



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

New Britain Board of Education Regular Meeting

August 16, 2021 - 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 of Education, called the meeting to order at 6:05 PM.

Board Members Present

Ms. Monica Dawkins, Mr. Merrill Gay, Mr. Joseph Listro, Mr. Nicholas Mercier, Ms. Annie Parker*, Ms. Diana Reyes, Ms. Gayle Sanders-Connolly, Ms. Tina Santana, Dr. Violet Jiménez Sims

*Attended remotely

Board Members Absent

Mr. Anthony Kane

Public Participation

Kathleen Dziadik

Ms. Kathleen Dziadik addressed Board members to voice her opinion regarding the student dress code. As the parent of three elementary school-aged students in the district, Ms. Dziadik stated that she believes that PreK-Grade 5 children should be able to dress in a way that reflects their self-expression and personalities. She added that she does not believe that the way that students dress creates a distraction in the classroom. In addition, Ms. Dziadik stated that she believes the survey that was sent out to parents in Powerschool was confusing and that young children should be given the right to make their own decisions with regard to their clothing since so many other decisions in their lives are made by adults.

Additional correspondence emailed to Board members for Public Participation:

Kathleen Dziadik

Esteemed Board of Education,

Thank you for taking the time to read my correspondence.

I am a mother of three children within the CSDNB school district. They are entering Preschool, 2nd grade, and 4th grade. They attend two different schools within the district..

I understand the uniform policy is being voted on with some changes added in. I have read the draft posted by CSDNB on their Facebook page and I have some big disagreements with it, and the policy as a whole.

It seems the goal of uniforms is to prevent "brand envy" among students. As a child I wasn't even aware of brands or the cost of items being different until I was older. I can't imagine the dress code for young children has anything to do with modesty because of the way the district allows the highschoolers to dress.

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Children are going through many formative years from the start of their school journey. One of the things they should be allowed to explore is their self expression. This can boost the confidence of the child and make them happier to be able to wear something they love. To express something they care about. The rate of suicide among young children is on the rise. I believe one of the reasons is due to a lack of self expression.

I understand some parents feel they can't afford the "nicer brand" clothing but I assure you they very well can if they want to. When I was a child (I am about to turn 34) there were not children's second hand stores. Now there are and you can snag your child a name brand sweater for \$5. The issue is some parents don't seem to care for their children in the same ways that they care for themselves. Showing up to assemblies with their hair and makeup all done up and wearing fancy clothes for themselves. The district shouldn't be responsible for the poor decisions of certain parents.

During the summer, two of my children attended the SEE program. They were both given shirts at the end of the camp. These shirts have a graphic and words on them. Per you own policy they aren't even allowed to wear the shirt they got from the school to school. This makes absolutely no sense. Why even give the children a shirt in the first place if it's going to be rendered practically useless?

Furthermore, school is set to start in 17 days. You honestly think parents haven't already shopped for their students by now? I have purchased full wardrobes for my children already. I will not be purchasing more clothing and shoes. My children's clothes have graphics and words on them that are age appropriate. My one daughter has a heart on one of hers that is just multicolored, my other daughter has words that say "be a good friend, kindness matters, everyone deserves love", and my son has a shirt with a man playing basketball that says "what matters is you make a shot, not if you make it". None of these positive, motivational pieces of clothing can be worn to school. These items didn't even come from "brand" clothing stores. They are from Old Navy and The Children's Place. All of them cost under \$5.

When my children used to attend school in uniforms I would grab ones from Once Upon A Child, a second hand store for children. They would end up with American Eagle, Ralph Lauren, and other logos like that on them. At no point did any of my children notice they were even wearing a brand or tell me that someone else noticed they were wearing a brand. Things like jealousy over what another is wearing or has is something, unfortunately, taught at home. Much like other issues that people tend to have with others. Just some food for thought.

Please allow the children the self expression they so desperately need to grow up healthy. Especially in today's world where so much is taken away from the kids in general, particularly this last year and a half. They miss their friends, they have a lot of catching up to do with them, and all children could use a little positive motivation from the inspirational quotes adorning most children's clothing lately.

I eagerly await hearing of the vote and hope the current policy set to voted on is amended. I ask you to think back to your own childhoods and what you wore to school, think back to when you realized anything about brands or money. Then think of how you came to understand those things.

Respectfully,
Kathleen Dziadik

Phoenix Smith

8/16/21

Good Afternoon Board of Education,

I am an incoming 11th grader at New Britain High School. I had the pleasure of reading the new possibly updated policy for the school dress code. I am grateful that the policy is more inclusive and does not target young women like myself or urban fashion as many of our neighboring districts do. I am happy that I can still wear head coverings, as a fashion statement or even on a bad hair day so I can feel good about myself and focus on my schoolwork with confidence.

