



Regional School District #4
Chester – Deep River – Essex – Region 4
JOINT BOARD OF EDUCATION COMMITTEE

PLEASE NOTE:
This meeting will be held in
person in the JWMS Library

AGENDA

To: Members of the Chester, Deep River, Essex, and Region 4 Boards of Education
Subject: **Thursday, October 06, 2022 Joint Board Committee Meeting**
Time: Joint Board Committee Meetings begin promptly at **7:00 p.m.**
Place: **John Winthrop Middle School Library**

Please contact Jennifer Bryan at Central Office jbryan@reg4.k12.ct.us if you are unable to attend.

Mission Statement

We, the communities of Chester, Deep River, Essex and Region 4, engage all students in a rigorous and collaborative educational program. We prepare our learners to be respectful citizens who are empowered to contribute in a globalized society.

1. Call to order 7:00 p.m.

- 1.1 The Appointed Chair of the Supervision District Committee acts as the Chair of the Joint Board of Education Committee meeting and calls the meeting to order. (The Vice-Chair of the Supervision District is the alternate in the absence of the Supervision District Chair).
* **Chair of Supervision District rotates each Dec. – Deep River BOE Chair is now the Supv. Dist. Chair**
- 1.2 The Chester, Deep River, Essex, and Region 4 Board of Education Chairs call their respective Boards to order and report a quorum (# of BOE members needed for a quorum)
Chester (5 members), Deep River (5 members), Essex (4 members), Region 4 (5 members)
- 1.3 Regarding Action Items: the Chair of the Joint Board of Education meeting follows parliamentary procedure on items requiring a vote of the Joint Board of Education. All discussion shall be held with the Joint Board. The Chair of the Joint Board shall call for and record a vote by the respective Boards of Education in alphabetical order. Items are approved only with an affirmative majority vote of each respective Board of Education

2. Consent agenda – The following items are to be handled as combined and by single vote. Any Board member may request that an item be pulled out for further discussion.

- 2.1 Minutes of Regular Joint Board Meeting of June 02, 2022 (*encl #1*)
- 2.2 Minutes of the Joint BOE Retreat September 24, 2022 (*encl #2*)

3. Public comment

The public is reminded to state name for the record. Comments should be kept to a maximum of three minutes. Public comment is not intended to be a question and answer period; rather it is an opportunity for the Committee to hear citizen comment related to educational matters

4. Reports and Other Items:

- 4.1 Superintendent's report (*B. White*)
 - a. District Update
 - b. Information and Communication
 - c. Summary of Superintendent's Goals for 2022-23 as presented to Supervision District Committee earlier this evening
 - d. Review and possible VOTE to approve the proposed Calendar of BOE Meetings for Jan.-Dec. 2023 (*encl #3*)
 - e. Discussion and possible VOTE to adopt the CSDE approved *Flexibilities* amendment to the Educator Evaluation and Support Plan (adopted by the Joint BOE on June 04, 2015) for the 2022-23 school year (*encl #4*)

4.2 Assistant Superintendent's Report (*S. Brzozowy*)

a. General Update

4.3 Finance Director's Report (HOLD until next individual Board meetings)

4.4 Other Items:

a. Presentation regarding PK-12 outcomes of comprehensive building study – *Drummeys Rosane Anderson (DRA Architects)*

b. Follow-up Presentation regarding Proposal for Full Day PreK – *S. Smalley*

4.5 Committee reports.

a. Joint PK-12 Committees – (*Comm. Chair*) Policy – *L. Seidman*; Curriculum – *N. Johnston*; Finance – *R. Daniels*

Curriculum	Finance	Policy
Oct. 19 th , 2022 @ Noon	Oct. 19 th , 2022 @ Noon	Oct. 20 th , 2022 @ Noon
Dec. 14 th , 2022 @ Noon	Dec. 14 th , 2022 @ Noon	Dec. 15 th , 2022 @ Noon
Feb. 15 th , 2023 @ Noon	Feb. 15 th , 2023 @ Noon	Feb. 16 th , 2023 @ Noon
Apr. 19 th , 2023 @ Noon	Apr. 19 th , 2023 @ Noon	Apr. 20 th , 2023 @ Noon

b. Policy committee report (8 members). (*Chair Seidman*)

c. Finance committee report (8 members) (*R. Daniels*)

d. Curriculum committee (9 members) (*N. Johnston*)

e. Ad hoc committees (as needed).

