

**The W.L. Gilbert School Corporation  
Regular Meeting  
Wednesday March 20, 2024  
The Gilbert School  
6:30PM  
Library**

**MINUTES**

1. Chair Holly Cassady calls the meeting to order at 6:30PM. In attendance are members Scott Beecher, Shane Centrella, Jared Fritch (6:33PM), Theresa Padin, Ellen Marino and Renee Waldron. Absent members are Astrid Robitaille and Jonathan Morhardt.

Head of School Greg Shugrue and student representatives Danica Poirier and James Slauta are present. EdAdvance representatives Dan Cocchiola, Sue Lubomski, Taylor Van Antwerp and School Guidance Counselor Patrick Brintle are also in attendance.

Scott Beecher recites the pledge of allegiance and reads aloud The Gilbert School Vision and Mission Statement.

2. **Public Forum**

- A. General Public: None
- B. Student Representatives

James Slauta and Danica Poirier update the board on the following events/school happenings: SAT week competition, Wizard of Oz performance, trip to Italy over April break, TGS Fest, Spring Spirit Week, Spring Sports

3. **Call for Agenda Items**

***Motion to move Item 6, Presentation from EdAdvance, before item #4, Approval of Minutes, made by Theresa Padin, seconded by Scott Beecher and unanimously approved.***

Renee Waldron requests receipt of draft Meeting Minutes from the new board secretary prior to WPS BOE meeting on April 9th.

4. **Approval of Minutes**

***Motion to approve the Minutes of the February 21, 2024 as amended (three corrections per Ellen Marino) made by Theresa Padin, seconded by Ellen Marino and approved unanimously. Renee Waldron and Shane Centrella abstain.***

Amendments: typo under Building and Grounds Report- missing the "r" in "solar", Missing the vote under Approval of Policies and Deb should be listed under Principal's Report (rather than Greg).

5. **Committee Reports**

- A. Finance
  1. Ellen Marino reported that the board hired a secretary for minute-taking and a purchasing agent.
  2. The next monthly meeting will be on April 24, 2024.
- B. Policy
  1. Ellen reports on the meeting from March 7, 2024.
  2. Next Meeting is April 4, 2024.
- C. Building and Grounds

1. Scott Beecher provides an update on the roof and solar project. The roof project is set to begin construction on April 15th. Driveway sinkhole discovered and discussion. 5-year plan outline and discussion.
2. Next meeting is April 24, 2024

## 6. Presentation from EdAdvance

Representatives present on College and Career Accelerator programs. Work-based learning for students, opportunity for students to learn and explore career pathways. Bridge between high school/College or higher ed/workplace. EdAdvance provides free transportation for all students. Grant funding at the State and National levels. Supported by Governor Lamont. Brand new, progressive programming set to begin Fall 2024. Great for kids who are looking at Oliver Wolcott; rather than making the decision to go there, we will be able to offer similar programs "in house". Dual enrollment and opportunities to receive high school and college credit simultaneously. Four pathways for students to choose from. Opportunities to make meaningful connections in the workplace, while taking classes and getting paid. Endless paths for students to grow, explore and choose from. Flexibility for students and instructors to build programming along the way. Pilot program, "building as we fly this". Magnet School experiences at home town school. Students can enjoy the best of both worlds, for example, while focusing on specified tier/pathway at Gilbert, students won't need to miss out on after school activities or other extracurriculars that they otherwise would (if at Tech, for instance).

## 7. Committee Assignments

Building and Grounds Committee (meets at 5:30 in the library before most regular meetings): Scott Beecher (Chair), Holly Cassaday, Jonathan Morhardt

Finance Committee (meets at 6:00 in the library before the School Corp. meeting): Ellen Marino (Chair), Scott Beecher, Shane Centrella, Astrid Robitaille, and Renata Waldron [Holly Cassaday to be invited as guest (Board Chair)]

Nominations Committee (meets on an as-needed basis but no less than once every two years): Jared Fritch, Theresa Padin, Astrid Robitaille

Personnel Committee (meets during the daytime at the call of the Chairman): Holly Cassaday (Chair), Shane Centrella, Jared Fritch, and Theresa Padin

Policy Committee (meets during the daytime at the call of the Chairman): Ellen Marino (Chair), Jonathan Morhardt, Theresa Padin, Astrid Robitaille [Holly Cassaday to be invited as guest (Board Chair)]

Celebration of Excellence Committee (meets during the daytime on an as-needed basis but no less than once a year): Theresa Padin, Jared Fritch, Scott Beecher.

## 8. Security Update

Nothing new until we have a new Town Manager.

## 9. First Reading of Policies

- A. #6146 Graduation Requirements: Head of School Greg Shugrue discusses the new state mandate of .5 credit hours for each student in Personal Finance. School is prepared for this change.

