MANCHESTER BOARD OF EDUCATION
REGULAR MEETING
Thursday, April 8, 2021
Lincoln Center - Virtual Meeting

Personnel and Finance Committee	**5:30 P.M. - Virtual**
Executive Session	**6:30 P.M. - Virtual**
Board of Education Meeting	**7:00 P.M. - Virtual**

Public access to view meeting :
Live streaming on FaceBook**:** Link to MPS Pride FaceBook Page
Live at Silk City TV: Link to Live at Silk City TV
On demand after the meeting: Link to on-demand after the meeting

A. ***OPENING***
1) Call to order
2) Pledge of Allegiance
3) Board of Education Minutes - March 22, 2021 A - 3

B. ***COMMITTEE REPORTS***
1) Building and Sites Committee Meeting Minutes - March 22, 2021 B - 1

C. ***CONSENT CALENDAR***
1) Personnel Actions C - 1
2) Transfer of Funds C - 2
3) Establish an appropriation for the Hartford Foundation for Public Giving Grant for the FY 20-22 in the amount of $262,500 C - 3
4) Permission to apply for the Carl D. Perkins Career and Technical Education Secondary Special Populations Recruitment and Retention Grant for the FY 20-22 in the amount of $22,167 C - 4

D. ***REPORT FROM STUDENT REPRESENTATIVE***
Tiffany Henry, Leila Affini, Alexandra Hamza

E. ***PUBLIC COMMENTS*** **-** Request to Speak Form
Residents that would like to speak during public comments session must complete the Request to Speak Form

F. ***SUPERINTENDENT'S REPORT***
1) Highland Park Improvement Plan, Mr. Hassan Robinson, Principal, Highland Park School F - 1
2) Update on Covid-19 and Return to School, Mr. Matt Geary, Superintendent

G. ***UNFINISHED BUSINESS***

H. ***NEW BUSINESS***
1) **Manchester High School Graduation**
Recommended Motion: Move to approve Saturday June 5, 2021 as the graduation date for Manchester High School

I. **PUBLIC COMMENTS** - Request to Speak Form

Residents that would like to speak during public comments session must complete the Request to Speak Form

J. ***COMMUNICATIONS*** ***- None***

K. ***ITEMS FOR FUTURE AGENDAS***

Topics for Superintendent's Report

Monday, April 26, 2021	Verplanck School Improvement Plan
Monday, May 10, 2021	Adult Education Update
Monday, May 24, 2021	Illing School Improvement Plan

L. ***ADJOURNMENT***

Welcome to the Manchester Board of Education meeting. Observers are always welcome. The following instructions are to assist those who wish to speak during the Public Comment session(s):

1) ***Print your name and address on the sign-in sheet at the podium for accurate record keeping.***
2) ***State your name and address for the record. Students state name only.***
3) ***First Session: Three minute time limit for any item that may come before the Board. Listen for the bell.***
4) ***Second Session: Comments must be limited to items on the Board's agenda for this meeting. The Board Chair has the discretion to limit comment time.***
5) ***Written statements may be substituted for Board members if time runs out for the speaker.***
6) ***Immediate replies to questions/concerns should not be expected (Board Chair/Superintendent's discretion).***
7) ***Inappropriate topics: Confidential information, personal issues and legal concerns. Please avoid derogatory and profane language. Board of Education Policy #1220.***

MANCHESTER BOARD OF EDUCATION

Regular Meeting
March 22, 2021
Lincoln/Virtual

PRESENT: Gundersen, Heinrich, Luna, Meggers, Pattacini, Patterson, Stefanovicz, Thames

ALSO PRESENT: Superintendent of Schools Geary, Deputy Superintendent Curriculum & Special Services Radikas, Director of Finance & Management Clancy, Director of Human Resources Sone-Moyano

ABSENT: Hughes

A. OPENING

A.1. & 2. Meeting Called to Order

Chairperson Thames called the meeting to order at 7:07 p.m. All in attendance participated in the Pledge of Allegiance to the Flag, led by Mr. Thames.

A.3. Approval of Minutes of Previous Meeting

APPROVED – Minutes Regular Meeting of the Board of Education of March 8, 2021. Secretary Pattacini moved and Mr. Heinrich seconded the motion.

8/0 – Voted in favor.

B. COMMITTEE REPORTS

None.

C. CONSENT CALENDAR

Mr. Geary presented six items on the Consent Calendar for Board approval.

C.1. Personnel Action
Details had already been provided to the Board members with their agenda.

C.2. Transfer of Funds

- Transfer from System-wide Social Work Instructional Supplies and Materials account to System-wide Social Work Dues and Fees account in the amount of $80

C.3. Establish an appropriation for the Enfield Head Start Training and Technical Assistance Grant for the FY 21-22n in the amount of $11,241

C.4. Establish an appropriation for the Enfield Head Start Grant for the FY 21-22 in the amount of $949,646

C.5. Establish an appropriation for the Manchester Head Start Training and Technical Assistance Grant for th FY 21-22 in the amount of $15,208

C.6. Establish an appropriation for the Manchester Head Start Grant for the FY 21-22 in the amount of $1,284,815

DISCUSSION:
Mr. Thames asked for information on the Head Start grants. Mr. Geary explained these are regular yearly Head Start grants. He reminded the Board that Manchester serves as the fiscal agent for Enfield Head Start as well.

The Chairman called for a motion.

Secretary Pattacini moved and Mr. Gundersen seconded the recommendation to adopt the Consent Calendar as outlined in this evening's agenda.

8/0 - Voted in favor.

D. STUDENT REPRESENTATIVE REPORT

Alexandra Hamza informed us that the MHS Chamber Orchestra and regular Orchestra are planning to record both solos and a version of Mr. Rogers "Won't you be my neighbor" in order to share with the community. Students are excited for the start of most spring sports, which are scheduled to start next Monday the 29th. The SAT's are on Wednesday for all Juniors. The Sophomore and Freshman classes have already taken their PSATs during two Wednesdays this March. Last, Ms. Hamza mentioned that while the Freshman and Sophomore classes were taking their PSATS, other students who are taking AP classes were able to attend online AP review sessions.

Leila Affini told us that Ms. Miner has asked students to fill out a form to gauge interest for potential classes with college credit for next year including: Principles of Criminal Justice, Environmental Studies and Justice, Big Data for Big Policy Problems, Poetry in America: The City from Whitman to Hip Hop, and Introduction to Engineering.

Science Research students took home awards at the virtual Connecticut Science and Engineering Fair awards ceremony this past Saturday. Ms. Affini stated that a lot of students are excited for the start of 4th quarter on the 1st as well as Spring Break! Fully in-school learning is set to start on April 19th, after students come back from spring break.

E. PUBLIC COMMENTS

None.

F. SUPERINTENDENT'S REPORT – PART I

F.1. Martin Elementary School Improvement Plan

Mr. Geary introduced Ms. Sophia Krisch, Principal of Martin, along with many staff members. Their presentation is available on the website and highlighted Martins School Improvement Plan and how their Race and Equity work are impacting life at Martin.

Mr. Pattacini thanked the Martin staff for placing race and equity at the forefront of their work. Hearing staff and student's stories and how the work

affects them is very powerful. He enjoyed seeing this work come alive in the school as it is powerful and meaningful. This is a trying time to connect with students and Martin is doing a great job.

Mr. Thames noted that race can be a difficult thing to talk about and he was blown away with the great approach Martin has taken. He likes the work going on and enjoyed being one of the highlighted readers in the past. Mr. Thames also noted that Amanda Gorman has a children's book available, *Change Sings*. Mr. Thames feels Martin is an example for the rest of the district to follow, with their engaging and dynamic approach.

F.2. <u>Update on Covid-19 and Return to School</u>

Mr. Geary first noted that the second budget workshop with the Board of Directors is this THURSDAY, not Wednesday as he previously stated.