5. Public comment

The public is reminded to state name and town for the record. Comments should be kept to a maximum of three minutes. Public comment is not intended to be a question and answer period; rather it is an opportunity for the Boards to hear citizen comment related to educational matters.

6. Future agenda items

6.1 Next Regular Joint BOE Meeting, December 01, 2022 @ 7:00 p.m.

7. Adjournment* *All Boards will vote to adjourn except for Region 4 who will stay in session for the following Region 4 Only business:*

7.1 Discussion and Possible VOTE to approve a proposed VRHS Music Department Trip to the WorldStrides Heritage Music Festival in Washington D.C. (Thurs., April 27 – Sun., April 30, 2023) – *S. Brzozowy* (R4 Only encl. #5)

7.2 Possible VOTE to accept the donation of a Lenovo Laptop and Vmix license valued at approx. \$2,200 to Valley Regional High School from Lon Seidman.

7.3 Adjournment of Region 4 BOE



Regional School District 4
Chester – Deep River – Essex – Region 4
Boards of Education Committees – School Year 2022-23 (Updates in Progress)

Joint BOE Standing Committees (standing committees have regularly scheduled meetings)			
*Joint PK-12 Policy Sub-Committee		R4(Sandmann/TBD) CH(Taigen/Scherber) DR(Maikowski/Scholfield) ES (Seidman/TBD)	
*Joint PK-12 Curriculum Sub-Comm.		R4(Cavanaugh/Silva) CH(Bernardoni/Johnson) DR(Grunko/Rioux) ES (Johnston/Sweet)	
*Joint PK-12 Finance Sub-Committee		R4 (Clark/Daniels/Fearon) CH (Rice/TBD) DR (Hallden/TBD) ES (Seidman/Watson)	
Supervision District Committee (2 yr terms end in Nov. of the year listed after each name)		R4 (Sandmann 23 / Cavanaugh 23 / Stack 23) CH (Fitzgibbons 23 / Bernardoni 23 / Greenberg-Ellis 23) DR (Morrissey 23 / Ferretti 23 / Maikowski 23) ES (Seidman 23 / Pillion 23 / Johnston 23)	
Joint Ad Hoc Committees (ad hoc committees meet for a designated period or as needed)			
Personnel & Negotiations		Contract duration	Initiate negotiations
- Joint BOE Teacher negotiations		R4 (Daniels/Sandmann) CH (Taigen) DR (Morrissey) ES (Watson/Pillion) Expires 7/2025	6/2024
- Joint BOE Administrator negotiations		Same as ABOVE for Teacher negotiations	Expires 7/2023 9/2022
- Joint BOE Paraeducator negotiations		Same as BELOW for Net Tech et al.	Expires 7/2023 3/2023
- Joint BOE NetTechs et al negotiations (ElemSec/Elem Nurses/ElemNetTech/R4NetTech/ElemCustodians)		R4 (Daniels/Sandmann) CH (Fitzgibbons) DR (Maikowski/Ferretti) ES (Watson/Pillion)	Expires 7/2023 3/2023
- Cafeteria (all schools)		Expires 7/2022	4/2022
Technology		R4(Seidman), CH(TBD), ES (Seidman), DR (TBD)	
School Calendar		R4(Sandmann/Daniels), CH (TBD), ES (TBD), DR (Morrissey)	
LEARN Joint BOE representative(s)		R4(Cavanaugh), CH(Bernardoni), ES(TBD), DR(TBD)	
School Safety Committee		R4(Cavanaugh), CH(Greenberg-Ellis), DR(TBD), ES(TBD)	
Tuition Committee		R4(Cavanaugh/Sandmann/Daniels), CH (TBD), DR (Morrissey), ES (Seidman Alt.)	
RFP Review		R4(Cavanaugh/Daniels), CH (Scherber), DR (Morrissey), ES (Seidman/Johnston)	
Individual BOE Ad Hoc Committees (ad hoc committees meet for a designated period or as needed)			
Chester BOE			
CATV Advisory Council (Cable TV)		For Discussion	
Deep River BOE			
Facilities		Morrissey/Ferretti	
CATV Advisory Council (Cable TV)		TBD	
Essex BOE			
Building		Seidman	
Essex Foundation		TBD	
CATV Advisory Council (Cable TV)		TBD	
Region 4 BOE			
Personnel & Negotiations		Contract duration	Initiate negotiations
▪ R4 Secretaries/Nurses		Daniels/Sandmann Expires 7/2022	4/2022
▪ R4 Custodians		Daniels/Sandmann Expires 7/2024	3/2024
R4 Grounds and Buildings Maintenance & Oversight Committee		Stack/Cavanaugh/Seidman (alt. Sandmann)	
JWMS Security Project Building Committee		Daniels/ Cavanaugh/ Sandmann / Stack	
R4 Educational Foundation		TBD	
Region 4 Extra compensation points committee		Clark/Daniels/Sandmann (only 1 rep needed)	