My hope is that the New Britain Board of Education and teachers are more concerned about our students getting a good education versus what we are wearing. I would like to build a relationship with my teachers and better understanding the

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curriculum since it has been a tough school year for all of us. Returning to school is important and instead of this district focusing on how we dress, my hope is the district focused on engaging with us students instead of controlling us with all those policies/old dress codes. The way I wear my hair and clothing is an expression of myself. Please do not take that away from us.

Kristen Berggren

CSDNB Staff Member

Dear CSDNB Board of Education,

I am very concerned about the continued required use of masks for our students and educators for the upcoming school year, and feel compelled to comment. I don't have children of my own but have spent 12 years of my career in a public school setting in various capacities, the last five in New Britain. I am a neurotypical adult whose brain is done developing. I am used to challenging situations, am able to keep my cool, pivot on a dime and don't give up easily, but the masks caused me so much distress that I had to take a leave of absence from work.

Imagine how much worse it must be for the children! Over the past year I have dealt with situations and heard many horror stories regarding the forced masking of children; I have seen the insides of masks routinely coated in mucus, blood or dirt. Children have suffered from staph infections on their faces, pleurisy, sore throats, bloody noses, increased irritability, anxiety, the list goes on and on. We now have children who are so afraid of catching a virus that rarely affects them severely that they are afraid to take their masks off even to eat lunch. Do you think that is okay? I could write a whole page on the effects these masks are having on the children's socio-emotional development and language acquisition, but for the sake of time I won't. How anyone thinks this requirement is healthy or protecting anyone, or that it should be continued indefinitely is beyond me. We are so tired of hearing that children are resilient. They are, but they shouldn't have to be. They can get used to any number of unhealthy routines. That doesn't mean they aren't causing long term harm.

The mask requirement in schools has been extended until September 30th. It will almost certainly be extended again, and again, and AGAIN. Is everyone on the Board REALLY okay with forcing students and staff to wear masks for another ENTIRE school year, and possibly beyond? What is our end game, and when do we say enough is enough? When will we look at the data from school districts in other states, and private schools in THIS state, that never required masks, and realize that their Covid outcomes were no worse, and in some cases better, than those that did (Peaster Independent School District in Texas is one of those districts)? If the governor doesn't end it, we implore YOU to. Our children and educators have a right to breathe, and the choice to mask should be in the hands of the parents alone. Thank-you for your attention to this matter.

Sincerely,

Kristen Berggren 08/14/2021

New Business

Mr. Mercier motioned to move item 2B (Operations: Discuss Pending Legal Matter) ahead of the next item on the agenda, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Executive Session

Mr. Mercier motioned to go into executive session at 6:21 PM to discuss item 2B (Discuss Pending Legal Matter), seconded by Ms. Sanders-Connolly. Attorney Kelly Smith Hathorn, Superintendent Sarra, Mr. Kevin Kane (Chief Financial Officer) and Ms. Maryellen Manning (Director of Personnel and Talent Development) were invited into executive session to discuss item 2B with the Board. Motion carried unanimously.*

*Attended remotely

Continuation of Meeting

The meeting resumed in open session at 7:03 PM.

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New Business

Personnel: Approve Administrative Appointment

Submitted by Ms. Maryellen Manning | No Committee Review

- **Ms. Diane Leja, Assistant Principal at Jefferson Elementary School, effective August 17, 2021.**
The salary is \$122,877 and the funding source is grant funding.

Mr. Mercier motioned to approve the administrative appointment of Ms. Diane Leja as Assistant Principal at Jefferson Elementary School, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Move Item on Agenda

Mr. Mercier motioned to move item 4C (Presentation: School Resource Officer Program) up to be the next item on the agenda, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Presentation

School Resource Officer Program

Presented by Mr. Damon Pearce and Chief of Police Christopher Chute

NBHS Principal Damon Pearce and Chief Christopher Chute presented the plans moving forward to address concerns raised by Board members and members of the high school regarding School Resource Officers in the district. Mr. Pearce explained the different steps in the Student Support Decision Tree, the development of the Student Assistance Center, and the roles that staff members have in conflict resolution. Chief Chute explained the circumstances under which a School Resource Officer must become involved in an incident, the discretion they have, and the issuance of juvenile summonses. He also shared the process for selecting SROs and the trainings they must complete. Slides from the presentation are attached.

Reports

The Superintendent's Report is attached.