We are on track for grades 5-12 Hybrid students to return to full time, in-person learning on April 19th. That date was chosen intentionally to give time to watch the March variants and to have vaccines underway. Mr. Geary also noted that the CDC agreed with the reduction to 3 feet of social distancing with masks as long as the community spread remains low. There are a couple of issues to work out still, including cafeteria lunch time. Dattco is going through bus lists to remove students from the roster that have not ridden the bus this year. There is a slight conflict of end times with pre-Kn and elementary. These minor issues are being worked through and we are on track for April 19th.

Most staff that desired a vaccine were able to take part in several closed clinics. Some received the Moderna vaccine, which has 4 weeks between doses and the second dose is scheduled for April 6th. The remainder of staff received the Pfizer vaccine with a 3 week space. Second doses are scheduled for April 1 and 2 and grades 5-12 will be remote on April 1st (April 2nd is Good Friday). Once a staff member is 14 days past the second dose of the vaccine, they no longer have to quarantine for exposure unless they show symptoms. This will make it vastly easier to remain fully staffed. Mr. Geary noted that Illing went full remote for the rest of the week due to staff shortages.

Mr. Geary also noted he is working to hold a vaccine clinic for students at the high school age 16 and up once they are eligible, which should be mid-April.

We are watching the community spread carefully. Manchester is still in the red band with 15.6 new cases per 100,000 people. Once we drop below 15 we move into the orange band. There was a one day rise in the CT rate, nearing 5% positivity, but now we are back to the low 2's. Occupancy limits have been removed from restaurants and churches and inside gatherings can be up to 25 people. Outside gathering limits have also been raised. End of year activity planning is underway. One guideline currently being revised is around travel. Connecticut has backed off on guidance so Mr. Geary is trying to formulate rules around travel (ie if you are vaccinated, have already had Covid, or have a negative rapid test you won't have to quarantine upon return).

Mr. Geary anticipates smaller high school graduation ceremonies and currently there are focus groups of parents and students discussing the possibilities. Other end of year celebrations, including for grade 4, are being discussed. Mr. Geary is still planning to deny community use of buildings or grounds for the next several months.

The Summer Planning Team Meeting is being held Wednesday and Mr. Geary is excited to engage students in both learning and fun this summer.

Ms. Luna liked the idea of holding a vaccine clinic for our eligible students so they can be vaccinated in a timely manner.

Mr. Thames acknowledged the tremendous amount of work it has been to develop a scenario where we can return to buildings full time.

G. UNFINISHED BUSINESS

None.

H. NEW BUSINESS

None.

I. PUBLIC COMMENTS (Limited to items on tonight's agenda)
Mr. Geary noted there was one FaceBook comment about the bus problem with Pre-K, which we are working on.

Mr. Tom Stringfellow, 183 Hillstown Road, noted we are in Women's History Month. He mentioned several women of note, including Madame Curie and Rosalind Franklin. Mr. Stringfellow mentioned the next *TIME* issue has an article about Asian discrimination. He suggested two books: *Uncomfortable Conversations with a Black Man*n and *This is The Fire*. Last, Mr. Stringfellow noted Sesame Street is also talking about being black in America.

J. COMMUNICATIONS
Mr. Thames extended condolences to anyone that lost loved ones in Georgia. This was a tragic event and his heart goes out to the community as a whole.

Mr. Thames also wanted to shout out to the MHS staff. They received their 10 year accreditation recently and this is a rigorous process to go through during "regular" times, nevermind during a pandemic.

Mr. Meggers asked for Mr. Pattacini to say something about a new scoreboard and basketball court. Mr. Pattacini mentioned a discussion at the previous Buildings & Sites Committee meeting and he looks forward to further discussions about improvements in the district. Mr. Thames agreed, mentioning some of those improvements include solar panels.

K. ITEMS FOR FUTURE AGENDAS

THURSDAY, April 8 - Highland Park School Improvement Plan

Monday, April 26 - Verplanck School Improvement Plan

Monday, May 10 - Adult Education Update

L. ADJOURNMENT
Mr. Thames called for a motion to adjourn.

Secretary Pattacini moved and Ms. Patterson seconded the motion to adjourn the meeting.

8/0 - Voted in favor.

Adjournment 8:24 p.m.

Respectfully submitted,

Christopher Pattacini
Board Secretary

Manchester Board of Education
Building and Sites Committee Meeting Minutes
Lincoln Center - Virtual
March 22, 2021

Committee Member Attendees: Chairman Darryl Thames Sr., Chris Pattacini, Peter Meggers, and Campfield Heinrich

Other Attendees: Karen Clancy, Director of Finance & Management & Lindsey Boutilier, Director of Operations & Athletics

MHS Projects

The committee was provided an update on the status of the high school roof project and on the interior work taking place. This work includes new signage, painting of hallways and the auditorium.

Solar Panel Project

The Board of Education and the Town of Manchester have entered into an agreement with CT Green Bank for a solar municipal program that provides upfront financing through a purchase power agreement. The program allows municipalities to access renewable energy at a discounted rate and achieve energy savings through the installation of solar panels on the roofs of our buildings. There is no cost to the Town or Board. The PV panels are owned, operated and maintained by CT Green Bank partners through a competitive bidding process. School buildings involved in the project are Bennet, Highland Park, Martin, Verplanck, Waddell, Manchester High School and Manchester Regional Academy.

Waddell & Verplanck Solar Panel Status

We met with the electrical contractor to resolve the issue with Verplanck solar panels. It was confirmed that the panels are operating. The contractor provided login information so that we may access and view the data. We are working with the Town and the Waddell electrical contractor to identify and resolve the issue with Waddell solar.

Verplanck Open Items

Millwork was completed and awaiting acceptance by TSKP. This was the final open punch list item on the project.

There is an issue with water leaking into the basement through the foundation during rainstorms. TSKP, Downes, Town, Building Committee and B&G are working to identify the source of the leak.

Energy Efficiency Project

The Board of Education and the Town of Manchester have entered into an agreement through Eversource for an energy audit/project where we will receive energy incentives. Phase 1 will focus on an LED lighting upgrade for fixtures throughout the buildings. This work will take place over the summer and into the Fall.

Buildings & Grounds Office

The Buildings & Grounds office located at 325 Olcott Street is in need of a new roof and exterior painting. We are also looking at the long term plan for this building and are investigating the space needs of Central office.

Spring/Summer Projects

Mr. Boutilier reviewed projects that will be taking place over April break and throughout the summer. Most projects will be at Illing Middle School and Manchester High School and will be paid from the Alliance construction grant. We are also looking at classroom expansion options at Highland Park School as they are at capacity. Buckley School

will be moving into Robertson at the end of this school year during construction. We are looking to move MMA to a temporary location yet to be determined.

Maintenance Vehicles

A number of maintenance vehicles have recently been broken into. Windows were smashed, tools and catalytic converters have been stolen. The incidents have been reported to authorities. Vehicles have been moved to more secure locations.

Respectfully Submitted,

Karen L. Clancy

Karen L. Clancy
Director of Finance & Management

PERSONNEL ACTIONS

APPOINTMENTS

Mr. Alec Lombella to be a Technology Education Teacher at Manchester High School. Mr. Lombella received his Bachelor's Degree from Central Connecticut State University and currently resides in Suffield. It is recommended that his appointment be approved effective August 30, 2021 (Bachelor's +15 / Step 3.5, $53,868.00).

Ms. Christiana Yeboah to be a Special Education Teacher at Bowers Elementary School. Ms. Yeboah received her Master of Science in Special Education from Central Connecticut State University and currently resides in Avon. It is recommended that her appointment be approved effective April 19, 2021 (Master's / Step 4, $56,332.00).

RESIGNATIONS

Town of Manchester
Board of Education

To: **Manchester Board of Education**

From: **Mr. Matthew Geary, Superintendent of Schools**

Subject: **Transfer of Funds**

Date: **March 22, 2021**

Background: In accordance with Board of Education Policy 3160, Transfer of Funds between Categories, I am requesting the Board approve the following transfers in the FY2020-2021 Budget.

