt to show interest. It was a great opportunity and a debrief is going to be planned in the coming weeks to compare the differences between text and play.
- Thank you to Ryan Langer, Christi Tilton, and Melissa Abate for participating in Newtown's town wide celebration of Charlotte Bacon's 14th birthday. Melissa Abate, who created our Annual Story Walk, utilized the story, 'Good Dogs, Great Listeners' written by the family of Charlotte Bacon for our Story Walk one year and passed the posters on to the family of Charlotte Bacon to use. (See email below for additional information)

Nelba Márquez-Greene <anaandisaiahsmom@gmail.com> Wed 2/26/2020 10:05 AM

Hi Nancy,

Just to let you know that two of your staff spent their Saturday in Newtown- honoring both New Britain and the life of Charlotte Bacon very well. Christi Tilton and Ryan Langer came down in the late morning to be volunteers for Charlotte Bacon's 14th birthday memorial town wide celebration.

After the town wide celebration, Christi stayed and waited several hours (until about 9 p.m.) to read the statement of partnership that both Ryan and Christi worked on together. It was the best of the three presentations, and delivered with excellence. You would have been so proud.

I have to say that I work with a lot of people. The excellence and integrity you demand as a leader is really beautiful to see. These women are really amazing.

Also, as a mother (and they and you are all mothers) that they stood there and held all that celebration and all that grief? It really says a lot about who new Britain is. New Britain is there in the good and the bad.

About 50 of your high schoolers are on the bus to NYC to see TO Kill A Mockingbird! I am glad that worked too.

Continue to count on me and The AGP as a lifelong partner. NMG

The NBHS Academies Career Fair on February 27 brought 40 Community Partners to introduce approximately 350 students to their companies and career opportunities

- The Work Based Learning (WBL) team of Tai Cichocki, Gerry Berthaiume, and Angelo D’Alfonso, along with the CTE team, coordinated the event, which is required of all NBHS Academies students.
- Every Academy theme was present; Finance, Health Sciences, MET, and Public Service
- The 40 community partners are the most we have ever had at the annual event.
- Multiple media outlets were present.
 - Fox61 did a live interview with WBL staff and alumnus Joe Figueroa of Richards Machine. Joe is a 2019 graduate who is in the Quality Control department at Richards Machine.
 - WTNX Channel 8 news interviewed WBL staff.
 - The New Britain Herald covered the story (please see the attached article).
- Junior Achievement of Southwest New England partnered with us on the event. They supplied ALL the Career Fair packets for the students. They are an invaluable partner to us and we can’t thank them enough!
- Other partners sponsored the event to the amount of \$775.00, allowing us to purchase quality prizes for those students who completed their Career Fair packets and returned them before the end of the school day on Friday.
- Chefs Nelson and Crowley and their students provided the refreshments for our vendors.
- All in all, it was a terrific event with many hands contributing to the success of an interactive and informative professional development opportunity for our students.

The National Academy Foundation (NAF) visited NBHS to conduct quality reviews for three of the four NBHS Academies: Academy of Business & Finance, Academy of Health & Sciences, and Academy of MET.

- The review is done to verify the four elements provided in the assessment are in fact occurring at NBHS.
- The four elements include Academy Structure, Advisory Board Membership, Curriculum and Instruction, and Work Based Learning.
- We should receive the results within the next month.

The MET Academy at NBHS is officially recognized as a quality pre-apprenticeship program by the CT Department of Labor/Office of Apprenticeship Training for credentialing purposes.

- Jason Howey and Sondra Sanford met with Colin Cooper, Connecticut's first-ever Chief Manufacturing Officer, to discuss potential state funding and advocacy for the New Britain MET Academy program.
- Our partners, specifically Jason Howey, have been speaking to the manufacturing community to raise funds for the MET rooms at NBHS, as well as middle school technology/manufacturing labs.