Presentations

ESSER and ARP Funds Update

Presented by Ms. Sondra Sanford

The presentation is attached.

Teacher Evaluation (TEVAL) Updates

Presented by Ms. Maryellen Manning and Ms. Kristina DeNegre

The presentation is attached.

Consent Agenda

(There were no objections to pull the following item off the Consent Agenda. Therefore, this item was approved):

Operations: Approve Minutes from the Regular Board of Education Meeting on June 7, 2021

Submitted by Ms. Kristin Salerni | No Committee Review

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Personnel: Accept Report of Personnel Transactions and Extracurricular Appointments

Submitted by Ms. Maryellen Manning | No Committee Review

Mr. Mercier motioned to accept the Report of Personnel Transactions and Extracurricular Appointments, seconded by Ms. Sanders-Connolly. Dr. Jiménez Sims abstained from voting. Motion carried unanimously by 8-0 vote.

Operations: Approve Revised 2021-2022 Districtwide Calendar

Submitted by Ms. Nancy Sarra and Mr. Michael Foran | No Committee Review

Proposed amendments to the current 2021-2022 Districtwide Calendar include revision of the end of the 3rd trimester date and recognition of the Juneteenth holiday.

Mr. Mercier motioned to approve the revised 2021-2022 Districtwide Calendar, seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Policy: Policy Committee Moves to Approve Revised Policy 5132.10 – School Attire

Reviewed by the Policy Committee on June 21, 2021

Mr. Mercier motioned to approve revised Policy 5132.10 – School Attire, seconded by Ms. Sanders-Connolly.

Mr. Mercier motioned to amend revised Policy 5132.10 – School Attire striking Section III [Districtwide School Attire Guidelines (all students Pre-K through Grade 5)] in its entirety and renumbering additional sections accordingly, seconded by Dr. Jiménez Sims.

Roll call vote:

	<i>Aye</i>	<i>Nay</i>	<i>Abstain</i>
<i>Gay</i>	<i>X</i>		
<i>Mercier</i>	<i>X</i>		
<i>Jiménez Sims</i>	<i>X</i>		
<i>Dawkins</i>	<i>X</i>		
<i>Listro</i>	<i>X</i>		
<i>Parker</i>		<i>X</i>	
<i>Reyes</i>	<i>X</i>		
<i>Sanders-Connolly</i>		<i>X</i>	
<i>Santana</i>		<i>X</i>	

The motion carried by 6-3 vote.

Mr. Mercier motioned to amend revised Policy 5132.10 – School Attire by amending Section II.B [Districtwide School Attire Guidelines (all students Pre-K through Grade 12)] to include “Except in the case of religious coverings, teachers may request that students remove their head coverings while in the teacher’s classroom,” seconded by Mr. Listro. Motion failed unanimously by 9-0 vote.

Ms. Sanders-Connolly motioned to table approval of revised Policy 5132.10 – School Attire, seconded by Ms. Parker.

Roll call vote:

	<i>Aye</i>	<i>Nay</i>	<i>Abstain</i>
<i>Gay</i>		<i>X</i>	
<i>Mercier</i>		<i>X</i>	
<i>Jiménez Sims</i>		<i>X</i>	

Dawkins	X		
Listro		X	
Parker	X		
Reyes	X		
Sanders-Connolly	X		
Santana	X		

The motion carried by 5-4 vote.

Ms. Sanders-Connolly motioned to add current Policy 5132.10 – School Attire to the agenda, seconded by Ms. Parker. All were in favor of the motion with the exception of Dr. Jiménez Sims.

Ms. Sanders-Connolly motioned to reinstate current Policy 5132.10 – School Attire that was suspended July 2020, with an amendment to strike Section III (School Uniform for Students Grades K-8), seconded by Ms. Parker.

Mr. Mercier motioned to amend the current motion to also strike Section IV (Staff Responsibility), seconded by Dr. Jiménez Sims.

Roll call vote:

	Aye	Nay	Abstain
Gay	X		
Mercier	X		
Jiménez Sims	X		
Dawkins		X	
Listro	X		
Parker		X	
Reyes	X		
Sanders-Connolly		X	
Santana		X	

The motion carried by 5-4 vote.

Mr. Mercier motioned to amend the current motion to reinstate Policy 5132.10 – School Attire with the exclusions of Sections III and IV to also include the exclusion of Section I (Statement of Policy), seconded by Ms. Sanders-Connolly. Motion carried unanimously.