Discussion/Analysis: Transfer from System-wide Plant Maintenance Capital Repair in the amount of $10,000.00. Transfer to System-wide Plant Maintenance Repairs in the amount of $10,000.00.

Financial Impact: None

Other Board/Commission Action: None

Recommendation: The Superintendent of Schools recommends that the Board of Education approve these transfers in the FY2020-2021 Budget.

Matthew Geary

Matthew Geary
Superintendent of Schools
Manchester, CT
April 8, 2021

Manchester Public Schools
Manchester, Connecticut

TO: Accounting Department **School/Department: Buildings & Grounds Maintenance**

Date of Request: 03/22/2021 **Approver: Lindsey Boutilier**

Date Approved: 03/22/2021

JUSTIFICATION (Required Field): Purchase of replacement of catalytic converters on B&G vehicles.

SUBJECT:
TRANSFER BUDGET MONIES FROM ONE LINE ACCOUNT TO ANOTHER

DECREASE - In whole dollars only:
$ 10,000.00 Account #41799260 5608 Description: B&G Capital Repair
$_____ Account #_____ Description:
$_____ Account #_____ Description:

$ 10,000.00 TOTAL DECREASE

INCREASE - In whole dollars only:
$ 10,000.00 Account #41799260 5435 Description: B&G Repairs
$ _____ Account #_____ Description:
$_____ Account #_____ Description:

$ 10,000.00 TOTAL INCREASE (Must match total decrease)

Accounting Department Only

Board Approval Needed: Yes X No ___

Date of Board Approval: _____

Date Transfer Completed: _____ Name: _____

Town of Manchester
Board of Education

To: **Manchester Board of Education**

From: **Mr. Matthew Geary, Superintendent of Schools**

Subject: **Transfer of Funds**

Date: **March 19, 2021**

Background: In accordance with Board of Education Policy 3160, Transfer of Funds between Categories, I am requesting the Board approve the following transfers in the FY2020-2021 Budget.

Discussion/Analysis: Transfer from Bennet Academy School Administration General Supplies and Materials in the amount of $1,000.00. Transfer to Bennet Academy School Administration Professional Development in the amount of $1,000.00.

Financial Impact: None

Other Board/Commission Action: None

Recommendation: The Superintendent of Schools recommends that the Board of Education approve these transfers in the FY2020-2021 Budget.

Matthew Geary

Matthew Geary
Superintendent of Schools
Manchester, CT
April 8, 2021

Manchester Public Schools
Manchester, Connecticut

TO: Accounting Department **School/Department: Bennet Academy**

Date of Request: 03/19/2021 **Approver: Joseph Chella**

Date Approved: 03/19/2021

JUSTIFICATION (Required Field): Transfer funds from General Supplies to Professional Development. We would like to send our Guidance Team to the Connecticut School Counselor Association Annual Conference.

SUBJECT:
TRANSFER BUDGET MONIES FROM ONE LINE ACCOUNT TO ANOTHER

DECREASE - In whole dollars only:
$ 1,000.00 Account #42351240 5610 Description: Bennet General Supplies
$_____ Account #_____ Description:
$_____ Account #_____ Description:

$ 1,000.00 TOTAL DECREASE

INCREASE - In whole dollars only:
$ 1,000.00 Account #42351221 5330 Description: Bennet Professional Dev.
$ _____ Account #_____ Description:
$_____ Account #_____ Description:

$ 1,000.00 TOTAL INCREASE (Must match total decrease)

Accounting Department Only

Board Approval Needed: Yes X No ___

Date of Board Approval: _____

Date Transfer Completed: _____ Name: _____

Town of Manchester
Board of Education

To: **Manchester Board of Education**

From: **Mr. Matthew Geary, Superintendent of Schools**

Subject: **Transfer of Funds**

Date: **March 25, 2021**

Background: In accordance with Board of Education Policy 3160, Transfer of Funds between Categories, I am requesting the Board approve the following transfers in the FY2020-2021 Budget.

Discussion/Analysis: Transfer from Manchester High School Science Field Trips in the amount of $3,000.00. Transfer to Manchester High School Science General Supplies and Materials in the amount of $3,000.00.

Financial Impact: None

Other Board/Commission Action: None

Recommendation: The Superintendent of Schools recommends that the Board of Education approve these transfers in the FY2020-2021 Budget.

Matthew Geary

Matthew Geary
Superintendent of Schools
Manchester, CT
April 8, 2021

Manchester Public Schools
Manchester, Connecticut

TO: Accounting Department **School/Department: Manchester High School**

Date of Request: 03/25/2021 **Approver: Katelyn Miner**

Date Approved: 03/25/2021

JUSTIFICATION (Required Field): To cover the cost of desk and chairs for three science classrooms.

SUBJECT:
TRANSFER BUDGET MONIES FROM ONE LINE ACCOUNT TO ANOTHER

DECREASE - In whole dollars only:

$ 3,000.00	**Account #14061270 5512**	**Description: MHS Science Field Trips**
$	**Account #**	**Description:**
$	**Account #**	**Description:**

$ 3,000.00 TOTAL DECREASE

INCREASE - In whole dollars only:

$ 3,000.00	**Account #14061100 5610**	**Description: MHS Science General Supplies**
$	**Account #**	**Description:**
$	**Account #**	**Description:**

$ 3,000.00 TOTAL INCREASE (Must match total decrease)

Accounting Department Only

Board Approval Needed: Yes X No ___

Date of Board Approval: _____

Date Transfer Completed: _____ Name: _____

Town of Manchester
Board of Education

To: Manchester Board of Education

From: Matthew Geary, Superintendent of Schools

Subject: Item for Appropriation FY20-22 Hartford Foundation for Public Giving Grant Number 62283

Date: March 25, 2021

Background: This grant will continue to support the Family and Community Partnership Plan serving Manchester families.

Discussion/Analysis: These funds will be used over an 18-month period (January 2021 – June 2022) to collaboratively, as a community, design, create, and implement several online experiences that introduce and reinforce the district's SEL, Restorative Practices, and Equity frameworks and practices. This will include rebranding the existing online and mobile platforms using an equity lens, designing online HR modules, designing online self-paced course experiences, and designing content intended to be used in hybrid spaces.

Financial Impact: None

Other Board/Commission Action: None

Recommendations: The Superintendent of Schools recommends that the Board of Education request the Board of Directors to establish an appropriation for FY20-22 Hartford Foundation of Public Giving grant in the amount of $262,500.

Attachments: None.

Matthew Geary

Matthew Geary
Superintendent of Schools
Manchester, CT
April 8, 2021

Town of Manchester
Board of Education

To: Manchester Board of Education

From: Matthew Geary, Superintendent of Schools

Subject: Permission to apply Carl D. Perkins Career and Technical Education Secondary Special Populations Recruitment and Retention Grant for FY20/22

Date: March 31, 2021

Background:
Manchester Public Schools has demonstrated a record of excellence in career and technical education. The Carl D. Perkins Career and Technical Education Secondary Special Populations Recruitment and Retention Grant will improve and expand education and career readiness by designing and implementing improved plans for the recruitment and retention of students representing special populations into Career and Technical Education Career Clusters, pathways and programs of study.

Discussion/Analysis:
Funds will be used over a 5-month period (April 1, 2021 - August 31, 2021) to:

1. Revise and/or re-write curriculum to ensure cultural diversity, representative of our student body, equity of access and differentiation and alignment with state/national standards in Business, Family Consumer Science, Health Careers and Technology Education departments.
2. Provide professional development opportunities to educators to ensure that student access to materials and activities are equitable and will prepare them for a transition to a technologically-advanced employment workplace.
3. Support specific developmental initiatives through funding for instructional programs, supplies and equipment for grades 9-12 in the aforementioned areas.
4. The Career and Technical Education Secondary Special Populations Recruitment and Retention Grant (grant) was designed to assist eligible secondary Perkins V recipients in designing and implementing a plan for the recruitment and retention of students representing special populations into Career and Technical Education Career Clusters, pathways and programs of study.