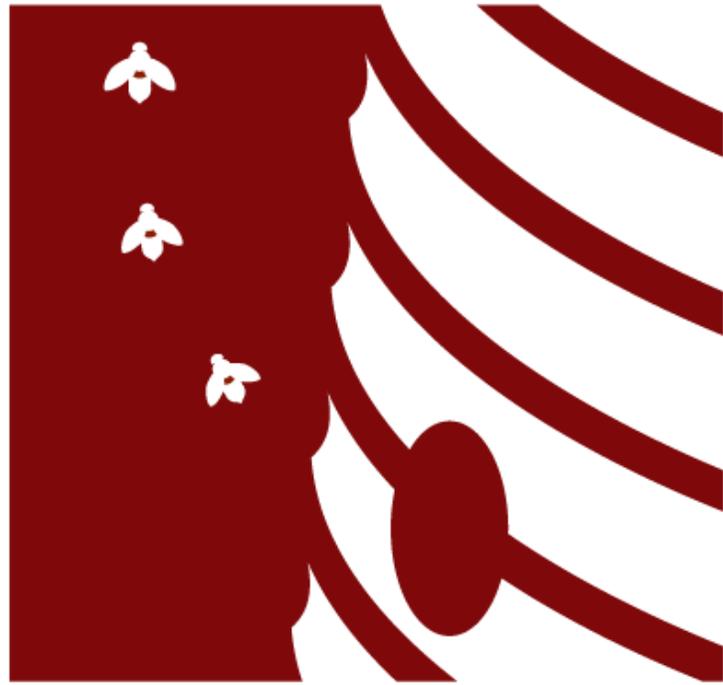
"Friday Night Ballers" begins its second year as a Tier 2 Tier 3 intervention

- More than 70 students from Slade and Pulaski commit to a Friday Night at the YMCA of Basketball, team building, and promotion of self, team responsibility, and communication. 64 students went on a field trip Sunday to a Quinnipiac basketball game! Thank you to Janice Pina for organizing the event!

Talent/Academics Update

The need for 5 Prerequisite Sessions for all elementary and middle school classroom and core content teachers

- Our building-level and central office-level walkthrough data demonstrated the need to front load all content and classroom teachers in the essential, foundational components of a student-centered, culturally responsive learning culture.
- There has been some early evidence across classrooms of teachers who have completed the first cycle of training that the new learning during our NBU Sessions is being consistently applied and internalized. Teachers are applying strategies and reflecting on their practice.
- **Elementary** - All of our K-5 classroom teachers have worked with our Talent/Academic Departments and the consultants with EdAdvance to create a common understanding around creating a student-centered, culturally responsive classroom. We are wrapping up our prerequisite sessions with all our elementary schools this week.
 - Approximately 350 teachers have received professional learning in creating a student-centered classroom in preparation for K-3 ELA unit implementation at our 5 pilot schools this spring.
- **Middle School** - Today, we wrapped up our first cycle of our prerequisite professional learning on Understanding qualities of a student-centered learning culture, connecting practice to the Common Core of Teaching.
- **High School** - These sessions will roll to high school teachers through New Britain High Faculty Council Prerequisite Professional Learning Sessions this spring.
- Cycles of teacher professional learning sessions are followed by administrator sessions in which the learning is distilled and applied to classroom walkthrough, learning walk and observation structures.



