



## **Board of Education**

5 Minortown Road ~ Woodbury, CT 06798

[www.ctreg14.org](http://www.ctreg14.org)

**Mission:** The mission of Connecticut Region 14 Schools is to educate all students to their highest level of academic potential and to teach them the skills and knowledge to become capable, creative, collaborative lifelong learners and responsible members of the world community.

**Board of Education Goals:**

**Academic Performance** - The district will strive to improve academic performance for all students on multiple assessment indicators and the staff will be committed to continuous improvement.

**Communication** - Region 14 will develop partnerships with all stakeholders in the school community to highlight the exemplary programs the district offers

**Safety** - Region 14 will provide safe and secure facilities equipped with technology, enabling a 21st century learning environment that supports the values of the district

**Budget** - Region 14 will prepare a budget that meets the needs of every student and communicates the needs and priorities of Region 14 in a clear and concise manner.

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# **A G E N D A**

Special Meeting

Board of Education –Policy Committee

Monday, February 26, 2024; 5:30 p.m.

Bethlehem Elementary School

Media Center

- I. Call to Order
- II. 6145.2 Interscholastic/Intramural Athletics
- III. 4117.6 Exit Survey/Interviews
- IV. Adjournment

## Instruction

### Interscholastic/Intramural Athletics

The Board of Education believes individual students will benefit from opportunities to grow physically and intellectually through experiences that provide the opportunity for self-discipline and team efforts made possible through competitive interschool and intramural team and individual sports activities.

District participation in interscholastic athletics will be subject to approval by the Board. This shall include approval of membership in any leagues, associations, or conferences, ~~of~~ or rules for student participation. ~~and of annual sports schedules.~~

It is the Board's policy to provide students interscholastic athletic competition in a variety of sports. Students will be allowed to participate in individual sports on the basis of their physical condition and desire. Qualified personnel shall be provided for coaching and supervising individual sports. In addition, it is the policy of the Board to provide intramural athletic activities as an outgrowth of class instruction in physical education commensurate with the grade level of the students involved.

Students with disabilities, possessing the required level of skill or ability to participate in a competitive program or activity, shall be afforded an equal opportunity to participate in extracurricular activities, which include club, intramural or interscholastic athletics. The District shall make reasonable modifications and provide those aids and services that are necessary to afford a "qualified" disabled student the opportunity to participate in extracurricular athletics, unless it results in a fundamental alteration to the District's program. The District will consider whether safe participation by a disabled student can be assured through reasonable modifications or the provision of aids and services.

The District shall/may (TBD) create additional opportunities for students with disabilities who cannot participate in the existing extracurricular athletics program, even with reasonable modifications or aids and services, in order to afford such students an equal opportunity to receive the benefits of extracurricular athletics.

Each student who chooses to participate in an interscholastic athletic program is required to have on file, in the offices of the building administrator and the Athletic Director, a certificate of consent which is signed by the parent or legal guardian. No student may start practice for any athletic team until he or she has been examined and approved by a medical doctor. This certificate of consent will be in effect for each student for each sports season.

The purpose of school athletics is both educational and recreational. The athletic program should encourage participation by as many students as possible and should be carried on with the best interests of the participants as the primary consideration. Participation should be without unreasonable interference with other obligations in the school, community and home.

## Instruction

### Interscholastic/Intramural Athletics (continued)

It is recognized that a well-organized and well conducted athletic program is a potent factor in the morale of a student body and an important phase of good community-school relations.

Every possible effort shall be made to offer equal opportunities for both sexes in sports and activities which shall include life sports that a student can carry through adulthood.

Legal Reference: Connecticut General Statutes  
10-149 Qualifications for coaches of intramural and interscholastic athletics.

*Stratton, PPA v. St. Joseph's High School*, Bridgeport Superior Court, June 4, 1986 (12 CT 26)9/87.