Financial Impact: None

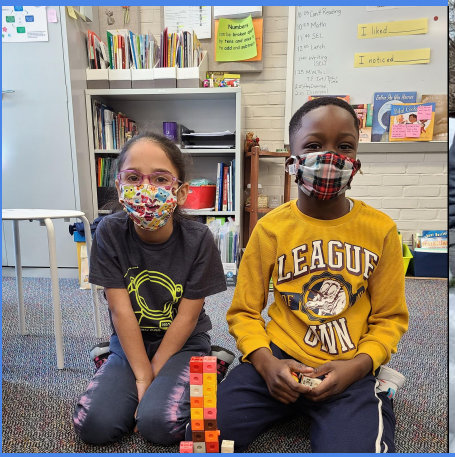
Other Board/Commission Action: None

Recommendations: The Superintendent recommends that the Board of Education give permission to apply for the Carl D. Perkins Career and Technical Education Secondary Special Populations Recruitment and Retention Grant for FY20/22 in the amount of $22,167.

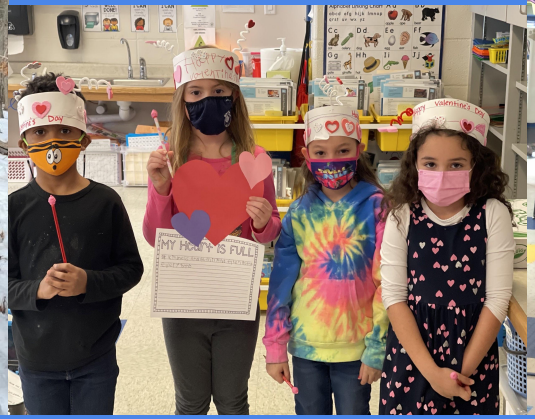
Matthew Geary

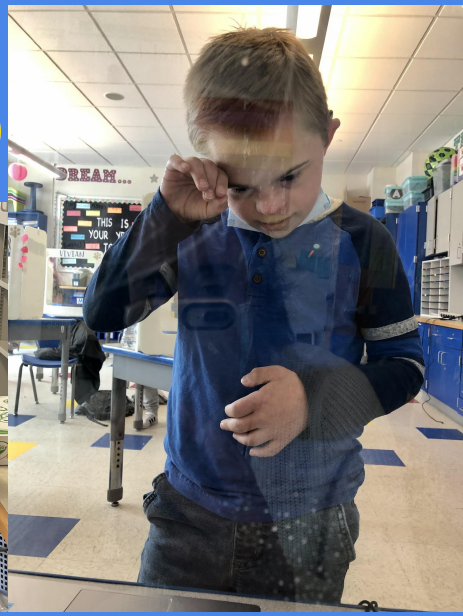
Matthew Geary
Superintendent of Schools
Manchester, Connecticut
April 8, 2021