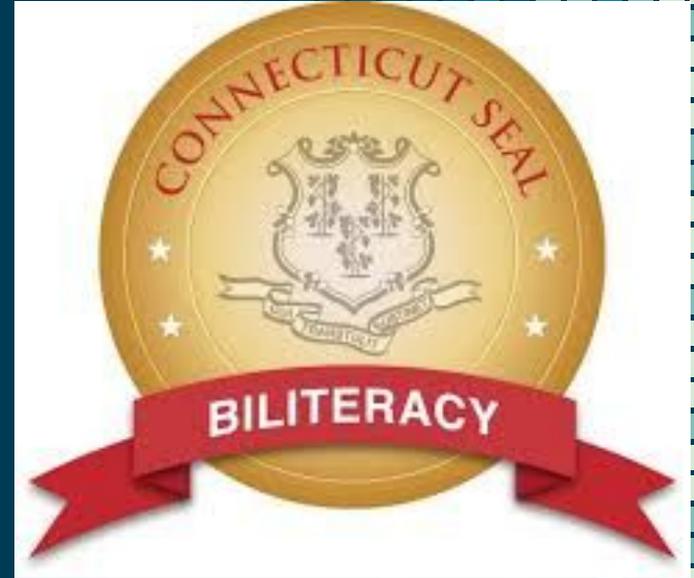
**CONSOLIDATED
SCHOOL DISTRICT
— OF —
NEW BRITAIN**

**NEW BRITAIN BOARD OF EDUCATION
REGULAR BOARD MEETING
PRESENTATIONS**

March 2, 2020 – 6:00 PM | New Britain Educational Administration Center



CT Seal of Biliteracy within CSDNB



Importance of Language Acquisition:

***Research repeatedly shows that learning another language:**

1. supports academic achievement and improves the first language
2. provides cognitive benefits
3. positively affects attitudes and beliefs about languages and deepens connections to other cultures



*ACTFL.com

Purpose of the Seal

Student:

- **Recognizes** the value of language diversity
- **Encourages** the study of languages
- **Provides** recognition to ELs about the value of learning English while maintaining their primary language

Universities, Employers, Community:

- **Certifies** proficiency of biliteracy

Participating Connecticut School Districts

DRG D Bethel
DRG B Brookfield
DRG A Darien
DRG D East Lyme
DRG F Enfield
DRG B Farmington
DRG B Glastonbury
DRG B Greenwich
DRG G Groton
DRG G Hamden
(Private) Marianapolis Prep

DRG H Meriden
DRG B Monroe
DRG I New Britain
DRG A New Canaan
DRG I New Haven
DRG I New London
DRG B Newton
DRG E North Branford
DRG E North Stonington
DRG H Norwalk
DRG E Region 1

DRG C Region 12
DRG E Region 16
DRG C Region 18
DRG H Stamford
DRG D Stonington
DRG G Stratford
DRG D Wallingford
DRG D Waterford
DRG E Westbrook
DRG A Wilton

Participants by DRG:
DRG A = 3
DRG B = 6
DRG C = 2
DRG D = 5
DRG E = 5
DRG F = 1
DRG G = 3
DRG H = 2
DRG I = 3

Seal Attainment Criteria

- **English:**
 - meets all graduation requirements
- **Language(s) other than English:**
 - demonstrates proficiency at or above an *Intermediate Mid* level, as outlined by ACTFL (American Council on the Teaching of Foreign Languages) proficiency guidelines, on approved language assessments





Approved Assessments

Assessment of Evidence Table:

Minimum Score:

Assessment of Performance towards Proficiency in Languages (**AAPPL**)

1 - 3 in all four domains

Oral Proficiency Interview (**OPI**) or **OPIc** and Writing Proficiency Test (WPT)

Intermediate Mid

International Baccalaureate (**IB**) World Language Exam

4 or higher

Advanced Placement (**AP**) World Language Exam

3

ASL Proficiency Interview

3

Sign Language Proficiency

Intermediate

Avant STAMP (Standards-based Measurement of Proficiency)

Intermediate Mid

ALIRA Latin Interpretive Reading Assessment

1 - 3



ACTFL

AMERICAN COUNCIL ON THE
TEACHING OF FOREIGN LANGUAGES

AAPPL Components

*Test Components:

1. Interpretive Listening
2. Interpretive Reading
3. Interpersonal Listening and Speaking (speaking component)
4. Presentational Writing

*Each component can be administered separately.