F.O.I. Compliance – Subject to BOE approval at a future meeting

JOINT BOARD OF EDUCATION MEETING

Date: June 02, 2022

Regular Meeting – REMOTE MEETING held

(To view a recording of this meeting, please visit our website www.reg4.k12.ct.us and select “Remote Meeting Recordings” under the BOARD OF EDUCATION Heading)

CHESTER BOARD OF EDUCATION:

David Fitzgibbons, Jan Taigen, Ken Rice, Dale Bernardoni, Faith Sprigg, Rebecca Greenberg-Ellis, Charlene Fearon

DEEP RIVER BOARD OF EDUCATION:

Miriam Morrissey, Bob Ferretti, Lenore Grunko, Betsy Scholfield, Pat Maikowski, Nick Rioux, Alyson Whelan

ESSEX BOARD OF EDUCATION:

Lon Seidman, Mark Watson, Justin Pillion, Cassandra Sweet *(joined at 7:02 p.m.)*

REGION 4 BOARD OF EDUCATION:

Kate Sandmann, Jane Cavanaugh, Lon Seidman, Jennifer Clark, Lol Fearon, Alex Silva, Lori Ann Clymas *(joined at 7:06 p.m.)*, Rick Daniels *(joined at 7:38 p.m.)*

Also in attendance: Brian White, Superintendent; Sarah Brzozowy, Assistant Superintendent; Robert Grissom, Finance Director; Mike Barile, VRHS Principal

CALL TO ORDER and Verbal Roll Call

Supervision District Committee Chair Miriam Morrissey called the meeting to order at 7:00 p.m.

The Chairs of the Chester, Deep River, Essex and Region 4 Boards called their respective Boards to order at 7:01 p.m.

CONSENT AGENDA

On motion duly made and seconded the Chester (unanimous), Deep River (6 yes / 0 no / 1 abstention – N. Rioux = passed), Essex (unanimous) and Region 4 (unanimous) Boards **VOTED** *(all members present at 7:03 p.m., as listed above)* to accept the consent agenda consisting of the minutes from the regular meeting of April 27, 2022.

PUBLIC COMMENT – Lenore Grunko spoke as a member of the Deep River Sustainable Committee. She is asking Region 4 to undertake a survey that examines the current process of recycling in the schools. The Deep River Sustainable Committee would like to create this survey to distribute with the cooperation of the schools.

Bob Ferretti asked that a communication about the newly appointed JWMS Principal be shared with 6th grade families.

REPORTS AND OTHER ITEMS

Superintendent White shared an update on the following items, some to bring closure and some to forecast work in the coming year.

He referenced the recent Town of Deep River communication to the community regarding hate speech on town property. We have offered to support the town in any way we can to support the community, staff, families, and students, as appropriate. We have plans in place at our schools to provide appropriate resources and support for anyone who may require it.

Equity work was initiated in the fall, after a delayed start due to COVID restrictions. These efforts are intended to be long term in nature with conversations to be ongoing. Administration will be working over the summer to review feedback and comments in order to determine next steps.

Strategic Planning – Administration has collected significant data from all of our stakeholders through a variety of means, and will start to identify major areas of focus moving forward. Next year they will bring to the Board a draft set of 5 year goals and a related strategic plan.