Mr. Mercier motioned to amend the current motion to reinstate Policy 5132.10 – School Attire with the exclusions of Sections III, IV and I to also strike the text of Section II (Statement of Purpose) and replace with the following:

“The New Britain Board of Education has determined that reasonable expectations for school attire can further important educational interests by promoting safety in school communities and pride in the school. Furthermore, the Board of Education, in partnership with families, looks to create a safe, engaging, and inclusive school environment.”

Motion was seconded by Ms. Sanders-Connolly. Ms. Parker abstained from voting. Motion carried unanimously by 8-0 vote.

Mr. Mercier motioned to further amend the current motion by striking Section V (Voluntary School Uniform for High School Students, Grades 9-12), seconded by Dr. Jiménez Sims. Ms. Parker abstained from voting. Motion carried unanimously by 8-0 vote.

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Mr. Mercier motioned to amend the motion before the Board to add an additional section at the end of the policy which reads:

“VI. Periodic Review of Policy

The Board shall systematically review and revise or reaffirm this policy at minimum every three school years, beginning with the 2024-2025 school year. This review should include to the extent possible, parent, student, and teacher input via survey or focus group. Nothing in this section shall be interpreted to preclude the Board from reviewing the policy prior to the required school year.”

Motion was seconded by Ms. Sanders-Connolly. Ms. Parker abstained from voting. Motion carried unanimously by 8-0 vote.

Mr. Mercier motioned to amend the motion before the Board to state that the Board hereby directs the Superintendent of Schools to begin a process of reviewing the Administrative Procedure of Policy 5132.10 – School Attire through parent focus groups and community engagement to bring recommendations for changes before the Board, seconded by Dr. Jiménez Sims. Ms. Parker abstained from voting. All were in favor of the motion with the exception of Ms. Sanders-Connolly. Motion carried by 7-1 vote.

All were in favor of original motion to reinstate and approve Policy 5132.10 – School Attire as amended with the exception of Dr. Jiménez Sims. Motion carried by 8-1 vote.

Personnel: Approve New Job Description and New Position Request for 1.0 FTE Transportation Facilitator for NBEAC

Submitted by Ms. Maryellen Manning | No Committee Review

This position will report to the Manager of Transportation.

Primary functions include:

- Under direct supervision of the Manager of Transportation, performs transportation work in the functional areas of transportation and pupil accounting.
- Responds to transportation and student record inquiries from the public and district staff

The position is to assist the Transportation Department with their daily operations.

This is a full-time, 12 month position. Salary and benefits are as set forth in the Local 818 collective bargaining agreement. This position is affiliated with Local 818 and will be the same pay grade as the Manager of Special Projects. The funding source is local budget.

Ms. Sanders-Connolly motioned to approve the new job description and new position request for (1.0) Transportation Facilitator for NBEAC, seconded by Dr. Jiménez Sims. Motion carried unanimously.

Personnel: Approve REVISED Job Description for Equity and Climate Specialist (Districtwide)

Submitted by Ms. Maryellen Manning | No Committee Review

Several changes were made throughout the job description:

- Connecticut Teacher Certification required
- Salary and benefits as set forth in the Local 871 collective bargaining agreement
- Follows school procedures as established by the principal in accordance with the agreement with the New Britain Federation of Teachers
- Local 871, New Britain Federation of Teachers

Ms. Parker motioned to approve the revised job description for Districtwide Equity and Climate Specialist, seconded by Dr. Jiménez Sims. All were in favor of the motion with the exception of Mr. Mercier, Ms. Sanders-Connolly, and Ms. Santana. Motion carried by 6-3 vote.