## 10. Approval of Policies

- A. #5131.8 Off School Grounds Misconduct

***Motion is made to approve policy #5131.8 by Ellen Marino, seconded by Theresa Padin and unanimously approved.***

- B. #5141.5 Suicide Prevention and Intervention

***Motion is made to approve policy #5141.5 by Ellen Marino, seconded by Jared Fritch and unanimously approved.***

C. #5141.6 Crisis Response/Crisis Management Plan (Emergency Preparedness Plan)

***Motion to approve policy #5141.6 made by Jared Fritch, seconded by Theresa Padin and unanimously approved.***

## 11. Out of State Field Trip Requests

A. Six Flags New England

***Motion for approval made by Scott Beecher, seconded by Jared Fritch and unanimously approved.***

B. New York City, Broadway

***Motion for approval made by Theresa Padin, seconded by Ellen Marino and unanimously approved.***

C. Museum of Fine Arts, Boston

***Motion for approval made by Theresa Padin, seconded by Jared Frich and unanimously approved.***

## 12. Food Services

Holly Cassaday recites aloud the following two motions:

**A. Motion #1** (Required vote for participation in healthy food option of HFC)

This vote is required for all BOEs that participate in the NSLP. Each BOE must vote "yes" or "no" to participate in the healthy food option of C.G.S. Section 10-215f and follow the Connecticut Nutrition Standards (CNS). The motion and BOE-approved meeting minutes must include the exact motion language below

Pursuant to C.G.S. Section 10-215f, the WL Gilbert School Corp dba The Gilbert School certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2024, through June 30, 2025. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.

***Motion to approve made by Theresa Padin, seconded by Scott Beecher and unanimously approved.***

**B. Motion #2** BOEs that vote "yes" to participate in the healthy food option may choose to combine the two separate food and beverage exemptions into one motion, by using the exact motion language below. Required motion language for combined food and beverage exemptions:

The WL Gilbert School Corp dba The Gilbert School will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the food and beverage sales.

***Motion for approval made by Scott Beecher, seconded by Jared Fritch and unanimously***

*approved.*

**13. Principal's Report (Greg Shugrue reports on behalf of Deb)**

SAT Day last week went well. Entire test administered online only and nearly 100% participation.

**14. Head of School Report (Greg Shugrue)**

Numbers are way up for Spring sports, compared to Winter sports. Drone programming to begin next Fall. STEM Grants paid for drones for next year's students.

1. Enrollment Down from 440 to 439
2. Attendance Data best it's been in 3 years. 92% return rate. Social workers have been door- knocking with great success.
3. State Mandates

**A. Increasing Educator Diversity Plan (3/15/24)**

EdAdvance "guide" for NW CT towns, following State mandate.

Help with recruitment, hiring, retaining teachers.

**B. School-Based Climate Plans (7/1/24)**

Need to work on, approve and post.

**15. State Mandate - Increasing Educator Diversity Plan (IED)**

***Scott Beecher makes a motion to approve state mandated educator diversity plan, Ellen Marino seconded the motion and the board unanimously approved.***

**16. Board of Education Report**

Renee Waldron presents and reports that WBOE has approved their budget. Read Across America was a success. Spring Conferences are next week. March 13, 2024 was Paint Night at Hinsdale School. At the March 14, 2024 BOE Special Meeting the board selected/appointed Alison Pierce to the board, which is now full.

Theresa Padin presents and reports that Pearson School students received an Excellence Award at the state drone competition. Two teams have qualified for nationals. Drama students had a successful trip to NYC. Celebration of reading month activities at Pearson and Hinsdale. Finding Nemo Drama Presentation this Spring.

**17. School Corporation Chairman's Report**


Holly Cassaday provides an update: Currently working on "Founder's Day". Drone and robotics programming to begin at Gilbert in the Fall. After school program is aligned with what the Pearson School students are currently doing. These types of activities are very popular with students right now. Reminder, Tuesday night Mel and Greg will present their budgets to the Board of Selectmen. All are invited to attend.

**18. Adjournment**

***Motion to adjourn at 8:10PM by Jared Fritch, seconded by Theresa Padin and unanimously approved.***


Respectfully submitted,

Lauren Jones Dombrowski



# College and Career Accelerator


Dan Cocchiola, Sue Lubomski, Taylor Van Antwerp  
College Pathways & Career Workforce Development  
March 20, 2024



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## CCA Mission

**CCA exists to provide customized postsecondary educational and career opportunities for students while enrolled at their home high school.**



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## Partners & Values

### CCA as the Bridge, "The Liaison"

Collaboratively, with our school district partners, we provide programs that are aligned with the interests of students and the workforce needs of local businesses in the NW region and across CT.

