



Waterbury Public Schools Annual Report 2014-2015

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**Respectfully Submitted,
Dr. Kathleen M. Ouellette
Superintendent of Schools**

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Dr. Kathleen M. Ouellette
Superintendent
Waterbury Public Schools

MESSAGE FROM THE SUPERINTENDENT Annual Report 2014-15

This Annual Report Summary presents highlights of the budget and the many issues facing our school district. It serves to provide citizens with critical updates related to the adopted Board of Education FY2014-2015 budget.

The recommended FY2014-2015 budget submitted to the Board of Aldermen indicated that an increase over the FY2013-2014 budget would be required to maintain current programming and level of services for Waterbury Public Schools. The final FY 2014-15 Board of Education's appropriation was a recommended budget based on the Board of Aldermen's appropriation of a 0% increase over the prior year's budget and additional support from the Alliance Grant. Based on then current revenue projections from state and federal sources, the Board of Education prioritized expenditures. Those items assigned the highest priority were included in the FY 2014-2015 budget.

Additionally, grant funds have a significant impact on the annual finances of the Waterbury Public Schools and are received from a variety of federal, state, local and private sources to supplement municipal funding for educational programs and services. Waterbury applies for and receives two types of grant funding: competitive and non-competitive/entitlement funding. Funding amounts are awarded based on student/district need, characteristics of the population, and a match between district needs and funded programs. District budgets impacted by grants include special education, curriculum and instruction, assessment, approved building/utility projects, family/school partnerships, technology, and school security. Regardless of the funding source or type of grant, Waterbury Public Schools must adhere to strict guidelines that vary with each individual grant in order to retain the district's eligibility status and to remain in regulatory compliance with each grant program.

Significantly, in the early part of 2014-15, the district's Year Three Alliance District Grant Application was approved by the Connecticut State Department of Education (CSDE). From that grant the district was awarded \$19,115,441 for operating support and reform initiatives consistent with the *Waterbury Blueprint for Change (2012)*. These reforms included the continued transformation of the central office to provide unprecedented support to school principals around educational leadership, and to teachers around instructional best practices. Focus Walks were implemented at all levels which provided job-embedded professional development to school leaders during classroom visits. Through the reorganization of the central office to include the Chief Academic Officer, four Instructional Leadership Directors (each to support a Network of district schools), a Supervisor of Talent and Professional Development (to develop and implement the district's plan to recruit and retain high quality teachers and administrators and train aspiring school leaders), and a Supervisor of School Turnaround (to support Walsh Elementary and Crosby High Schools which were named CT Education Commissioner's Network Schools), the district is bolstering principals in their role of educational leaders while providing job-embedded training, coaching and modeling in order to build principal capacity to effectively assess and improve teaching at their schools. In addition, in order to improve teaching efficacy, the Alliance grant also funded Literacy Facilitators and a Math Supervisor to provide teachers with job-embedded training, modeling and coaching; Behavior Technicians to address student discipline issues; the Coordinator of School Safety and Security to assess and improve school safety; continued comprehensive curriculum revision to align with the Common Core State Standards and Smarter Balanced Assessments; implementation of a Local Assessment Program for uniform measurement of student achievement; a district-wide Data Team; professional development; online learning opportunities to promote high school graduation; the Night School Alternative Education; and support for Pre-K classrooms that include English Language Learners.

Academic reform in the core content areas continued with the development of a universal system for reading intervention including a new tiered approach to providing individualized Reading instruction utilizing reading teachers and tutors. Middle school Literacy Facilitators were assigned to augment literacy instruction in grades 6 to 8. In Math, the district established common goals for grades K-12, focusing on the Standards for Mathematical Practices, and continued to align Math curriculum with State Core Standards. In Science, common assessments were developed and given through the year for middle school science, and for core high school science courses.

In 2014-2015, Waterbury Public Schools successfully administered its first district wide SAT Day, during which all high school students (grades 9-12) and middle school eighth graders were assigned to take an SAT, PSAT, or ReadStep exam. Taking these tests is essential for admission to college. And, over 1000 students from Waterbury middle and high schools attended the Advanced Manufacturing and Technology Expo this year, interacting with personnel and owners of local manufacturing and technology firms and exploring rapidly growing Science, Technology, Engineering, and Mathematics (STEM) careers.

We are proud that also in 2014-2015, the Waterbury Career Academy (High School) opened its grade 10 for students, having opened initially to grade 9 students only in 2013-2014. Carrington Elementary School opened grades PK to 7 in 2014-2015, having initially opened for grades PK to 6 in 2013-2014. The Waterbury Career Academy will open to grades 9, 10 and 11 in 2015-2016, and Carrington will add its grade 8.

Furthermore, under the leadership of a new principal and with the support of the Turnaround Supervisor, the Walsh Elementary School Turnaround Plan moved into its full implementation phase. Additionally, the district developed its final Turnaround Plan for Crosby High School, which was then approved by the local Board of Education and the State Department of Education. The Crosby Plan calls for four theme-based academies that will focus on 21st century skills and serve as pathways to college and careers; Freshman Academy, Entrepreneurship (business focus), STEAM (Science, Technology, Engineering, Arts and Mathematics), and Public Safety.

Additionally, during the 2014 – 2015 school year a concerted effort to reduce chronic absenteeism in the district yielded a 3.5% decrease, which is equivalent to over 600 more students who were in regular attendance compared to the 2013-2014 school year. In literacy, students reading at proficiency increased 9.3% and 900 less students are at high risk for future reading failure in grades K-5 as measured by the mCLASS reading assessment. Mathematics students in grades K-5 meeting mathematic standards increased by approximately 40% from the fall of 2014 to the spring of 2015.