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Information Sharing

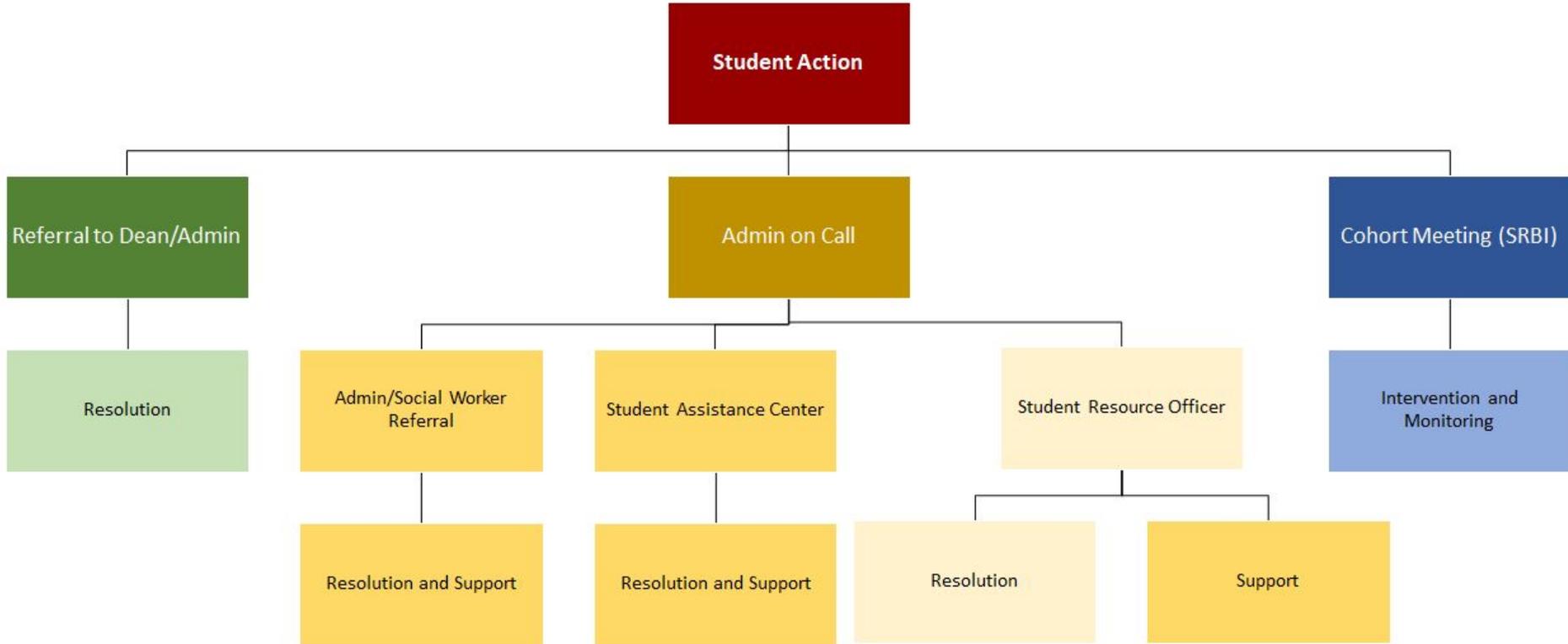
Purchase Orders/Bid Waivers Approved – Superintendent’s Summer Authority

Board members reviewed the report of Purchase Orders and Bid Waivers approved by Superintendent Sarra from June 8, 2021 to August 13, 2021.

Closing and Adjournment

Ms. Sanders-Connolly motioned to adjourn at 10:45 PM, seconded by Mr. Mercier. Motion carried unanimously.

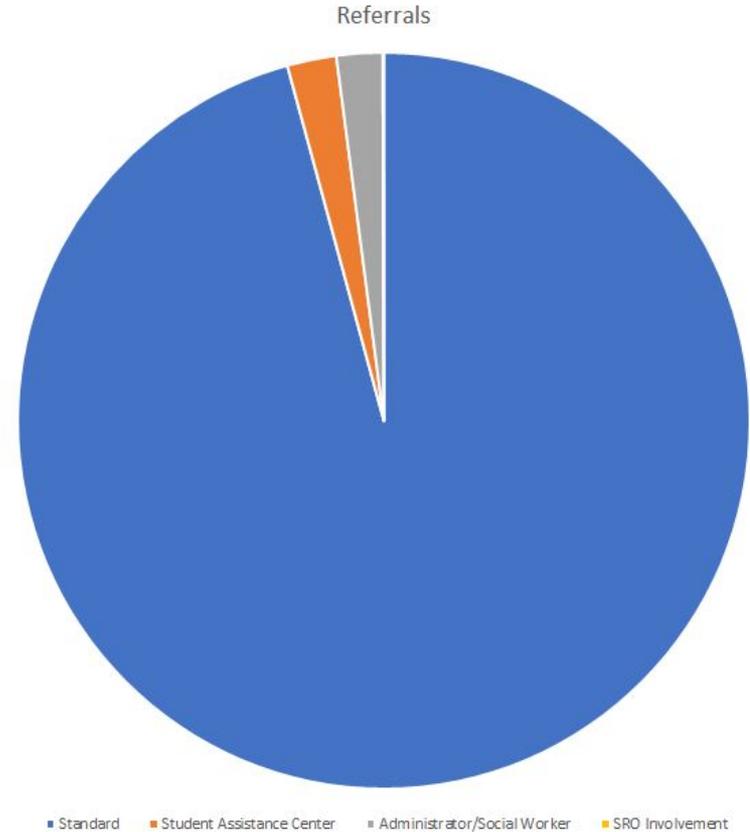
Student Support Decision Tree



Student Support Data (2019-2020)