Mr. White reminded everyone that through their budgets, each board has committed to studies of a few different areas beginning this summer, including the Asset Inventory Management audit; School Safety and Security audit; and the Technology Audit. The Finance Office will be reaching out to the Joint RFP committee in the next week or so, to communicate a date to convene that committee for the purpose of reviewing draft RFPs, so that Administration can move forward with those initiatives this summer.

He reminded everyone that the Building Study is currently underway and there will be an update shared with the boards this fall including recommendations regarding the outcomes of this work. These outcomes will inform our long range capital planning for all buildings in our region.

Mr. White thanked everyone for their support throughout another school year, and he is proud of everyone working together to meet those challenges and move our schools forward.

There was a time for the Board to ask questions.

Assistant Superintendent Brzozowy shared a general update on a variety of topics including her many meetings with staff to gather feedback which will help to inform strategic planning work; the hiring during the month of May for three administrative positions including Region 4 Athletic Director Lew Pappariella; JWMS Principal Melissa Morgan-Hostetler; and DRES Principal Joshua Torchia; and all of the special events she has been witnessing at our schools.

There was no Finance Director report this evening.

Other

Superintendent White introduced Attorney Matt Ritter of Shipman and Goodwin who was invited here this evening to share a general, informational review for all BOE members regarding the bonding process, requirements and timelines for regional school districts. He was invited here to speak to all of our boards because the conversation really does pertain to all of the boards both as they consider capital planning and because it will be a larger conversation with all three of our communities.

Attorney Ritter spoke to bonding requirements for regional school districts per CT General Statute 10-56, which ties into 10-47c. These statutes dictate that bond requests must move to referendum (unless under \$500,000 per statute) and they dictate procedure and timelines, such as the requirement of holding at least one district meeting/public hearing before the drafted bond question. The bond question must be approved by the Region 4 Board and it will state the amount of funds the Board is authorized to appropriate and also the amount the Board would be authorized to borrow. The question would then go to referendum, which would be held about 30 days from the time of the district meeting/public hearing. Statute also dictates newspaper notification timelines associated with the process. He noted that the only path for a regional district bond project to pass is by majority vote of those present and voting, as carved out by 10-56.

There was a time for BOE members to ask questions.

COMMITTEE REPORTS –

Joint BOE Policy Committee Chair, L. Seidman presented the three policy enclosures that are up for a Second Reading tonight. Each Board had a chance to review and discuss these policies at their individual meetings throughout the month of May and should have directed any questions or shared any feedback to their individual Board's Policy Committee representative(s).

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards unanimously VOTED (*all members present at 7:39 p.m., as listed above*) to approve the revised policies #6111 School Calendar; #4118.11/4118.112 Personnel – Discrimination/Harassment; and #5145.4/5145.51 Student – Discrimination/Harassment as recommended by the Joint BOE Policy Committee per the enclosures this evening.

The Joint BOE Finance Committee met on May 6th. Committee Chair R. Daniels had no new updates since the individual meeting reports in May.

Joint BOE Curriculum Committee member J. Cavanaugh had no new updates since the individual reports, other than sharing that the Region 4 Board did approved the 6 recommended new VRHS courses at their May meeting.

OTHER ITEMS

Contracts

Superintendent White thanked everyone who was a part of the six bargaining unit negotiations completed this year.

Superintendent White presented a summary of key provisions of the Net Techs et al. (elementary non-certified) Contract negotiated for July 01, 2021 – June 30, 2024.

On motion duly made and seconded the Chester, Deep River, Essex and Region 4 Boards unanimously **VOTED** to approve the *Agreement Between the Chester Board of Education, Deep River Board of Education, Essex Board of Education and Region 4 Board of Education and Local 1303-421AFSCME, Council 4, AFL-CIO, (Net Techs et al. – Elem. Non-certified)* as presented.

Superintendent White presented a summary of key provisions of the Paraeducators Contract negotiated for July 01, 2021 – June 30, 2023.

On motion duly made and seconded the Chester, Deep River, Essex and Region 4 Boards unanimously **VOTED** to approve the *Agreement Between Chester, Deep River, Essex, And Regional School District No. 4 Boards Of Education and Municipal Employees Union Independent, Seiu Local 506 (Paraeducators)* as presented.