At the end of the 2014-2015 fiscal year, the District submitted a Year Four (2015-2016) Alliance District Grant application which is pending at the Connecticut State Department of Education. The total funding request is for \$20,911,528. to continue operating support and the reform initiatives initiated with Alliance funds. The grant budget includes funds for continued central office staff and staff function changes; literacy facilitators, math coaches; Pre-K teachers and teaching assistants; mental health and school security initiatives; online learning; curricular resources; MClass assessments; and implementation of a high school credit/college credit program with Naugatuck Valley Community College (NVCC) and the Waterbury Career Academy (WCA).


In preparing the 2015-2016 budget, my staff was, once again, cognizant of the economic hardships that we all face. Like all school systems across the state and around the country, we are prepared to do what is necessary in order to keep providing our children with the best possible educational services. Rest assured, my staff and I are prepared to address these challenges – both academically and fiscally. We are committed to advocate on behalf of our schools so that they can provide the necessary programs and services needed to empower our children to reach their full potential.

As we move forward, please know that we will continue to focus our attention on facilitating ever greater gains in student achievement for all students, closing the racial achievement gap, and maximizing funds for the ongoing maintenance of our buildings and other essential needs. Waterbury will continue to deliver academic programs with rigor that teach 21st century skills in order to prepare all Waterbury students to be successful through and beyond high school graduation. To support stronger student outcomes, we commit to action which includes developing a culture of data driven decision making accompanied by evidence of its use, policies that support continuous improvement, and shared leadership with guiding principles that create a common vision. Entitlement funding will continue to be instrumental in our efforts to increase student proficiency and address the achievement gap; and as always, the district will aggressively pursue competitive grants from a variety of funding sources to address student needs and district goals and objectives.

As we continue our reform work together in Waterbury, we know that it is imperative that teachers and school leaders work together with the support of the entire Waterbury education community to institute improvement strategies that promote the highest quality instruction and ultimately improved student performance across all school levels. Every student in our system deserves to succeed and to be confident and college or career ready as they graduate from high school. Accomplishing this requires our continued commitment to education reform and continuous improvement which will involve change, fiscal and human resource support for our schools, and a commitment to quality education for every Waterbury student. We will continue to engage all stakeholders and use multiple measures of district and school effectiveness in order to accelerate our reform endeavor.

In conclusion, I want to commend the Mayor and members of the Waterbury Board of Education for their commitment to quality education. I am equally grateful to our staff members across the district for their tireless dedication in ensuring that the school system they serve is a place of excellence for our children. In the months and years ahead, I am confident that Waterbury will rise to new heights and will be recognized as a school district that can serve as a model for embracing reform and producing positive outcomes. With the shared goal of improving opportunities for all of our students, I look forward to the work ahead.

Respectfully submitted,



Dr. Kathleen M. Ouellette,
Superintendent of Schools

Central Office Staff

Superintendent of Schools
Chief Operating Officer and Chief of Staff
Chief Academic Officer
Supervisor of School Turnaround
Director of Special Education and Pupil Personnel Services
Director of Personnel
Education Liaison to Government, Business and Community
Instructional Leadership Directors

Kathleen M. Ouellette, Ed.D.
Paul Guidone
Anne Marie Cullinan
Paul Whyte
Wendy Owen
Vacant
Mary Ann Marold
Pamela Baim
Michelle Baker
Darren Schwartz
Kevin L. Watson
Dr. Shuana K. Tucker

Talent and Professional Development Supervisor

School Business Administrator
Management, Information and Technology
Food Service Manager
Bussing Coordinator
Crossing Guard Coordinator
Inspector of School Buildings
Supervisor of Grants
Competitive Grants Writer
School / Community Relations Coordinator
Payroll Supervisor
Supervisor, Research, Development and Testing
Security and School Safety Coordinator

Doreen Biolo
Will Zhuta
Linda Franzese
Jeffrey Hunter
Nate Jones
John Cross
Linda Riddick-Barron
Louise Allen Brown
Nancy Dzija Vaughan
Alyce Cass
Tara Battistoni
John Herman

Special Education Supervisors

Roberta Abell
Lisa Brown
Robert Delaney
Denise Derenches
Sharon Dest
Melissa Gilbert
Monica O'Neil
Melina Rodriguez
Amy Simms

Subject Supervisors

Mathematics - Elementary
Mathematics - Secondary
Science / Technology Education
Health / Physical Education
Social Studies, Family and Consumer Science
Reading / Language Arts (K-6)
Reading / Language Arts (7-12)
Supervisor, Bilingual Education
Supervisor, Early Childhood Education

Janet Frenis
Vacant
John Reed
Joseph Gorman
Michael Harris
Dena Moura
Steven Strand
Adela Jorge-Nelson
Patricia Moran

School Readiness
Adult Education
Family Intake Center

Dr. Barbara Tacchi
Antonio Musto
George D'Agostino

School Principals

Bucks Hill Elementary School
Bunker Hill Elementary School
Carrington Elementary School
Chase Elementary School
Wendell Cross Elementary School
Driggs Elementary School
Duggan Elementary School (PreK-8)
Generali Elementary School
Gilmartin Elementary School (PreK-8)
Hopeville Elementary School
Kingsbury Elementary School
Maloney Magnet Elementary School
Reed Elementary School
Regan Elementary School
Rotella Magnet Elementary School
Sprague Elementary School
Tinker Elementary School
Walsh Elementary School
Washington Elementary School
Woodrow Wilson Elementary School

North End Middle School
Wallace Middle School
West Side Middle School

Waterbury Arts Magnet Middle and High School

Crosby High School
Kennedy High School
Waterbury Career Academy
Wilby High School

Enlightenment and Excel Programs
Special Education Pre-School
State Street School