Referral Type	Total
Standard <i>Class cuts, etc.</i>	14,912
Student Assistance Center (SAC) <i>Student to student conflict</i>	338
Administrator/Social Worker <i>Staff intervention for individual students</i>	317
SRO Involvement <i>As required by statute</i>	7

*Of the total total referrals,
12,485 are related to classroom attendance*





Superintendent's Report

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Important Dates

As we get closer to the first day of school, we understand that many parents may have questions. To help answer those questions and provide more information, we will be scheduling **public forums on August 18, 24, and September 1 at 4 PM to discuss our plan for the 2021-2022 school year, the latest guidance from the State Departments of Education and Public Health, and more.** These can be viewed on our [website](#), [Facebook page](#), or our [YouTube channel](#).

Summer School Graduation is Thursday, August 19 at 5 PM at New Britain High School.

Facilities

Summer Work (Schools)

Buildings have been cleaned and are ready for staff and students. Facilities' extra focus this summer was to clean rooms top to bottom, clean and scrub bathrooms and ceramic tile, and clean stairs and stairwells. Exterior beautification has begun and will continue. Large shrubs and old baseball field fencing were removed from Roosevelt and Smith. Also shrub, overgrowth, and small tree removal was completed at Diloreto, Pulaski, Gaffney,

MS & HS Technology Rooms

Machines are in the rooms, dust collection systems installed, final punch list items are being completed.

Chamberlain Project & Pope John Paul

Chamberlain construction has begun environmental remediation and demolition phase has started. Pope John Paul is in the process of being set up. 12 commercial dehumidification systems were installed in the lower level. The entrance hallway had a partial asbestos tile abatement. Air quality test was completed. No issues found. All reports completed with results will be available for review in the Main Office. School is networked and WiFi is operational. Projectors and boards are on site and will be installed.



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COVID Preparation

We have adequate masks, face shields, gloves, hand sanitizer, disinfecting wipes, soap, and paper towels for the district.

NBHS Leaking roof

Solar Panel removal will begin in September. 4 weeks to complete. All roof holes or penetrations will be addressed when the panels are removed

Boiler replacements (Smith, Jefferson, Diloreto, Holmes)

3 oil tanks removed in August. Boilers will be installed by September 30th.

Smalley School Solar Panel

Installation has begun and should be completed by September 15.

Finance

Year-End Process – Finalize 8/13/21

- a. Closing of grant funds
- b. Closing general fund

State Reporting

- a. ED141 – Grant Reporting – Due to SDE 9/1/21
- b. EFS – District Financial Data Report – Due to SDE 9/1/21

My School Bucks

- a. Migrating Athletics & Music programs to online payment system
- b. In collaboration with MIS – installing plug in to PowerSchool to implement student fee management with direct link to My School Bucks

QuickBooks

- a. Upgraded to QuickBooks Online
- b. Virtual training sessions for staff – Week of August 16th



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Square 9 – Electronic Document Storage

- a. In first phase of implementation
 - i. Vendor building district module
 - ii. Developing OCR templates for invoice, checks and PO's
- b. MIS working with vendor to install software – August 9 & 13th

Transportation

- 100% of students with transportation requests to date are assigned to routes
- Ongoing review and refinement of routes and planning for startup
- Beginning to field common requests for changes (e.g. babysitter, addresses, etc.)
- Expected date of completion remains on or before August 20th
- Current totals include:
 - 6,992 Home-to-School regular transportation on First Student
 - 726 Home-to-School special transportation on Speciality
 - 66 Outplacement transportation (Out of District) on Speciality

MIS/Tech Services

- Projector hardware is slowly being shipped to the warehouse as we await all of it to arrive prior to installation at a school.
- District has sufficient student devices ready to distribute to new students.
- Networking Improvements (switches and WiFi) are underway and will continue to happen as equipment arrives.

Central Registration

- Registration appointments are actively happening everyday. Currently over 500 fully registered for the coming year and many booked appointments in the coming weeks.



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- The Central Registration Experience questionnaire is now sent to the parent's email address after registration. It asks them to rate the process in terms of ease as well as customer service experience. All initial respondents have been very positive about their experience.

Hiring Update

Vacancies for Certified Staff (As of August 16)

1	Districtwide
22	Pupil Services
9	TESOL/ESL
6	Elementary School
9	Middle School
4	New Britain High School
51	Total

Out of the 51 certified vacancies, 20 are new positions that were added under the ESSER grant. **Since May 1, we have offered employment to 215 non-certified and 120 certified staff.** Interviews continue on a weekly basis and onboarding of new employees occurs daily. The above numbers do not reflect hires that are already in process. Resignations and retirements have also been submitted during this timeframe, which impact vacancy numbers.