Languages:

Arabic
English
French
German
Hindi
Italian
Japanese
Korean
Mandarin Chinese
Portuguese
Russian
Spanish
Thai



ACTFL

AMERICAN COUNCIL ON THE
TEACHING OF FOREIGN LANGUAGES

AAPPL Supports Portrait of Graduate

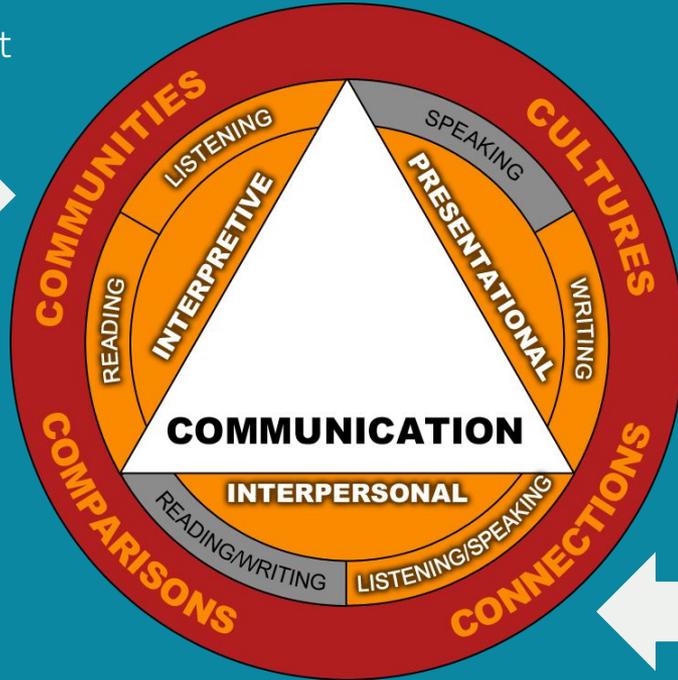
Analyze & Construct
Evidence-based
Arguments