Dr. Delia Bello-Davila
Mrs. Celia Piccochi
Mr. Kevin Brennan
Mr. Matthew Calabrese
Mr. Joseph Amato
Mr. Michael Theriault
Dr. Patricia Frageau
Mrs. Kathy Stamp
Dr. Donald Burzler
Ms. Debra Ponte
Ms. Angela Razza
Mrs. Donna Cullen
Mr. Juan Mendoza
Mrs. Noreen Buckley
Ms. Robin Henry
Ms. Diane Bakewell
Ms. Darlene Cofrancesco
Ms. Ellen Paolino
Mrs. Roxanne Augelli
Ms. Jennifer Rosser

Mrs. Jacquelyn Gilmore
Mr. Michael loRusso
Ms. Maria Burns

Mrs. Lauren Elias

Ms. Jade Gopie
Mr. Robert Johnston
Dr. Louis Padua
Mrs. Michele Buerkle

Ms. Gwendolyn Rinaldi-Gonzalez
Mrs. Marisa Blakeslee, SVP
Mrs. Lisa Ariola-Simoes, SVP

Waterbury 2014-2015 Board of Education

Charles L. Stango, President
Karen E. Harvey, Vice President

Catherin N. Awwad, Elizabeth C. Brown,
Juanita P. Hernandez, Bryan E. McEntee,
Felix M. Rodriguez, Ann M. Sweeney, Jason Van Stone,
Thomas Van Stone, Sr.

Waterbury Public Schools Board of Education ...
The Vision – Present and Future

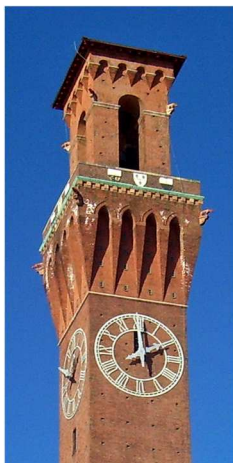
The Vision:

The Vision of the Waterbury Public Schools
is to equip its students with the tools needed to conquer their future.

Mission Statement:

The mission of the Waterbury School System is to establish itself as the leader in Connecticut for urban education reform in partnership with the State Department of Education and the entire Waterbury community. The school system will provide opportunities for all students to maximize their skills and talents in an atmosphere where teaching and learning flourish under the never-wavering belief that all students can be exemplary students, while becoming respectful, responsible, productive citizens vital to our community.

Waterbury Public Schools Blueprint for Change



“Moving Forward For Student Success.”

The Blueprint for Change 2012-2015 was presented to the Board of Education on June 14, 2012 by Superintendent Dr. Kathleen M. Ouellette and officially adopted by the Board of Education on December 20, 2012. A newly updated 2nd edition (2012-2017) of the Blueprint for Change was approved by the Board of Education on December 18, 2014. This second edition noted progress toward meeting the goals and objectives, and included new strategies for Goal #3. It will serve as a guide to the Waterbury Public Schools for the 2015-2017 school years.

Waterbury has identified the following district goals to support the success of ALL students:

1. Provide all students with quality school principals and teachers who deliver rigorous and effective instruction.
Objectives:
 - Develop instructional district-wide leadership capacity to support improvement of student achievement.
 - Provide embedded Professional Development for teachers and administrators.
 - Implement a new teacher and administrator evaluation system.
 - Use data to improve effective instruction.
 - Recruit and retain high quality teachers and administrators that reflect the diversity of the community.
2. Ensure all students equal access to quality curriculum that is aligned to Common Core State Standards.
Objectives:
 - Conduct a curriculum audit and create or adopt units of study that align to Common Core State Standards.
 - Review assessment practices and align assessments with Common Core State Standards and “Smarter Balance Assessment” recommendations.
 - Integrate the use of technology with curriculum development.
 - Provide tiered support for students in English / Language Arts and mathematics.
3. Provide all students a safe and positive school climate that welcomes and actively engages all families.
Objectives:
 - Create effective school climate plans for all schools.
 - Increase parent involvement in schools.
 - Sustain and improve Positive Behavior Intervention Support implementation.
4. Ensure that all students who enter Grade 9 are prepared to enter colleges or careers of their choice by graduation..
Objectives:
 - Create and sustain programs that increase college graduation and college readiness.
 - Create a middle and high school study team to review restructuring possibilities.

Improving Student Achievement



- Waterbury Public Schools has successfully administered its first district wide SAT Day, in which all high school students in grades 9-12 and middle school 8th graders were assigned to take an SAT, PSAT or ReadStep exam. The SAT exam is essential for admission to college, and all of the exams, including PSAT and ReadStep, are important preparation for college admissions.
- Waterbury Public Schools has successfully implemented focus walks at all of the High Schools throughout the district. In this effort, we are continuing to make strides in implementing goals for our Blueprint for Change, "ensuring that all students are provided with quality teachers and school administrators who deliver rigorous and effective instruction." Focus Walks provide embedded professional development to school leaders during classroom visits to help ensure we are able to provide effective feedback to improve instruction.
- Waterbury Public Schools has developed its Turnaround Plan for Crosby High School. The plan calls for four theme based academies that will focus on 21st Century Skills and serve as pathways for College and Career Readiness. Walsh School is in the process of implementing its Turnaround Plan.
- Waterbury Public Schools has partnered with Global Leadership Institute (GLI). Students from Taft and Waterbury Public Schools will participate in a two-year program. Following the orientation, 20 selected students will attend monthly talks by global leaders and scholars and participate in team building and leadership development workshops in their first year. Students will also participate in a service (internship) experience and by April of their junior year they must complete a culminating Global Leadership Project (GLP), a project which requires students to investigate a local, national or global problem for which they have a genuine concern and propose possible solutions in the form of a paper and a public presentation.
- A focus on Chronic Absenteeism in every school has resulted in a 23% reduction in Chronic Absenteeism for the current school year as of January 7, 2015 versus the 2013-2014 school year.
- All elementary school Instructional Leadership Directors, principals, teachers and supervisors are working towards the same specific academic goals. Common goals have resulted in common professional development to improve teaching of reading foundational skills and mathematical practice. In addition, in response to the goals, all teachers administer common reading and mathematical assessments aligned to the goals.