Food Service

Mosaic

- Upgrade food service program POS system in collaboration with MIS
- Staff training held – June 14th – 16th
- System is live and ready for 1st day of school

Menu Planning

- Developing Halal Menu for opening of school year
- Developing new menu options



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- c. Collaboration between Whitson's and Stephanie Noto (Registered Dietician) to increase meal offerings and meal portions (remaining within USDA guidelines)

Academics

Summer Programming (K-8)

- 2 weeks of Level Up (July 12-16 & August 9-13)
- 3 weeks main programs
 - JumpStart (DiLoreto) PK-4
 - SEE (Lincoln, RELC, Smalley) K-3
 - CREATE (NBHS) 4-5
 - XTREME (NBHS) 6-8
- Highlights:
 - Evidence of Foundations efficacy among students in Foundations v. non-Foundations schools
 - Student choice, variety in programming, integration of new initiatives (Foundations, IM routines, new coach training, Mango Math)
 - Variety of CBO providers with diverse programs and diverse staffing
 - Some return to hands-on learning with frequent hand-washing and social distancing

NBHS Summer School

- On average there were about 250 students in the building during session 1 and about 150 students in the building session 2. There were about 300 students learning virtually throughout both sessions. **Overall about 600 students earned credit over the two sessions. We had 24 seniors graduate from session 1 and 17 students graduate from session 2.** Most importantly students were given the opportunity to learn throughout most of the summer, and many students took advantage of the opportunity.
- Areas for growth- special education program needs to be reorganized to better service self contained students as well as inclusion students

Professional Development Schedule

- Links to Virtual PD sessions being added to PD schedule
- Admin PD schedule finalized (DeNegre and Academics)



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Progress toward hiring coaches and roles

- Interviewed 4 candidates for Round 1 Instructional Coach and Math Coach positions
- Interviewed 4 candidates for Round 2 Instructional Coach and Math Coach positions
 - Selected 3 as finalists
 - reference checks submitted for all
 - 3 accepted - hiring recommendations submitted for 2
- Conducted Coaching Institutes to onboard new coaches
- Finalized Coach Training for 2021-2022 in partnership with Instructional Coaching Group
 - Submitted Board Memo for Training

Curriculum updates

- Finalized format K-5 Math Units with consultant partners
- Finalized Professional Development for roll-out of new K-5 Math and 6-8 ELA units
- DAP/Play/Imagineering Team planning for Professional Development for PK-1 teachers
- Coach/CIT Writing Team planning training for Coaches for 2021-2022
- STEAM curriculum writing team continuing with updates to STEAM curriculum for 2021-2022
- Ordered novels to support the 6-8 ELA curriculum
- HS department chairs leading work on course curriculum
 - Freshman course curricula being rolled out in 2021-2022

Recovery

- Hiring Lead Teachers
- Piloting of TIPs program
- Finalizing results RFP for teachers and providers
- Finalizing results from Forms for Super Saturdays and Lead Teachers
- Promoting Recovery Efforts at Back to School Bash
- Created Form for Lead Teachers to collect interest on Elevate Teachers
- Analyze i-Ready and other data points to curate materials for Elevate
- Surveying high school students on programs they would like to see offered next school year to ensure student voice.



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Personnel and Talent Development

- New Teacher Orientation August 16th and August 17th
 - Sessions will be recorded for any late hires
- Admin PD week August 18th - August 24th
 - Topics Include:
 - Data Driven Decision Making
 - Calibration of Administrators - TEVAL Changes - Taking the approach of Evaluators as Coaches to support teacher growth and effectiveness
 - Illustrative Math and LearnZillion - Admin PD - Math Curriculum
 - SLOP and CELP Standards work will continue
 - Student and Parent Engagement will continue to be one of the focuses for the 21-22 school year.
- P&TD is supporting the Department of Academics with Teacher Professional Development Week

Diversity, Equity and Inclusion

- Hired DistrictWide Equity and Climate Specialist
- Diversification staff numbers will be shared in September
- DEI Contracted Services
 - Finalized Foundations of Diverse, Equitable, and Inclusive Educators with Global Education & Beyond, Inc
 - In progress/negotiations for SERC contract for high school staff and smaller learning communities and Pacific Education Group for Beyond Diversity Training for select cabinet, administrators and community leaders



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Pupil Services

- Out of District Placements in Private Programs: August 2021: 68 August 2020: 73 (-5)

- Professional Development/Presentations:
 - New Teacher Orientation : August 17, 2021
 - Admin. Update: Pupil Srv, Dept.: August 24, 2021
 - Para- Educators : Education Law:/Social Emo. Wellness August 25, 2021
 - Pupil Srvs. Dept. Back To School Presentation: August 26, 2021
 - Nurses' PD/Protocols: August 26, 2021.