Critical & Creative
Problem Solving



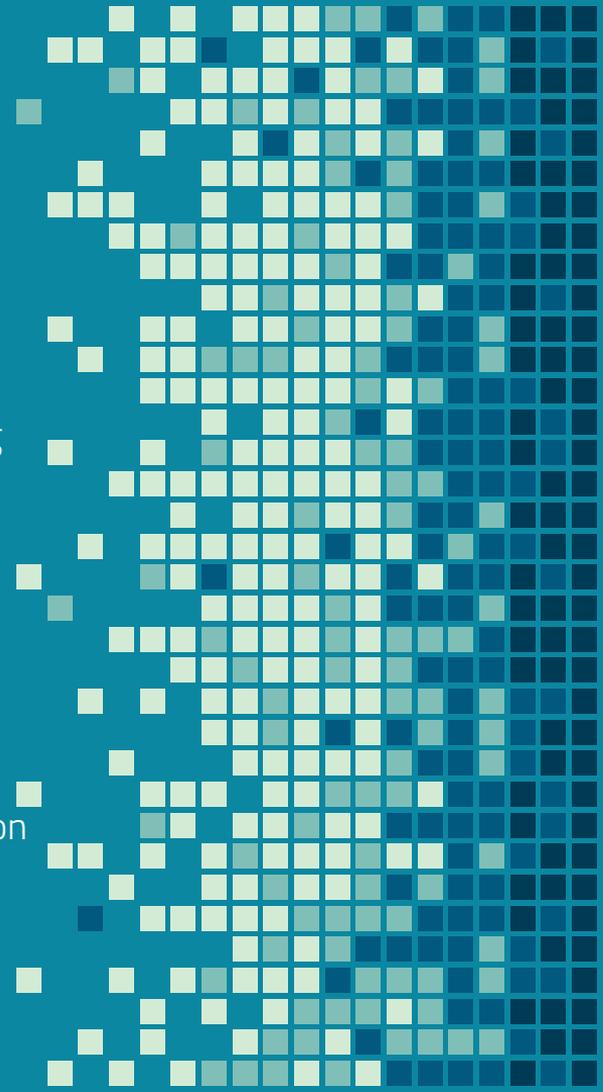
Initiative &
Perspective



Empathy &
Cross-Cultural
Understanding



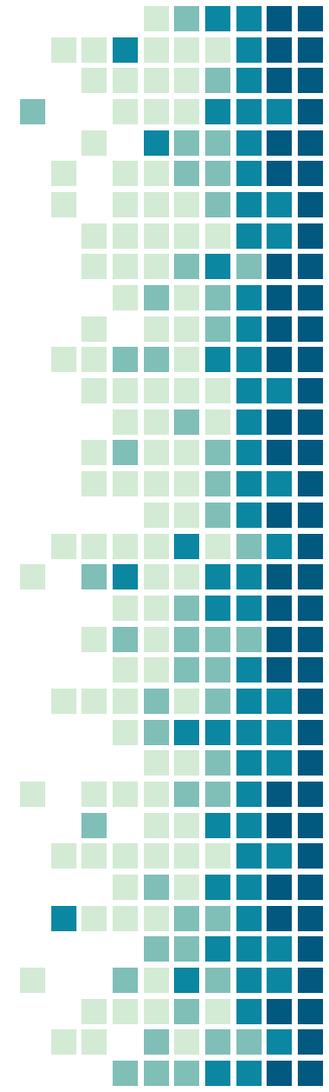
Meaningful &
Purposeful
Communication



Equitable Access



- Accommodations for students with an exceptionality or disability are available for the speaking portion of the AAPPL, if needed
- Biliterate students in grades 10-12 are eligible to be assessed and receive the Seal upon graduation
 - NBHS
 - Satellite Careers Academy
 - Brookside
 - Transitional Center



Promoting the Seal and Identifying Students



Middle School:

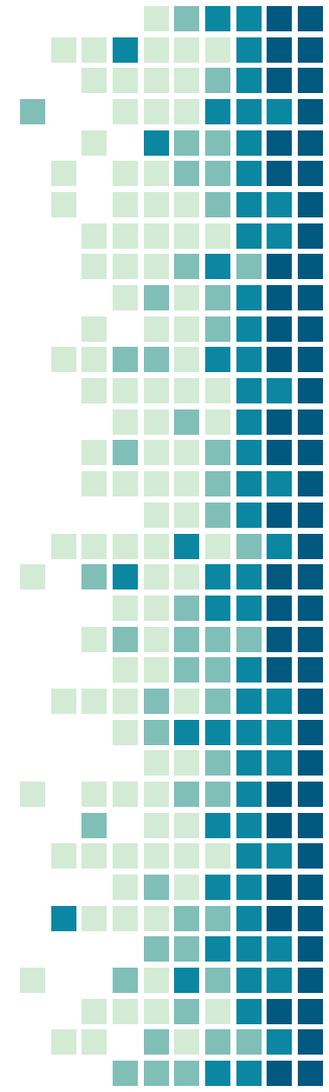
- Acquaint MS guidance counselors and teachers of Seal
 - Can assist in recruitment and identification of eligible students
- Make MS students aware their biliteracy is a societal asset and will be acknowledged upon HS graduation.
- MS Spanish Placement Exam
 - Identifies student who can progress beyond Spanish 1 as freshmen

High School:

- Inform HS guidance counselors
 - Promote Seal to all students, in particular WL and ESL students
- HS Teachers (especially WL and ESL teachers)
 - Promote and recruit eligible biliterate students
 - Can place bilingual students in Heritage and Speakers Spanish class to improve their proficiency

Registration Office/Welcome Center:

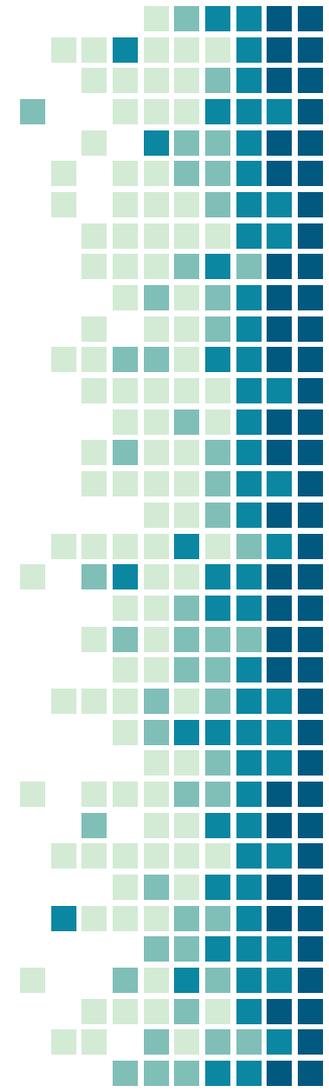
- Inform WL Department of newly enrolled bilingual/biliterate students