Improving Student Achievement (continued)



- A new comprehensive system was incorporated in all elementary schools this year for reading comprehension and reading foundational skills (mClass) using purchased iPads for all elementary teachers. This system is the basis for our tiered approach to providing each student individualized, tiered instruction utilizing our tutors and reading teachers.
- The District has set common math goals from grades K-12 focusing on the Standards for Mathematical Practices. (Mathematical Practices are eight standards that describe varieties of mathematical expertise to develop in students such as communication, problem solving, modeling, adaptive reasoning, argument, perseverance, along with procedural fluency/computation).
- An English Language Arts Concept-Based Curriculum has been written, implemented, and monitored K-5.
- Consistent, computer-based early reading assessment system K-5 (mCLASS) has also been implemented
- A universal system for reading intervention (SRBI) K-5 has been created, implemented, and guided by the new K-5 assessment system.
- Secondary English Language Arts established a curriculum auditing process tied to a universally defined criteria (as noted via the Educators Evaluating Quality Instructional Products - i.e. EQUIP).
- The district has mapped standards across grade levels.
- The district has developed a continuous professional learning context/cycle regarding in standards/claims, assessment scoring measures, depth of knowledge (DOK), text complexity, etc.
- The Alliance Grant helped us add three full-time Middle School literacy facilitators to our staff.
- Astronaut Rick Mastracchio came back to Waterbury on September 10th and 11th. He visited his alma mater schools Chase Elementary and Crosby High School on the first day. Over two thousand students from Waterbury's elementary, middle, and high schools greeted him at the Palace Theater the following day. Rick described life on board the International Space Station and took questions from students about his career and opportunities in aerospace.
- Over 1000 students from 14 Waterbury middle and high schools attended the Advanced Manufacturing and Technology Expo at Coco Keys Resort on November 18th. The Expo was hosted by the Waterbury Regional Chamber of Commerce and the Waterbury Career Academy. Students interacted with local manufacturing and technology firms and got a firsthand look at rapidly growing STEM careers.
- Teams of science teachers from our middle and high schools have been developing common quarterly assessments, midterms, and finals for grade 6, 7, and 8 science and for the core high school science courses. Common assessments were given at the end of the first marking period and a common midterm will be given in mid-January.

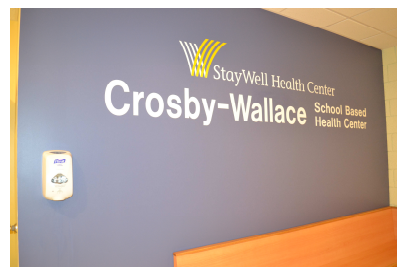
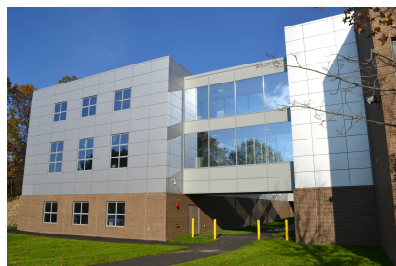
Operations / Finance / Budget

Enrollment

As of October 1st the total enrollment figure is 18,808 up 187 students from last year's count of 18,621.

Budget and Finance

- Continued to control costs and achieve a year-end budget surplus in the sixth year of a no-growth budget.
- Continued to oversee a city-wide expenditure freeze.
- Prepared a seventh consecutive no-growth budget utilizing past surpluses.
- Participated in the implementation of the district's third Alliance Grant and development of its fourth.
- Assisted in the preparation and oversight of operational and capital Turnaround grants for Crosby High School and Walsh Elementary Schools.



School Construction

- Opened a school-based health clinic serving Crosby High School and Wallace Middle School students operated and staffed by StayWell Health Center.
- Implemented numerous security upgrades, including camera installation and hardware throughout the District.
- Completed construction and opened addition to Wallace Middle School, including a new Media Center and classrooms.
- Began construction of an addition to Kennedy High School, including an auxiliary gym, classroom space and renovations to the school's fields.

Operations

- Continued to improve the conditions and cleanliness of schools of all of our schools.
- Conducted numerous capital improvement projects.

COMPETITIVE GRANTS AWARDED To Waterbury, 2014-2015

Grants awarded during 2014-15 to Waterbury Public Schools from applications prepared by the Grant Writer included USF (e-rate) Discounts; Primary Mental Health Grant; multiple Support for Pregnant and Parenting Teens Mini-Grants; State Afterschool Program grants: K-8 Science Improvement Grant; Right Response CT Network Grant; School Security Grant; Arts in Education Grant; Increasing Minority Educators Grant; Walsh Turnaround and Wraparound Grants; the Tobacco Settlement Afterschool Grant; and the Alliance District Grant (Application Amendment, Year 3). Additionally, the Grant Writer participated in the development of partnership grant projects in which the district was included as a participant. As of June, 2015, the total of grants prepared by the Grant Writer and awarded to Waterbury Public Schools during 2014-15 exceeded \$ 20 million. Grants sought for Waterbury Public Schools during the 2014-15 fiscal year total more than \$ 20 million, including Alliance District applications. Connecticut State Department of Education Alliance and Perkins Grant Applications were a high priority, among multiple grants submitted.

Hiring / Personnel

In fiscal year 2014-2015 the office of Education Personnel supervised the recruitment, selection and appointment of one hundred ninety seven (197) highly qualified teachers and twenty three (23) administrators. They replaced staff that resigned, retired, were non-renewed or were promoted to higher positions. The average salary level for new teachers was \$46,997 and \$109,791 for administrators. Both of the average salaries fell within budget.