Welcome to Highland Park



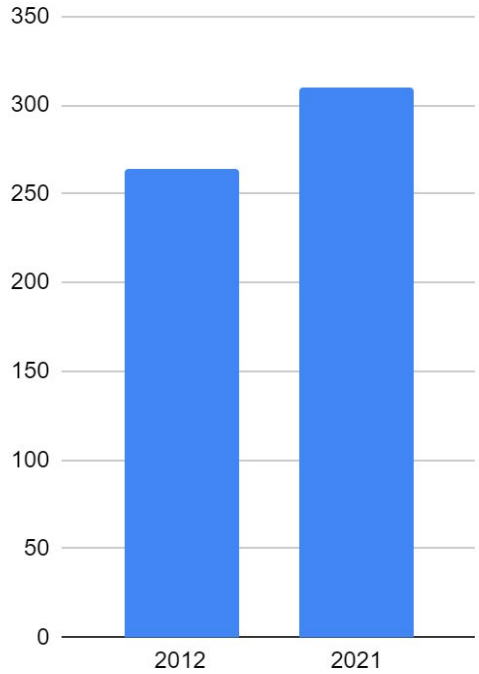




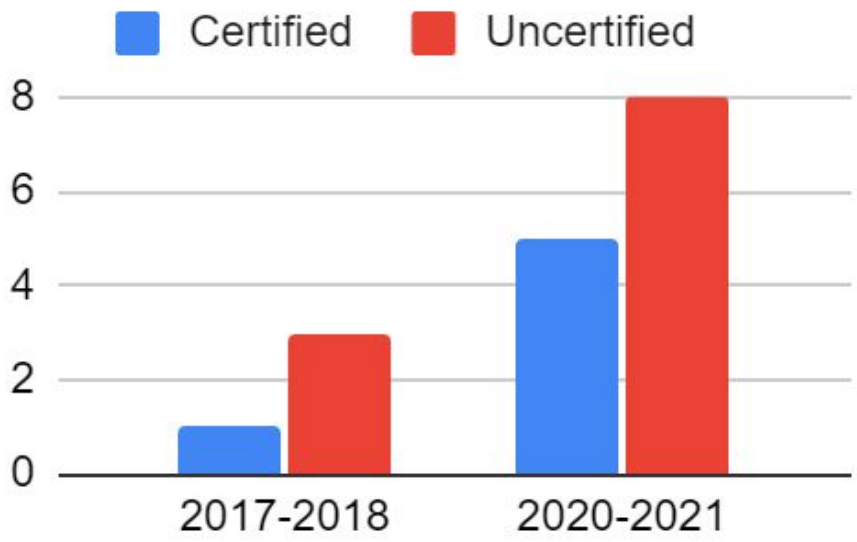


The Evolution of Highland Park

Student numbers

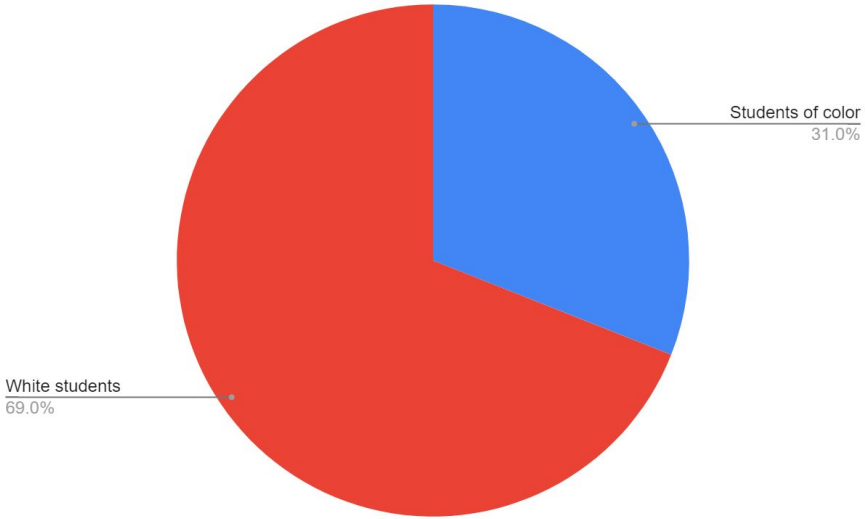


Staff of color



The Evolution of Highland Park

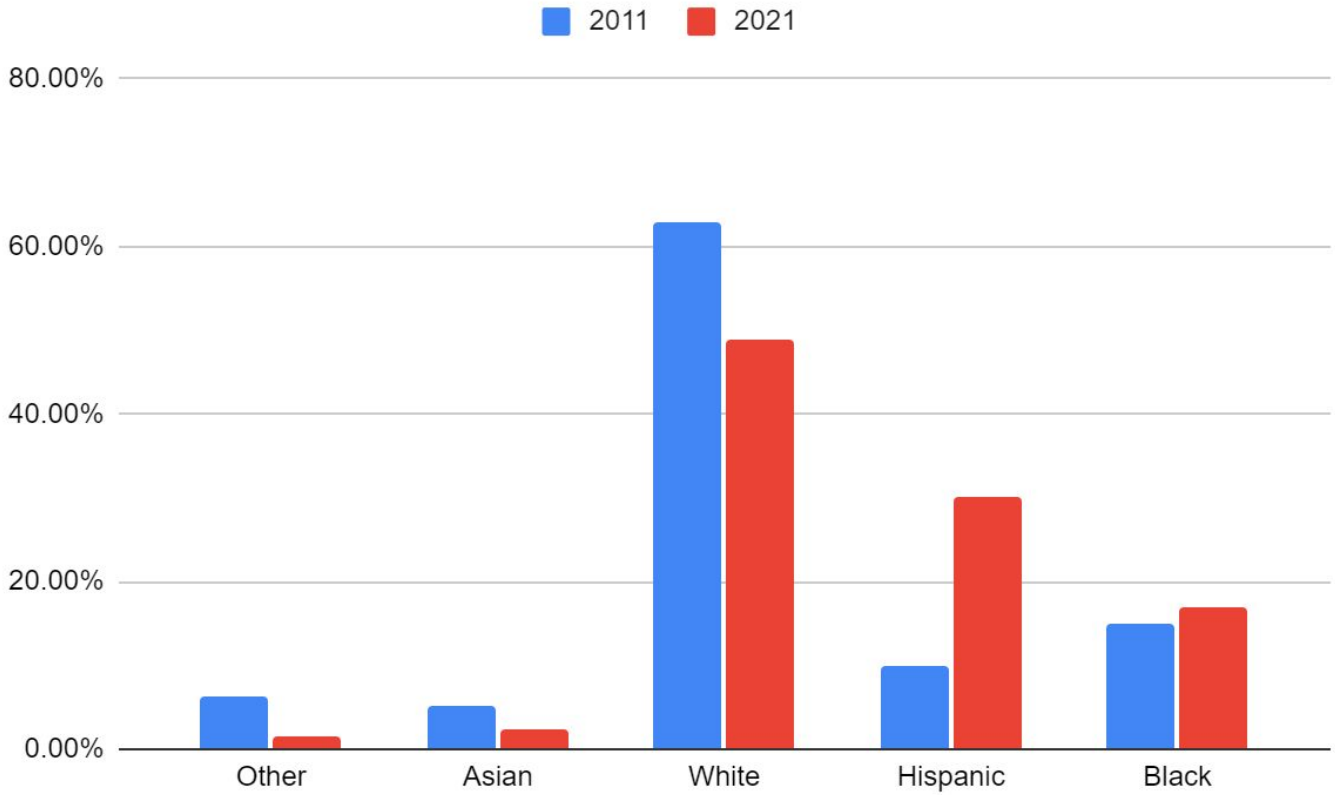
2010



2021

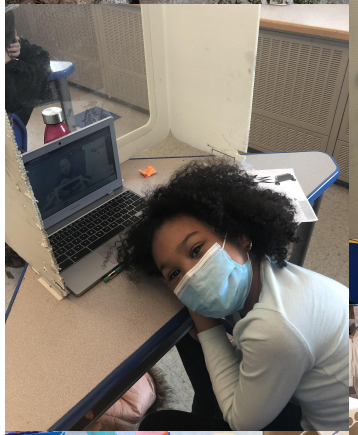


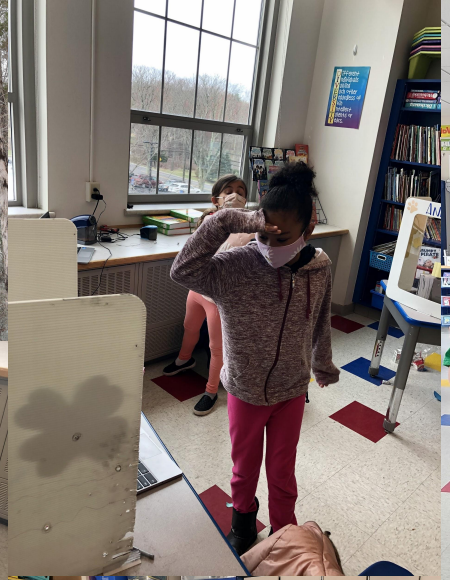
HPS Demographics

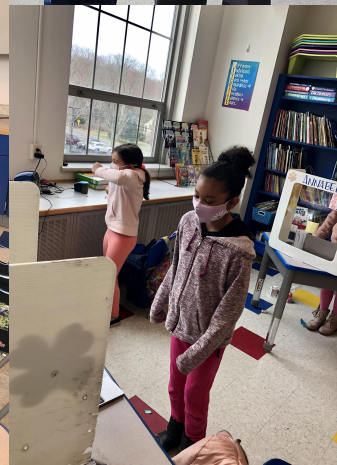


Goals

- Create a Positive and Safe Culture and Climate
- Increase Family/School Partnership
- Provide staff with Race and Equity PD opportunities
- Continuous Academic Improvement and Progress
- Ensure all students receive an equitable and rigorous education

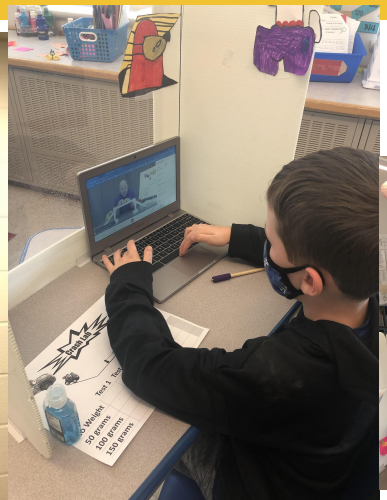


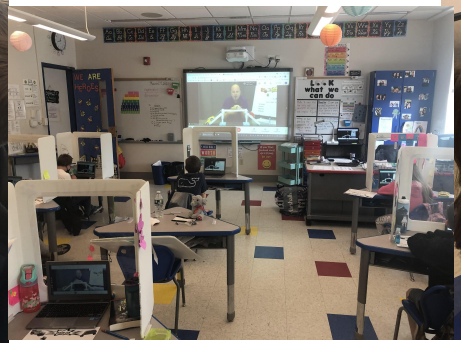



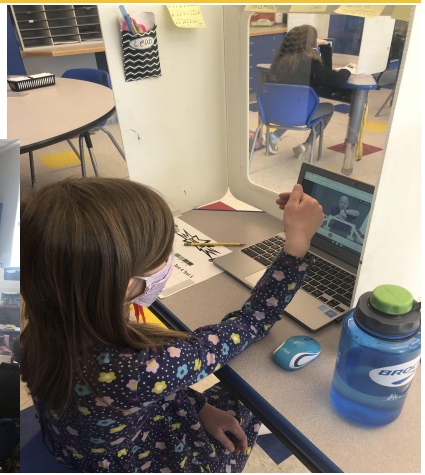
HPS goals 2020-2021

- Center Race in all we do (communications, data, conversations, etc)
- Focus on student and family social emotional wellness
- Connections with Highland remote students
- Race and Equity read alouds with students
- Race and Equity professional learning with staff
- Continue our resiliency during this pandemic, by having high expectations, with high support, for all students





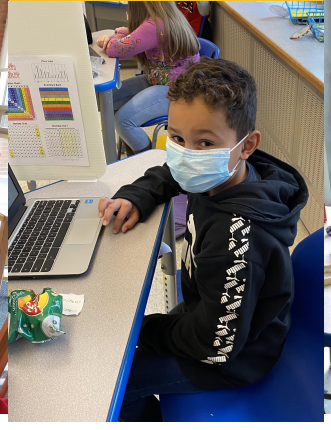


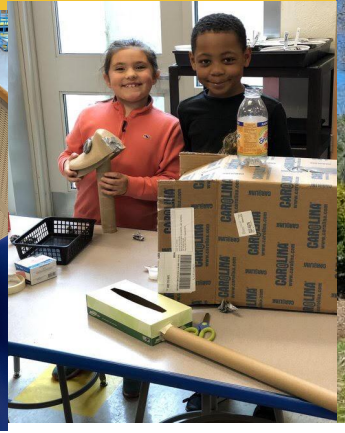


Academics

- Strong Tier I Instruction- Within the classroom (Workshop Model- Mini Lesson, Small Group Instruction, Independent Practice)
- Professional Learning Communities (PLC's)- Collaborate in reviewing data, planning, Coaching Support, and reflecting on best practices
- Tier II and III SRBI Intervention (Reading Specialist/STEM teachers/Tutors)- Small Group and Individualized Reading and Math Interventions