1. School Districts
2. Higher Education
3. Local Businesses, Healthcare, and Organizations



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## Goals & Pathways

### Goals:

1. Increase Concurrent/Dual Enrollment College Course Offerings
2. Build Staff Capacity at Site
3. Provide Work-Based Learning Experiences

### 4 Pathways:

1. Manufacturing/Engineering
2. Education
3. Healthcare
4. Public Safety



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## Post-Secondary Outcome

### Who is K-12 worried about?

- Chronically no plan
- College persistence Data
  - 62% of all BS Degree seekers graduate within 6 years
  - 40% of all AS Degree seekers graduate within 6 years

What are the barriers?



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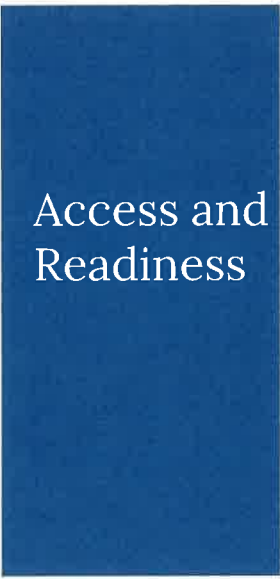
## Access and Readiness

### Barriers

1. Cost / Loans
2. Demanding Academics
4. Advising: First generation students especially lack family expertise and advising
5. Connection to content



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## Access and Readiness

### **College Certificate Process:**

- Enroll in highly supported, career focused college courses while in high school
- Develop specialized skills for in-demand fields
- Incorporate on-the-job training through internships and pre-apprenticeships
- Lead directly to skilled trades and careers starting at above-average salaries

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## Access and Readiness

### **Associate Degree:**

- Graduate high school with 2 years of college completed at no cost
- Enroll in college courses throughout high school
- Enter the workforce upon graduation and/or pursue Bachelor's Degree

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**Manufacturing  
Tiers 2024-  
2025  
(gr 9-12)**

- Tier 1: CAD User Certificate - 3 classes**
- Tier 2: CAD Mechanical Certificate - 7 classes**
- Tier 3: Mechatronics Certificate - 10 classes**
- Tier 4: Technology Engineering Associate Degree**
- Tier 5: Manufacturing Engineering Associate Degree**

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**Education  
Tiers  
2024-2025  
(gr 9-12)**

- Tier 1: Child Development Associates (CDA) National Certification - 3 classes + work hours with students**
- Tier 2: Early Childhood Education Certification - 8 classes**
- Tier 3: Courses toward or completing Associates Degree in Early Childhood, Grades 1-6, and grades 7-12**

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**Healthcare & Public Safety Tiers 2024-2025**

**Tier I: CNA and EMT basic courses in First Aid and CPR**


**2025-2026-Fully developed program to meet certification requirements**

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**Manufacturing Engineering Workforce**

**13% of CT's GDP**

- 11,000 NEW Manufacturing/Engineering openings right now in CT
- 65,000 NEW Jobs in the next decade
- Greying of Workforce



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Students might be interested in CCA Manufacturing Engineering Pathway if:

- They're thinking about **ENGINEERING** as a job
- They've ever wanted to be an **ARCHITECT**
- They think it would be cool to **DESIGN** and make your own objects
- They enjoy **MAKING THINGS** and/or taking them apart:
  - Legos, RC cars, Rubik's cubes, etc.
- Do they like to **BUILD THINGS**?
- Enjoy **DRAWING** and design
- They've used **CAD** (Computer Aided Design) software & enjoyed it
- Looking for a **NEW INTEREST**?



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Education  
Workforce

**Survey taken in August 2023:**

CEA: 77% Teachers stressed out;  
74% Contemplating retirement/exiting

CSDE: 1,300 Vacancies for Teachers &  
Paras

Teachers-special education, math,  
science; Paraeducators-special education



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## Healthcare Workforce

Largest Workforce Sector in CT

**Healthcare is 16% of CT's workforce** (270,000 jobs)

Nurses, CNA, skilled techs, long-term & home care

Deficit of nurses; 1,000 vacancies/ year

State's nursing programs accepts only 25% of qualified students due to a lack of faculty

52% of RNs are over 50, retiring within next 10 years



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## Public Safety Workforce

EMS, firefighter, and police shortages statewide

“EMS deserts” in rural parts of the state lacking ambulance coverage. Wait time of 30 to 40 mins.

26,800 firefighters in CT (4,450 career firefighters)

In June 2023, CT Task Force assembled, but in the meantime services are limited or lacking

By fall 2025, Public Safety Workforce Pathway fully developed



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## Work-Based Learning

**Work-based learning (WBL) is a continuum of structured activities that provide the student with hands-on, real-world experience alongside industry professionals.**

CCA WBL goals for students:

- Expose students to career opportunities
- Develop students' workplace skills

CCA WBL goal for districts:

- Create and grow relationships between local employers, school districts, and the CCA to address skills gaps

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## The CCA Advantage

- Our mission is to service our districts and our towns.
- We are developing a sustainable, long term work-based learning program that will significantly impact the northwest corner and all of CT.



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