We saw a decrease in employee paid sick time for the 2014-2015 school year. This is a result of a decrease in the number of FMLA approved leaves. In 2013-2014 there were 171 FMLA approved leaves and in 2014-2015 that number was 148.

As part of our recruiting efforts, we participated in numerous career day fairs and on-site campus interview sessions within Connecticut and the tri-state area. While attending these fairs, information was also shared on becoming a substitute teacher in our district for those applicants whose certification was pending. Applitrack, an on-line application system, continues to house our hiring data and materials. In addition to creating a paperless application process – which saves space and paper costs, the system advertises Education's vacancies – thus saving advertising costs. We also contract with CT REAP and Education Week for job postings so that our positions reach candidates within the state of CT and those in other states seeking employment. These online advertisement resources have saved us a considerable amount of advertising funding (i.e. newspaper), thus increasing the efficiency of the Personnel Office.

Relevant Salary Data for Teachers Hired During 2014-2015

The average starting salary for teachers hired during 2014-2015 was \$46,997 which placed them at Step 3. This was determined by years of experience and content/shortage area. Those in shortage areas negotiated/demanded higher steps.
The budgeted salary for new teachers was \$50,000

Education Level of Teachers Hired During 2014-2015

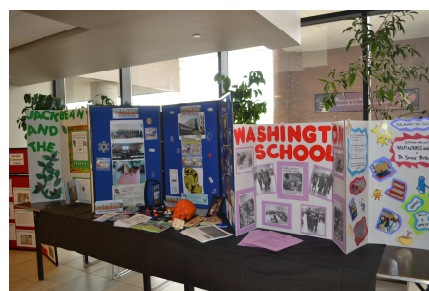
Degree Held	Number of New Teachers
Bachelors	54
Masters	97
6 th Year	44
Doctorate	2

2014-2015 TEACHER HIRES BY RACE/ETHNICITY

Race/Ethnicity	# of Hires
Asian	4
Hispanic	10
Black/African American	3
Did NOT self-identify	6
White/Caucasian	<u>174</u>
Total	197

Approximately **8.5%** of teachers hired during 2014-2015 were minority.

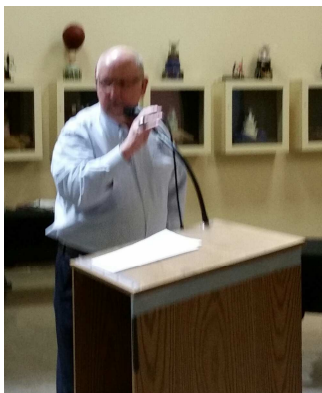
Partners In Education Family and Community Involvement



SOME HIGHLIGHTS:

- The School Family Community Partnership (SFCP) district action team co-sponsored a successful Family and Housing Expo on April 25, 2015. This event at the Waterbury Arts Magnet School attracted nearly two thousand visitors, who took advantage of a lightbulb exchange program that was newly offered this year. Instead of workshops, parents had the opportunity to visit information booths from city, school district and community programs. Every child in attendance was able to select a free book to take home with them, funded through Title I and SFCP.
- The Title I District Parent Advisory Council (DPAC), SFCP, CommPACT, Naugatuck Valley Community College, GEAR UP, Bridge to Success, Waterbury Hospital, AccuPest Pest Control and A Prospering Vision sponsored the first annual Parent and Community Leadership Conference on May 1, 2015. Approximately 200 parents, staff and community members attended the full-day event held at the Naugatuck Valley Community College. The keynote speaker was Elizabeth Williamson, a representative of the U.S. Department of Education. Mrs. Williamson later congratulated the district on the conference and on the strong parent engagement she witnessed while here.
The event included workshops on common core, student safety, the ASPIRE process to build social capital, college readiness, Naviance, early childhood education, special education and summer programs. Culinary arts students from Crosby and Wilby prepared and served lunch, Waterbury Arts Magnet School students provided music, and JRROTC students from Wilby served as guides to help parents locate the event and activities. Parent liaisons displayed best practices from each of their schools. Thirty parents and each of the district's parent liaisons received certificates for their work in improving parent engagement. Elizabeth Williamson later recommended the West Side Middle School Parent Resource Center be included in a future U.S. Department of Education newsletter.
- The nineteen School Governance Councils continued this year, with each selecting its own goal and with several choosing parent engagement as a focus. As an example, Somers Thin Strip (community member) supported Hopeville School's literacy program, PAWS for PRIDE or Pawsitive Reading in Daily Environment) by constructing a display case for the school's lobby that highlights student literacy efforts.

School and Staff Awards and Honors



Left to right: Nick Augelli, Rubis Collado, Dr. Kathleen Ouellette, Anne Marie Cullinan, and Charles Stango.

- The Board of Education and School Superintendent Dr. Kathleen M. Ouellette honored two Kennedy High School football coaches, Gil Velasquez and Roy Thompson, for the bravery the two displayed in defending one of their players who was attacked and robbed prior to football practice.
- Crosby basketball coach Nick Augelli was named a CIAC's Boys Basketball Coaches Merit Award Winner. He will be inducted into the Waterbury Hall of Fame later this year. Earlier this year, the Crosby basketball court was named in his honor.
- Wilby High School athletic director Steve Baldwin was named a 2015 Friends of Unified Sports for his continued support and dedicated to the program.
- The Crownbrook Neighborhood Association Award was given to Waterbury Career Academy parent liaison Rubis Collado this year.
- Staywell Health Center named Anne Marie Cullinan, Chief Academic Officer, and Janet Ciarleglio, School-Based Health Center Coordinator, as 2014 Healthcare Champions.
- Dr. Kathleen Ouelette received the education award from the Waterbury Neighborhood Council.
- Anne Marie Cullinan was named the 2014 Life Award Honoree by Carolyn's Place.
- Dr. Shuana Tucker, Interim Director of Education Personnel, received the Leadership Award from the National Congress of Black Women, Inc. in Waterbury.
- Jennifer Dwyer, the Supervising Vice Principal at Driggs School, was named Administrator of the Year by the Connecticut School Counselor Association.
- Waterbury school nurses were featured in an article in the Tuesday's Women section of the Waterbury Republican American. They were honored with a celebration at City Hall as part of National School Nurse Day.