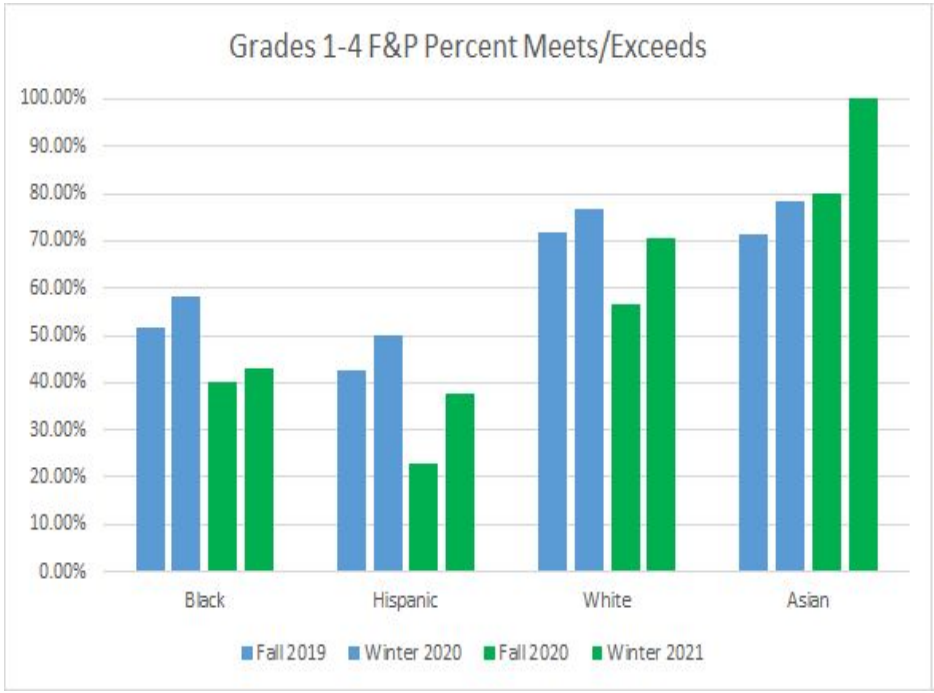


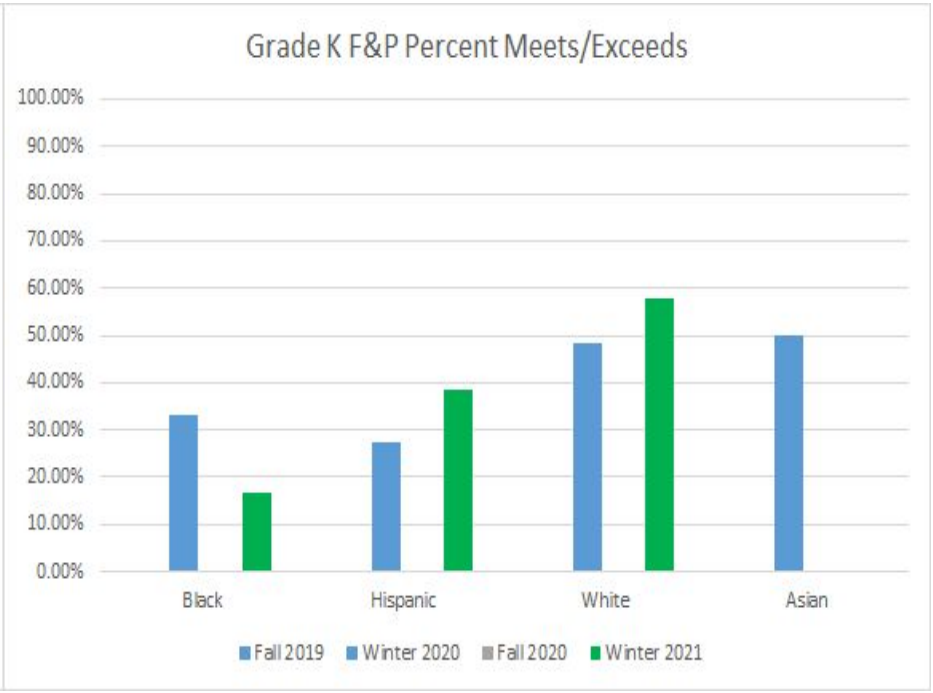
Academics - this year

- Strong Tier I Instruction- Within the classroom
  - (Workshop Model- Mini Lesson, Small Group Instruction *(when possible, using desk shields and maintaining distance)* Independent Practice)
- Wednesday Learning Plan PD's facilitated by Instructional Coaches
- Academic Reviews with teachers and Instructional Coaches with a focus on race
- Intervention and Acceleration block - individualized instruction based on student need
- Tier II and III SRBI Intervention (Reading Specialist/Tutors)- Small Group and Individualized Reading and Math Interventions