NBHS WL Department

Adjustments and Reflection

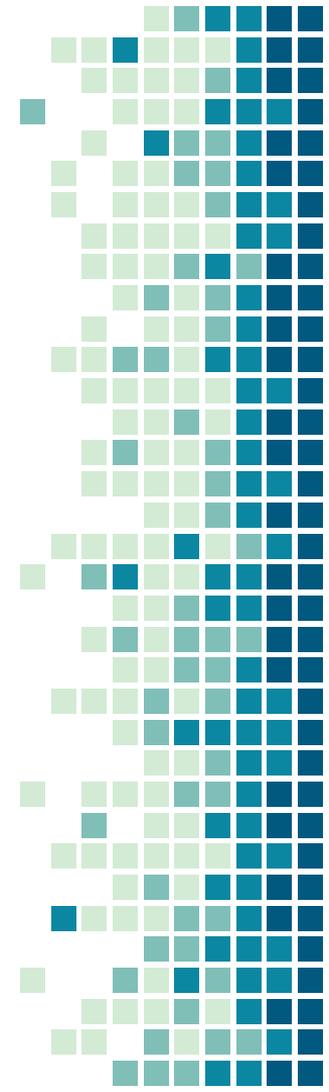
- SY 20-21 addition of the new courses to help bilingual and biliterate students improve their Spanish language skills
 - Spanish for Heritage Speakers (bilingual students)
 - Spanish for Spanish Speakers (biliterate students)
- Newly created (SY 19-20) Listening/Speaking Rubrics
 - for each WL proficiency level (1-4 & AP)
 - aligned to ACTFL skills assessed on the AAPPL
 - rubrics also offers students suggestions/hints on how to progress to next oral proficiency level
- In process of completing Reading/Writing Rubrics
 - aligned to ACTFL skills assessed on the AAPPL



New WL Listening/Speaking Rubric - aligned to ACTFL National Standards

	Advanced (A)	Intermediate High (I-5)	Intermediate Mid (I-4)
<p style="text-align: center;">WL Listening/ Speaking Rubric</p> <p style="text-align: center;">Level AP; Advanced (I 4 - A)</p>	<p>You can:</p> <ul style="list-style-type: none"> participate fully in the conversation, demonstrating the following: communicate with ease and confidence on topics of general interest and some new topics related to concrete social, academic, or work-related areas produce narrations and descriptions in all major time frames efficiently deal with an unexpected turn of events resolve problems you might encounter in daily life or while traveling abroad speak in well-formed paragraphs that show organization, cohesion and detail 	<p>You can:</p> <ul style="list-style-type: none"> maintain a conversation about and beyond yourself AND resolve a problem you might encounter in your daily life AND speak in well-connected sentences and some paragraphs AND people understand what you are saying most of the time 	<p>Try to:</p> <ul style="list-style-type: none"> maintain a conversation about yourself and your life by asking questions and describing or telling stories AND easily express your own thoughts AND request the things you need, even if it requires extra effort AND speak in well-connected sentences AND have what you say be readily understood by teacher People who are not used to language learners understand what you are saying some of the time
	<p>Strategy:</p> <p>Try to:</p> <ul style="list-style-type: none"> continue developing your skills in narration and expanding your ability to deal with topics beyond the general and personal level. read articles about community or world issues. practice conversations in which you need to support your opinions, discuss an issue from an abstract perspective or hypothesize. 	<p>Strategy:</p> <p>Try to:</p> <ul style="list-style-type: none"> practice telling stories about past present and future events describe so that your listener can form a mental picture of what you are saying practice adding detail every time you can report and discuss events beyond your immediate environment imagine trying to deal with a problem and propose a variety of solutions 	<p>Strategy:</p> <p>Try to:</p> <ul style="list-style-type: none"> practice telling stories from beginning to end. once you've told a story, go back, and add something to each part. describe everything you see in your class, your neighborhood or home and then add more detail practice having conversations about topics beyond your immediate environment. pretend you're in a situation where you need to do or get something and a problem arises. practice resolving the complication.