School and Staff Awards and Honors, continued



SCHOOL	TEACHER
Bucks Hill	Ashley Mucciario
Bucks Hill Pre-K	Stacey Salvietti
Bunker Hill	Laura Reed
Carrington	Christine MacDonald
Chase	Lisa Quinn
W. Cross	Kacey Sullivan
Driggs	Mary Moynihan
Duggan	Lisa Ieronimo
Generali	Tracey Genua
Gilmartin	Shernett Evans-Foster
Hopeville	Kelley Wells
Kingsbury	Alana DeFazio
Maloney	Holly Smith
Reed	Denise Griffin
Regan	Lindsay O'Brien
Rotella	Rosalie Veneziano
Sprague	Shelby Goderre
Tinker	Mary Lafountain
Walsh	Patricia Spinella
Washington	Jay Lanouette
Wilson	Kelly Fengler
Alternative Programs	Deborah April
North End	Miriam Wilson
Wallace	Debra Gluz
West Side	Tracy Padua-Racine
Crosby	Tracy LeClerc
Kennedy	Jahana Hayes
Waterbury Arts Magnet	John Mobilio
Waterbury Career Academy	Michael Blasavage
Wilby	David Krill

2015-2016 WATERBURY TEACHER OF THE YEAR

JAHANA HAYES

Jahana Hayes, a John F. Kennedy High School history teacher, is an exemplary educator who brings a sense of “community” to the classroom. Not only does she encourage her students to “give back” but she also goes out into the community to meet parents, attend student performances or athletic events and participates in community events.

Jahana attributes part of her success as a teacher to the fact that she can readily relate to her students. As she described it during her interview, “I am that urban child.” She is particularly proud to have spearheaded an effort to write a successful grant proposal with Dr. Tucker and Louise Brown for a \$25,000 planning grant to recruit minority staff to the district.

Jahana is the current chair of the SOAR Review Board at Kennedy and has previously served as Lead Teacher for the 21st Century After School Program (2007-2014) and as the NEASC Committee Chairperson and Visiting Committee Member (2010-2014). She is also the current Chairperson of the Kennedy School Governance Council.

She currently teaches a wide range of students, from 9th grade World History honors SOAR to a 12th grade African American History class whose curriculum she wrote.



**2014-2015
Superintendent's Student Recognition
Award Winners**



Students from across the district were honored May 19th and 20th for their contributions to their school community and for their student leadership, as well as for their academic achievements. Two pre-school students received Bright Futures Awards, while students, including one representing Waterbury Adult Education, received Certificates of Excellence. Each of the students had been identified by their schools as having demonstrated exemplary behavior and service to their schools and the community.

The students who received certificates are:

BRIGHT FUTURES AWARDS

Bucks Hill PreK	Nadia Sackey
Bucks Hill PreK	Janessa Gonzalez

CERTIFICATES OF EXCELLENCE AWARDS

Elementary Schools

Buck's Hill	Jazmyn Lewis
Bunker Hill	Kyla Coughlin
Carrington	Taylor Davis
Chase	Vanessa Casas
W. Cross	Defne Onur
Driggs	Jaritza Alvarado
Duggan	Amanda Henson
Generali	Riana Simpson
Gilmartin	Makayla Aviles
Hopeville	Aurora Lang
Kingsbury	Smith Bernard
Maloney	James Eady
Reed	Stephanie Zabalu
Regan	Jordan and Justin Marquez
Rotella	Linda Tran
Sprague	Romaiah Watson
Tinker	Eric Siu
Walsh	Gabriella Mendillo
Washington	Michael Albino
W. Wilson	Neyshaliz Angueira

Middle and High Schools

Waterbury Arts Magnet	Emily Marcelynas
Waterbury Arts Magnet	Vincent Dadamo
Waterbury Arts Magnet	Annette Scheurmann
Waterbury Arts Magnet	Isaac Hutchinson
Duggan	Malorie Henson
Gilmartin	Mickayla Dilger-Gonzalez
Reed	Zakai James
North End	Cecelia Boucher
North End	Jorge Vazquez
North End	Brenda Dimbo
North End	Jesus Ruano
North End	Katelyn Malinis
North End	Matheus Silva
Wallace	Anita Suchitt
Wallace	Diamond Zimmerman
Wallace	Jennifer O'Connor
Wallace	Chris Mwape
Wallace	Michael Chacon
Wallace	Zachary Petrarca
West Side	Tyler Spooner
West Side	Jocelyn Dinino
West Side	Janee Johnson
West Side	Kayla Robinson
West Side	Risper Githinji
West Side	Nevendra Newland
Enlightenment	Elijah Gibson
State Street	Stephanie Rodriguez
Crosby	Belinda Bartley
Crosby	Feliziada Tejada
Crosby	Gabriel Pacheco-Torres
Crosby	Jamie Deltoro
Kennedy	Michelle Muchemi
Kennedy	Delenia Pasan
Kennedy	Allyssa DiGiovancarlo
Kennedy	Sohan Aziz
Waterbury Career Academy	Heaven Begum
Waterbury Career Academy	Solmary Vega
Wilby	Julia Nguyen
Wilby	Christopher Albert
Wilby	Fatima Holguin-Gil

Adult Education

Waterbury Adult Education	Ijian Johnson
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Student Awards and Achievements