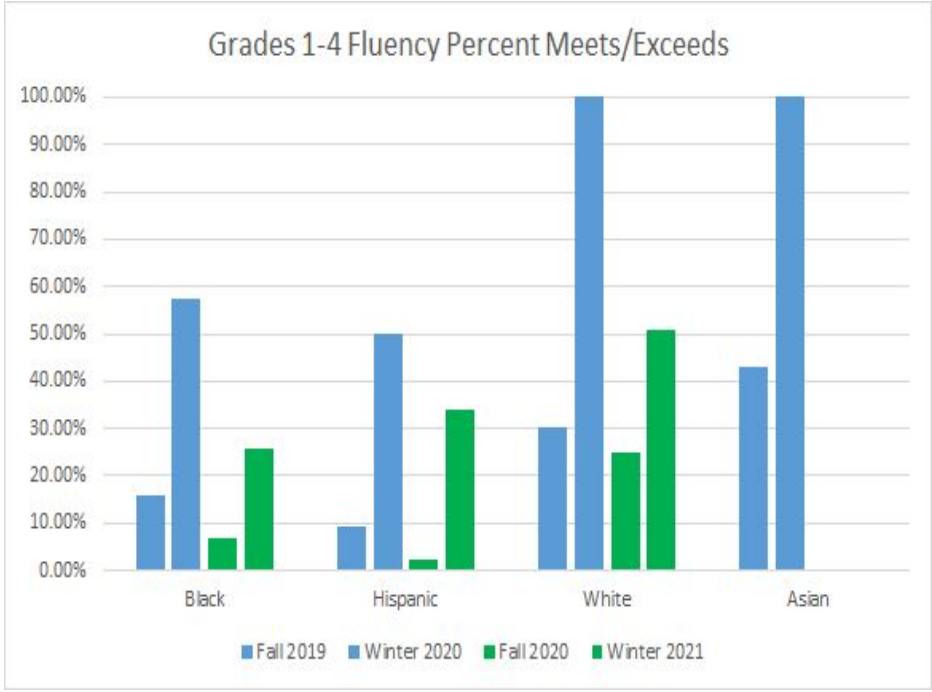


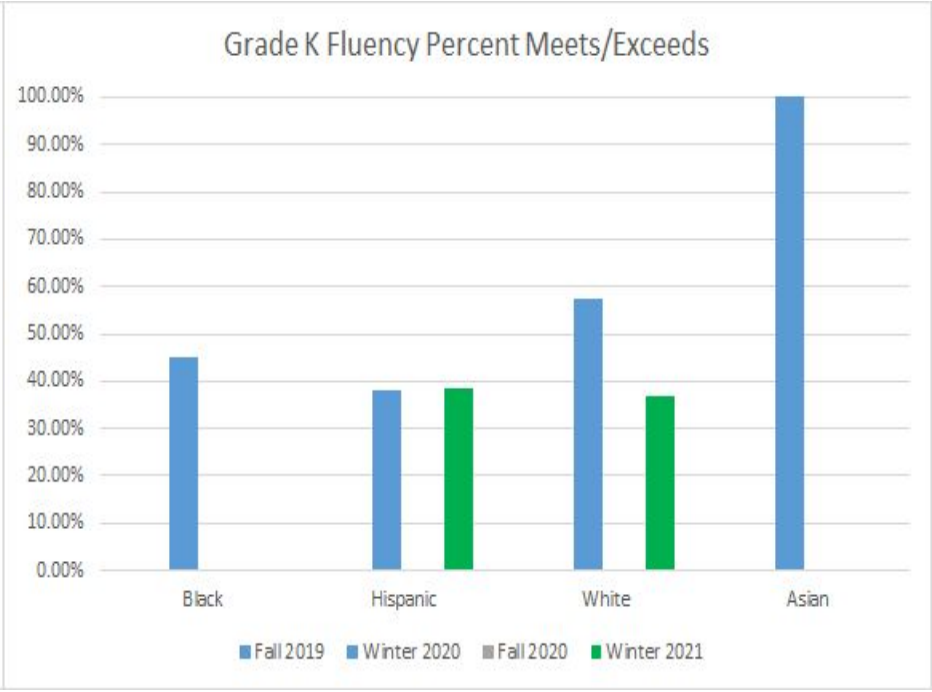
Academic Data - F&P





Academic Data - Fluency





HPS Expected Behaviors Incentive Program - previous years

- Students receive Husky Tickets based on their compliance with our HPS Expected Behaviors (Be Safe, Responsible, and Respectful).
- Tickets are placed in a jug of their choice of what they would like to earn.
- Choices include: lunch with teacher, homework pass, AP for the day, etc.
- At the end of each week, we recognize one student per grade level with our “Husky Role Model of the Week”
- At the end of each month, we hold a Pep Rally to celebrate our Expected Behavior for that month. Tickets are drawn from each activity jar.
- All tickets are then put into a bin for the end of the year prize: Tickets to the Yardgoats and a bike.
- Staff can also earn the Golden Goose Award (certified staff) & Golden Duck Award (Non-Certified staff) when nominated by a colleague

HPS Incentive Program - Covid edition

- Attendance incentives - VIP Read Alouds, Perfect Attendance Prize Box
- Virtual student of the month
- Staff can also earn the Golden Goose Award (certified staff) & Golden Duck Award (Non-Certified staff) when nominated by a colleague





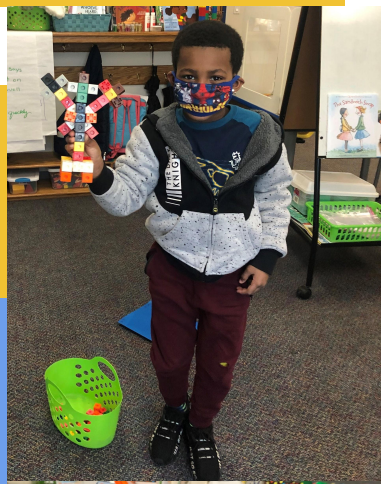


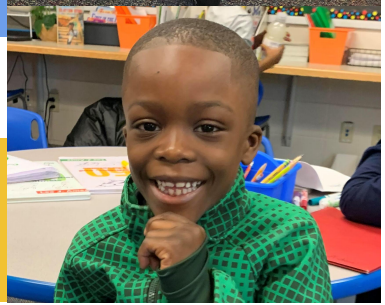
Learning Strategies Classroom K-2 Program

Focused on supporting and transitioning students into regular education classrooms

Provides a small community environment with a strong focus on academic learning	Students are linked to a regular education classroom and participate in various classroom activities
Trained staff focuses on social thinking and restorative practice approach to support students	LSC staff work closely with families to support students' academic and social-emotional growth

Team of educators work collaboratively and continuously on a slow and supportive transition process back into a regular education classroom

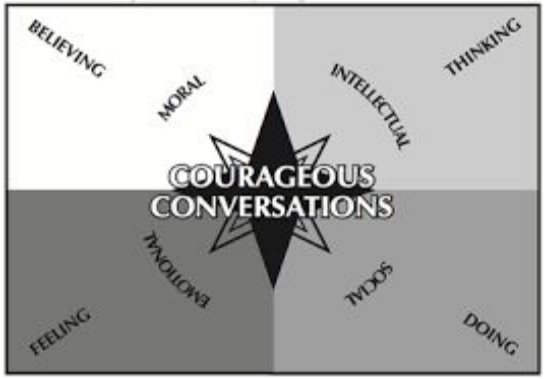




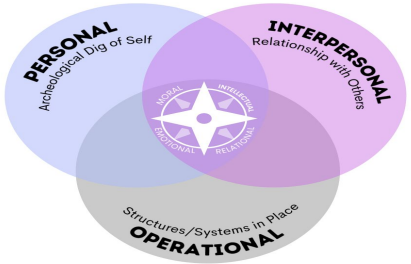
HPS Equity Team

A team of educators leading the school in the mission of eliminating opportunity and achievement disparities by...

- Establishing a forum for courageous conversation about race, culture and difference that deepen understanding, foster communication and build strong positive relationships with all staff, students, families and community members.
- Creating a culture and providing structures and professional learning that encourage **ALL** to discuss differences openly, honestly, and as safely as possible in the work environment.
- **Supporting the growth of adults self-awareness on their race and equity journey and understanding of unconscious biases that impact students' and families' experiences within traditional educational practices**



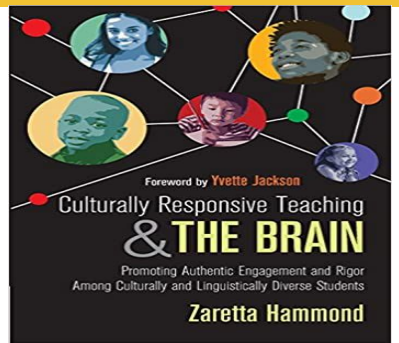
THE CORE LINES OF ACTION



HPS Equity Team - Working Groups

Equity & Teaching

Supporting emerging school equity leaders willing to develop their will, skill, knowledge and capacity to support colleagues in understanding race and deinstitutionalizing racism.



Student & Family Connections

Focusing on different ways to stay connected with students and families to support access to educational resources and promoting the integration of race and equity in SEL





Resource Forum

Establishing a forum that will encourage ALL staff to address their own beliefs and examine institutional practices.



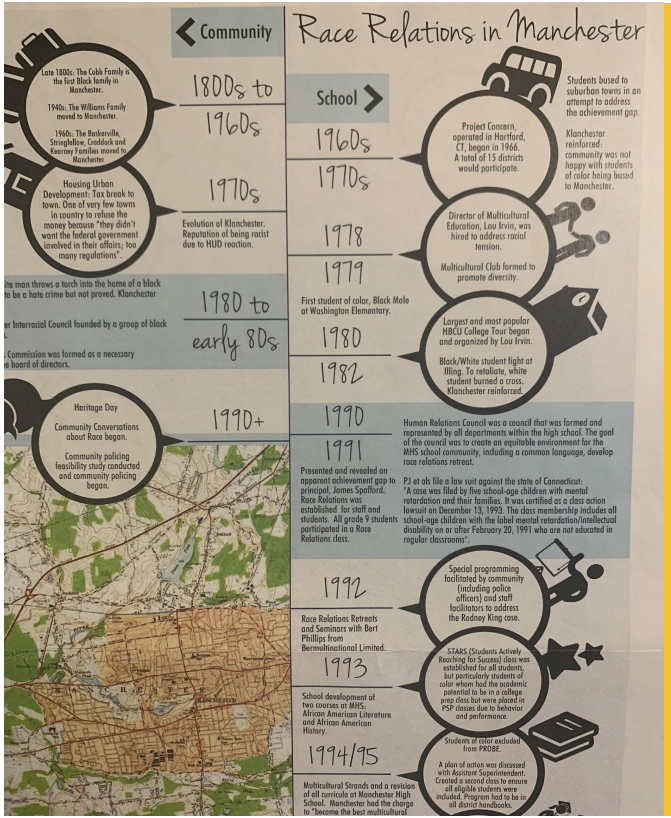
Centering & Empowering Student Voice

- Teacher led collegial initiative
- Partnering with the District's Youth Empowering Coordinator
- Participated in training to facilitate student focus groups
  - **centering student voice**
  - **empowering student voice**
- Timeline
  - Launch this spring
  - Across all grade levels K-4
  - Groups of 3-5 students
  - Engaging parents in the discussion