OUR PROCESS IN A NUTSHELL

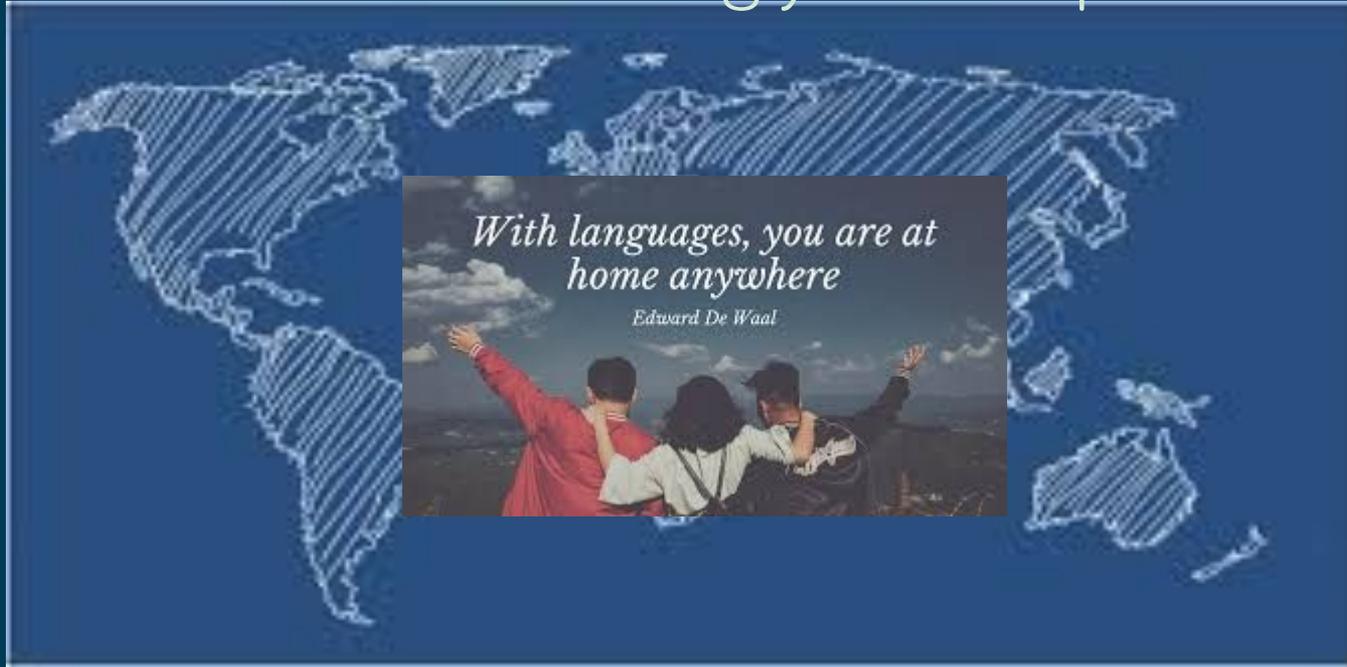


First Seal Recipients



May 29, 2019

Our world is increasingly interdependent



and language holds the power to better connect us...



www.shutterstock.com - 3426142138

Any questions???



ESL/Bilingual/WL District Coordinator:
Wanda Lickwar

NBHS ESL Teacher:
Marisa Cartiera