- Waterbury Arts Magnet School junior Adam Pierce performed October 29, 2014 with the 2014 National Association for Music Education All-National Honors Ensembles at the Grand Ole Opry House in Nashville, Tennessee. Mr. Pierce was one of 670 high school students selected to perform during this year's concert, which included 350 vocalists from around the country. Adam's sister Emily Pierce sang in the same concert last year.
- Comcast named forty four high school seniors as recipients of this year's Leaders and Achievers Scholarships, including Melissa San Angelo (Kennedy High School).
- Waterbury Arts Magnet School senior April Doolan was invited to exhibit a photograph, Smiling Eyes, as part of the 4th annual Celebration of Young Photographers, held in December at The Litchfield Historical Society. More than 30 schools participated.
- Lauren O. Berger, Waterbury Arts Magnet School, has been named a Commended Student in the 2015 National Merit Scholarship Program.
- Wilby High School's AP Studio Art students had a 100% passing rate for the AP exam last year. The class has been offered since 2005 and has averaged an 82% rate over those years.
- Jalile Riddick, a first grader from Rotella Interdistrict Magnet School, was selected as Artsonia's PreK-3rd grade "ARTIST OF THE WEEK!" for January 11, 2015 - January 17, 2015. Jalile received a plaque and a \$50 gift certificate. His teacher, Suzanne Dionne, received a \$100 gift certificate from Blick Art Materials.
- Both Crosby and Kennedy High Schools advanced to the Naugatuck Valley League semi-final games. Crosby played against Naugatuck while Kennedy played Sacred Heart. Following those semi-finals, it was Crosby and Sacred Heart that advanced to the finals. In a tight match, Sacred Heart won, 68-66, but our Crosby players gave it their all.
- On November 12, 2014 members of the Wilby National Honor Society, Steven Colon (President), Imran Husain (Vice President) and Aqib Moughal (Treasurer) participated in the Literacy Volunteers of Greater Waterbury Annual Scrabble Challenge. The Wilby team of NHS members won the first place trophy upon which the school name was etched. The Wilby team out performed 27 other teams representing other schools and community organizations.
- The Eagle Flyer, Kennedy High School's monthly student newspaper, captured five 2015 New England Scholastic Press Association awards on Friday, May 1st, at the 67th annual conference at Boston University. The entire staff was awarded a Highest Achievement Class I award for their work in producing the newspaper. Juniors Kathryn O'Donnell and Paolo Robles, along with senior Damian Lucian, won photography and design awards for their coverage of the school's spring musical "Pippin," which showcased the historic merging of student theatre between Kennedy and Sacred Heart High School. Senior Perla Cora won photography and design awards for her coverage of senior Stanley Little's championship track season: Little finished first in Connecticut and second in New England for the 55 meter dash. In addition, for their coverage of the Greater Waterbury community, including news, sports, features, and commentary such as the Waterbury Hospitality Center services for the homeless on East Main Street, the entire staff received a 2015 Highest Achievement Award in Scholastic Editing and Publishing from Mrs. Helen F. Smith, executive director of the New England Scholastic Press.
- Students from three of our elementary schools, Rotella, Walsh and Sprague, attended this year's Invention Convention. Two of Rotella's fifth graders, Samantha Schulte and Jaylene Urbacz, were chosen to present their inventions. Jaylene was awarded an additional trophy and a \$25 gift certificate for "Recognized Inventor."
- Crosby's Lifeskills team made it as far as the top sixteen in the National Championships this year. A total of 34 teams were competing from across the United States.
- Katlyn Doran, a junior at Wilby High School, was awarded a \$20,000 Girls, Inc. scholarship this year. Katlyn has been a Girls, Inc. member since the age of three and now serves as a facilitator for the afterschool program and a lead instructor for the dance program. She is one of 31 high school students nationwide who received a 2015 scholarship from the organization.
- Five students from Wallace Middle School exhibited artwork at the recent Connecticut Art Education Association K-12 art show at the West Woods Upper Elementary School in Farmington.
- The Wilby High School Culinary Arts FCCLA Club competed at the FCCLA Spring Conference on Monday, March 16th at the Manchester Community College. Students competing from Wilby received a total of \$36,000 in scholarships.
- Devonti Broadnax, Vanessa Pozo-Luna, and Nefertiti Doughty of Wallace Middle School participated in the year long version of The Connecticut Stock Market Game in Mrs. Valenti's FOCUS class placing 2nd for the middle school division of more than 106 teams of participants.
- Two Rotella Magnet School students in Mrs. Dionne's class produced art work that was selected by the Connecticut Art Education Association to be one of five student works of art to be framed and then displayed in Education Committee Room of the Legislative Office Building. The art will continue to be displayed there until the fall, when it will be returned to the student artists.
- Lidia Munoz and David Urbacz both Seniors at John F. Kennedy High School received \$1500 ACE Mentor Scholarships this year. David will be Higher Education in Engineering at Virginia Tech and Lidia will be pursuing an Interior Design/Architecture degree at Paire College of Art in Hamden CT.