Discussion Topic: Physical Activity

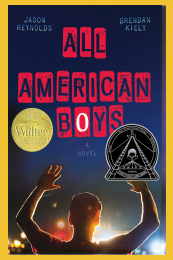


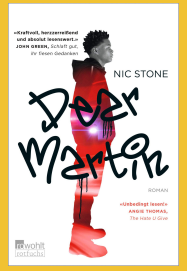
Staff Testimony- Race & Equity Journey

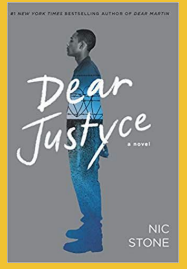


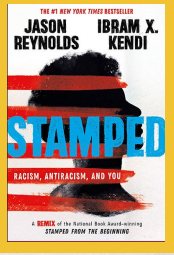
NEWS







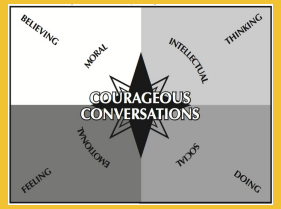


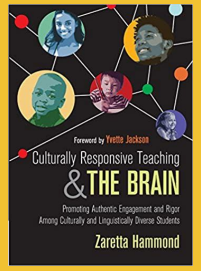








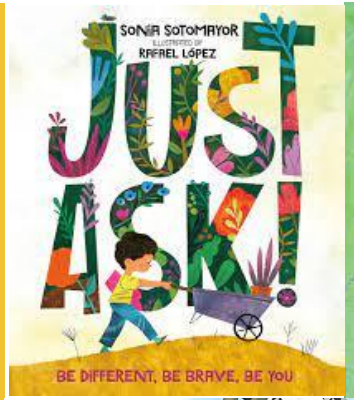


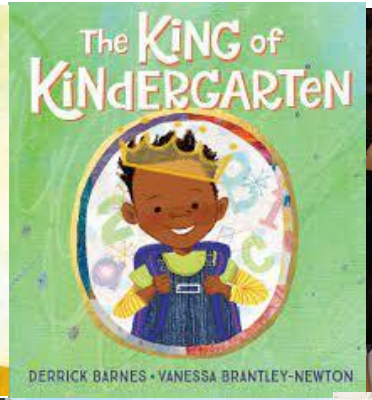


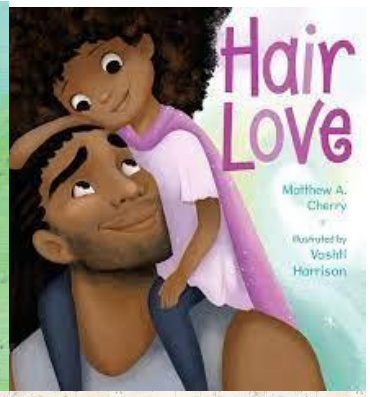


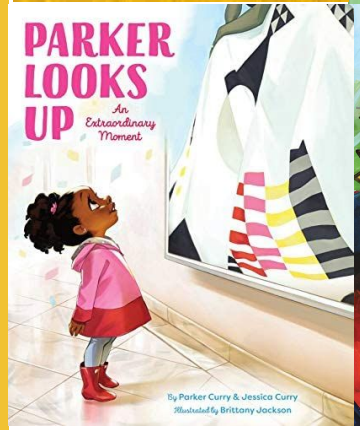
Race and Equity Read Alouds

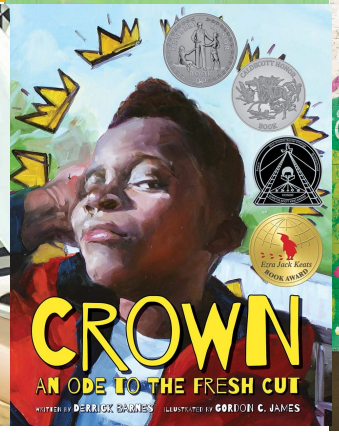
- Read-Alouds inspire joy for reading, help to build important foundational literacy skills, introduce vocabulary, strengthen attention spans and listening skills, provide a model for fluency, increase comprehension of text and so much more!
- What's extra special about the particular read-alouds that we are engaging in is the fact that the books we will be reading will center on black and brown characters and their lived experiences, be written by black and brown authors, and will be read by black and brown readers! The value of our read-alouds increases exponentially being that we are giving every student a truly culturally rich experience and our black and brown students will get to see themselves positively represented on multiple levels!

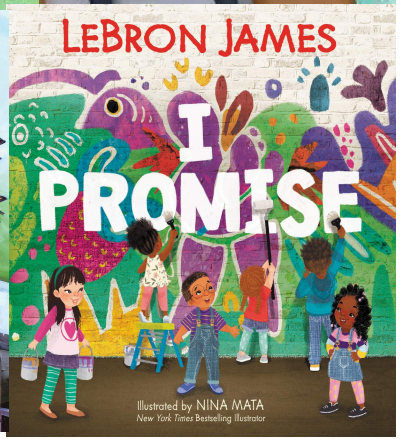












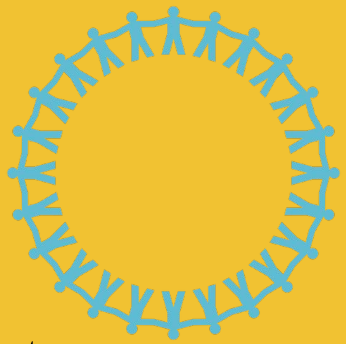
Restorative Team

- Restorative Practices looks to create an inclusive and intentional community that emphasizes using the relationship to solve conflict. We are clear that in order to be an inclusive community, we have to be culturally competent.
- Creating meaningful relationships that allow you to critically reflect, collaborate, and empathize with one another.



HPS-Martin Affinity Circle

The purpose of the Affinity Circle is to allow staff to come together out of a common experience or identity to support each other and perhaps to promote progressive change



- Safe Space
- Voices are Heard
- Positive Identity Exploration
- Sense of Belonging & Trust - Impact on Academic Achievement

Family Resource Center

The Family Resource Centers support and uplift school-family-community partnerships, by providing a broad base of educational and supportive programs. Our success in fulfilling our mission hinges on positive and healthy relationships. In delivering our services, we work closely with schools, social service agencies, and our community partners.

- Family Engagement
  - Phone calls
- Positive Youth Development
  - Fun with Friends
- Playgroup
  - Extension activities
- Resource and Referral
  - Food delivery
- Community Collaborations
  - Youth Service Bureau



Highland Park PTA

- The Highland Park School Parent Teacher Association Mission
- Share information and resources for HPS families
- Provide family programs and special events throughout the school year
- Fundraising efforts support end of year activities and HPS educational materials and equipment
- Why join the PTA?






Highland Park Elementary - Post-Covid Goals

- Steadily Close the Achievement Gap
  - Work closely with students, families and teachers to provide support and help bridge any gaps caused by Covid - academic and social emotional
- Partner with families to increase student attendance
  - Both in-person, and remote students next year
- Continue to provide and improve data-driven SRBI Interventions, EL support, and the SSAT process
- Continual Parent Communication (Meetings, Conferences, Emails, etc.)
- Continue to ensure that Special Education IEP Goals/Objectives and 504 Accommodations meet the needs of students
- Continue to center race in all that we do