- CT-SEDs (New Statewide IEP Platform for 2022/23 School Year)
 - District Committee formed.

- Recent hiring or positions covered:
 - Key Classrooms: 20 para-educators, 2 teachers.
 - Medical: 7 Nurses
 - Teacher, Social Worker, Teaching Asst., Paras: **Interviews 8/17/21**

Partnership Office: ARP Grant Updates

See attached.

ELEMENTARY AND SECONDARY EMERGENCY RELIEF FUND (ESSER)

ESSER 1

FOCUS AREAS:

Activities to address the unique needs of low-income children or students, children with disabilities, English learners, racial and ethnic minorities, students experiencing homelessness, and foster care youth.

Planning for and coordinating during long-term closures, including...how to provide technology for online learning to all students.

Bridging the digital divide

Purchasing educational technology (including hardware, software, and connectivity) for students who are served by the local educational agency that aids in regular and substantive educational interaction between students and their classroom instructors.

ESSER 2

Priority 1: Academic Supports, Learning Loss, Learning Acceleration, and Recovery

Priority 2: Family and Community Connections

Priority 3: School Safety and Social-Emotional Well-being of the “Whole Student” and our School Staff

Priority 4: Remote Learning, Staff Development, and the Digital Divide

AMERICAN RESCUE PLAN (ARP)

ESSER 1



ESSER 2



ARP:
American Rescue Plan

Priority 1

Learning Acceleration, Academic Renewal, & Student Enrichment

Priority 2

Family and Community Connections

Priority 3

Social, Emotional, & Mental Health

Priority 4

Strategic Use of Technology & Staff Development

Priority 5

Building Safe & Healthy Schools

AMERICAN RESCUE PLAN (ARP)

Updates Based on Needs Assessments

ESSER 1



ESSER 2



ARP:
American Rescue Plan

Priority	Description
Priority 1 Learning Acceleration, Academic Renewal, & Student Enrichment	Preschool Full Day
Priority 1 Learning Acceleration, Academic Renewal, & Student Enrichment	Out of school time summer programs for PreK: JumpStart
Priority 2 Family and Community Connections	Bilingual (Arabic) Communication Specialists
Priority 2 Family and Community Connections	Out of time supports for NBHS (WBL)
Priority 3 Social, Emotional, & Mental Health	Increased supports from CHMA to include additional Case Managers
Priority 3 Social, Emotional, & Mental Health	<ul style="list-style-type: none"> Increased staff/BSA for Student Assistant Center at NBHS Increased staff/supports for SEL during summer programming

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AMERICAN RESCUE PLAN (ARP)

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Personnel and Talent Development Office

Teacher Evaluation and Support Process

**Process and Platform Updates:
BOE Meeting Overview**

August 16, 2021

Revisions to the Current TEVAL Process

- Social Emotional Learning Student Learning Objective (SLO) and Indicator of Academic Growth and Development (IAGD's)
 - Aligns with CSDE flexibilities and prioritizing the Social and Emotional Wellness of students
- Performance and Practice
- Examples, Templates and Embedded Resources
- Platform Updates - Streamlined Access for Administrators and Teachers

Updated TEVAL Document can be found under [Staff Quick Links](#)

Performance and Practice

- Teachers will create their own Professional Development Goal, aligning it to the districts goals, and explain the impact it will have on their own growth and the growth of their students in a narrative form.
- The teacher must track their progress in meeting the goal and the impact it has had on their students through the collection of evidence/data.
- Administrators must support teachers in their professional growth and create a narrative that is a culmination of a variety of observations over the course of the school year aligned with district goals.
- Performance and Practice goals must be agreed upon by the teacher and the evaluator and can encompass multiple years.

TEVAL Online Platform Revisions

- 12 tabs to 7 tabs
- Data from Goal Setting will carry over to Mid Year and End of Year Tabs for growth analysis and comparison.
- Administrators will be able to track their observation progress through the observation tab and through monthly email reminders.
- All required observations will be tracked in an observation tab - all observation evidence can be attached to the actual observation by uploading attachments.

**Administrators will get a full day of training during Administrators PD week as well as ongoing training and coaching throughout the school year.