Examples of Student / Staff Generosity



- Students and staff raised a total of \$5,172.46 for the Wear Blue for Autism Day campaign.
- Some of our students had their art work displayed as part of a “Spring Fling and Fun Night” at Raymour & Flanagan in April. The event benefited Key Human Services and its efforts to improve the lives of local residents.
- The School Administrators of Waterbury and the Waterbury Teachers Association worked together to sponsor the Great Dash and Bash on Saturday, May 30th at Library Park. This event included a 5K and a one mile walk for those who preferred to take it a little more leisurely. All proceeds benefitted the youth programs for the Police Activity League, the Greater Waterbury YMCA and the Boys & Girls club youth scholarship funds.
- Crosby High School staff and students created a video to raise awareness about Lymphangioliomyomatosis or LAM for short, which is now available on youtube as “Crosby H S LAM Video.” The video was a school-wide community service project, completed in time for the June 1st Worldwide LAM Awareness Day. You may recall that Mrs. Madeline Nolan, a Health teacher at Crosby, was diagnosed with LAM in 1999, and students and staff were excited to show their support and Crosby spirit by completing this project.
- Waterbury Public School students wrote a total of 2,334 letters to wounded soldiers at Walter Reed National Military Medical Center or Fort Belvoir Community Hospital in Virginia as part of the Teamsters Dear Soldier campaign. Participating schools included: Bucks Hill, Bunker Hill, Carrington, Chase, Wendell Cross, Driggs, Duggan, Gilmartin, Hopeville, Kingsbury, Reed, Regan, Rotella, Tinker, Walsh, Washington, and State Street. Walsh School students created a huge banner.
- Raymour & Flanagan hosted “A Concert for Heroes” in recognition of Team Rubicon, a non-profit organization that utilizes the skills of veterans and first responders in disaster relief situations, in October at their store in Waterbury. Students from Waterbury Public Schools performed in a concert beginning at 7:00 p.m. Student art work was displayed throughout the store beginning at 5:00 p.m.
- Eighth graders at North End Middle School’s Gold House collected 1000 articles of non-perishable foodstuffs and health and beauty aids for the local food bank as a Day of Service in remembrance of the victims of 9/11. The students chose to do this after interviewing relatives who were adults that day about where they were and how it affected them. Many of these students were not born yet or were just infants on 9/11 so the project enabled them to connect this historic day to their own lives.
- Students in Mr. Haines’ first grade class at Woodrow Wilson School came to school wearing red to support the American Heart Association. Twenty-one of twenty-four students wore red that day after learning about the organization’s mission.
- The North End Middle School Governance Council and students presented another generous check to the Leever Cancer Center for breast cancer awareness. All funds were donated by staff and students.
- The Waterbury Arts Magnet School chapter of the National Honor Society (NHS) organized this year’s the school’s annual Toys for Tots drive at the school. It was decided that the students would ask the entire WAMS community to donate one dollar each as opposed to a toy, and that the NHS students would then purchase the toys at the end of the drive to donate to Toys for Tots through the Brass City Young Marines. If every member of the school community (students, faculty, and staff) were to donate a single dollar the school would raise approximately \$900 which seemed an unlikely and unrealistic goal to the students at the time. Fifteen NHS students made their rounds every morning visiting every homeroom from 6th through 12th grade for a total of ten school days. Through the overwhelming generosity of the student body, faculty, and staff at WAMS (and a \$50 gift card donation from the Waterbury Target department store) the NHS was able to purchase and donate over \$900 in toys. On Thursday, December 18th, Joseph Ganavage III of the Brass City Young Marines arrived at the school to present WAMS with a certificate acknowledging the hard work and generosity of the students and receive the school’s donation.
- Students and staff from several schools around the district also created and decorated wreaths and trees that were donated to the Wellmore Behavioral Health’s 1st annual Festival of Lights to raise money for the organization through a raffle.

High School Graduation Statistics

CROSBY HIGH SCHOOL:

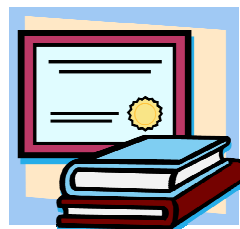
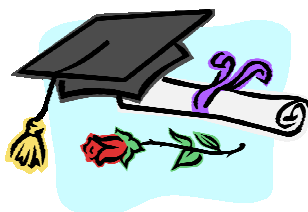
<i>High School Graduation Information</i>	Number	Percent
Graduates	287	82%
Entering four-year college	69	23%
Entering two-year college	123	41%
Entering vocational training	5	17%
Entering workforce	10	3%
Entering military	19	6%
Entering continuing special education program	10	3%
Unemployed	0	0%
Not graduating	52	15%
Total Number of Seniors:	349	100%

KENNEDY HIGH SCHOOL:

<i>High School Graduation Information</i>	Number	Percent
Graduates	293	92.4%
Entering four-year college	91	28.7%
Entering two-year college	160	40.4%
Entering vocational training	4	1.2%
Entering workforce	20	6.3%
Entering military	21	6.6%
Entering continuing special education program	0	0%
Unemployed	0	0%
Not graduating	24	7.6%
Total Number of Seniors:	317	100%

WATERBURY ARTS MAGNET SCHOOL:

<i>High School Graduation Information</i>	Number	Percent
Graduates	112	97%
Entering four-year college	78	68%
Entering two-year college	18	16%
Entering vocational training	2	2%
Entering workforce	4	4%
Entering military	1	1%
Entering continuing special education program	0	0%
Unemployed	0	0%
Not graduating	3	3%
Other	6	6%
Total Number of Seniors:	115	100%



High School Graduation Statistics

WILBY HIGH SCHOOLS:

High School Graduation Information

Number Percent

Graduates	288	87%
Entering four-year college	79	24%
Entering two-year college	141	43%
Entering vocational training	19	6%
Entering workforce	41	12%
Entering military	8	2%
Entering continuing special education program	16	5%
Unemployed	0	0%
Not graduating	26	8%
Total Number of seniors:	330	100%



ALTERNATIVE PROGRAMS:

*High School Graduation Information**

Number Percent

Graduates	18	95%
Entering four-year college	0	0%
Entering two-year college	9	47%
Entering vocational training	2	11%
Entering workforce	6	32%
Entering military	1	5%
Entering continuing special education program	0	0%
Unemployed	0	0%
Not graduating	1	5%
Total Number of Seniors:	19	100%

*Enlightenment /Excel

ADULT EDUCATION:

High School Graduation Information

Number Percent

Graduates	236	82.81%
Entering four-year college	40	16.94%
Entering two-year college	94	40.86%
Entering vocational training	34	14.40%
Entering workforce	46	19%
Entering military	13	5%
Entering continuing special education program	0	0
Unemployed	9	3.80%
Not graduating	49	17.19%
Total Number of Seniors:	285	100