U.S. Department of Education, Office for Civil Rights, "Dear Colleague Letter," 113 LRP 3326 (OCR 1/25/13)

Policy adopted: June 6, 1994  
Policy revised: November 22, 2016

REGIONAL SCHOOL DISTRICT NO. 14  
Bethlehem and Woodbury, Connecticut

## **Narrative to Support Policy 4117.6 - Exit Interviews**

CABE has updated policy 4117.6 to align with Public Act 23-159 (An Act Concerning Teachers and Paraeducators), § 6-7 – Exit Survey for Teachers Leaving the Profession and Teacher Attrition Rates, which requires school boards to (1) develop and conduct exit surveys of teachers voluntarily leaving employment with the board and (2) add teacher attrition rates to their strategic school profile report:

Not later than January 1, 2024, each local and regional board of education shall develop an exit survey to be completed by a teacher who is employed by such board and voluntarily ceases employment with such board. Such exit survey shall include questions relating to the reason why such teacher is ceasing employment, if such teacher is leaving the teaching profession, the demographics of such teacher and the subject areas in which such teacher taught.

*A sample policy to consider.*

## **Personnel - Certified/Non-Certified**

### **Exit Survey/Interviews**

The Board of Education shall develop an exit survey to be completed by a certified professional educator who is employed by the Board and voluntarily resigns. The exit survey will include questions relating to the reason why the certified educator is ceasing employment, whether or not the certified educator is leaving the profession, the demographics of the certified educator, and the areas in which the certified educator taught or served.

Exit interviews are viewed by the Board of Education as a good way to gain insights into problems, difficulties, and dissatisfactions that otherwise might not come to the school system's attention. Such interviews can also provide confirmation of suspected problems as well as information needed to begin to correct the problems.

Therefore, an employee who is separated from employment in the District will receive an exit interview.

Legal Reference:        Connecticut General Statutes  
                                 P.A. 23-159 An Act Concerning Teachers and Paraeducators

Policy adopted:  
cps 10/23

# Exit Survey for Certified Faculty

As part of new Connecticut State legislation passed in July of 2023, Public Act 23-159 requires all Boards of Education to develop an exit survey to be completed by each teacher who voluntarily ceases employment with such board. Aside from helping us meet the legislative requirement, your responses will help us improve our educational environment and better understand teacher attrition in Region 14.

\* Indicates required question

1. Email \*

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2. First and Last Name \*

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3. Date of last scheduled day in Region 14 \*

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*Example: January 7, 2019*

4. Location of position (choose all that apply): \*

*Check all that apply.*

- Bethlehem Elementary School
- Mitchell Elementary School
- Woodbury Middle School
- Nonnewaug High School

5. Subject(s) Taught \*

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## Demographics

### 6. Gender \*

*Mark only one oval.*

- Male
- Female
- Non-binary
- Prefer not to say

### 7. Age Range \*

*Mark only one oval.*

- Under 30
- 30-39
- 40-49
- 50-59
- 60 or older

### 8. Race/Ethnicity \*

*Mark only one oval.*

- White/Caucasian
- Black/African American
- Asian/Pacific Islander
- Native American
- Other:

9. Number of years in the teaching profession \*

*Mark only one oval.*

Less than 1

2-4

5-9

10-14

15-19

20+

**Reason for Ceasing Employment**

10. Please select the primary reason for leaving your position: \*

*Mark only one oval.*

Personal/family reasons

Career Change

Relocation

Retirement

Dissatisfaction with teaching/the profession

Dissatisfaction with the district/school/position

Other: .....

11. Please briefly explain your primary reason for leaving: \*

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16. Do you have suggestions for enhancing the overall working environment for teachers in our district? \*

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17. Please describe your satisfaction level with the support and professional learning opportunities provided by the district during your tenure. \*

*Mark only one oval.*

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

18. Did you feel your voice and concerns were heard and addressed by the school and/or district administration during your employment? \*

*Mark only one oval.*

- Yes
- No

19. Please share any additional comments or suggestions you may have:

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