Finance Director Grissom presented the recommendations of the Joint BOE Tuition Committee regarding tuition rates for 2022-23. They recommend keeping the rate for 2022-23 the same as 2021-22. They also recommend that the Policy Committee consider revising the tuition policy to provide for an employee discount for an employee's student who attends one of our schools, as is provided for by some other schools systems in the state.

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards unanimously **VOTED** to approve tuition rates for the 2022-23 school year as recommended by the Joint BOE Tuition Committee (see attached).

Public Comment

Board Member L. Seidman said he wanted to acknowledge the contribution of our local non-profit cable access group who will be assisting with graduation at Valley Regional High School this year.

BOE Member Rebecca Greenberg Ellis commented on the Right to Read curriculum change and asked how it may impact elementary schools. Dr. Brzozowy noted that the district is aware and monitoring any potential needs, but we are still awaiting further guidance from the State, as the new law doesn't take effect for over a year, in Fall 2023.

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards unanimously **VOTED** to move into Executive Session for a Personnel matter - Superintendent's Contract Renewal at 8:08 p.m.

The Boards moved out of Executive Session at 8:45 p.m.

On motion duly made and seconded, the Chester (unanimous), Deep River (unanimous), Essex (unanimous) and Region 4 Boards (7 yes / 0 no / 1 abstention – A. Silva = motion passed) **VOTED** to approve the Superintendent's Contract which runs July 1 2022 – June 30 2025.

Board member L. Seidman said that he wanted to acknowledge the work that Brian White has accomplished during some very trying times over the past three years. He noted that Brian has made tremendous progress on financial matters, and in just keeping our doors open during the pandemic. He said everyone appreciates Brian's steady hand throughout some very trying times.

PUBLIC COMMENT – No comments were made

FUTURE AGENDA ITEMS

➤ Next regular Joint BOE meeting – October 06, 2022 @ 7:00 p.m.

***ADJOURNMENT:**

On motion duly made and seconded, the Chester, Deep River, and Essex Boards unanimously **VOTED** to adjourn at 8:49 p.m

*The Region 4 Board stayed in session for the following Region 4 Only business:

Superintendent White shared an update regarding the JWMS Security Project. The State of CT has experienced a lot of unexpected transition in the office of School Construction in the last several months and some of the guidance we were reliant upon has changed with regards to how the state is approaching and evaluating these projects. He did want to recognize efforts by our local legislative representatives, Senator Needleman and Representative Palm, to assist in the process. There will be a meeting of the JWMS Security Project Building Committee held in the next week to provide the Committee with an update.

Superintendent White said he will need to unexpectedly table tonight's report from Mr. Mike VanDeventer of Mahoney Sabol, the District's auditor, who is unable to attend due to a family emergency. Mr. VanDeventer had planned to be here this evening to share the auditor's opinion on the Tech Lease being administered through Region 4 per the Board's request that administration reach out for an opinion on that topic. This report will be rescheduled at a fall meeting.

Valley Regional High School Principal Mike Barile and Assistant Superintendent Sarah Brzozowy shared information regarding a possible donation of women's basketball shoes, one pair for each member of next year's VRHS Girls Basketball team.

On motion duly made and seconded, the Region 4 Board unanimously **VOTED** to accept a donation of 12 pairs (or as many needed to provide one for each member of next year's team) of basketball shoes, valued at \$90 each from Connecticut Sun Women's Basketball Team in partnership with Moolah Kicks to be given to members of the VRHS Varsity Girls Basketball Team

Dr. Brzozowy discussed a request from Coach Bicklehaupt for the VRHS Girls Basketball Team to travel and compete in a tournament in Florida, just prior to winter recess next year. She noted that this trip would necessitate 5 missed days of school, but the fact that Valley is hosting a holiday tournament the following week meant that they could not travel to Florida tournament over the break. Dr. Brzozowy noted that Administration was supporting this request with the understanding that in 2 years, if this trip is taken again, it would be proposed to be taken during the winter break, as opposed to during school days.

On motion duly made and seconded, the Region 4 Board unanimously **VOTED** to approve the request for the Girls Basketball Team to travel to Florida during the dates of December 19-23, 2022 to participate in a national tournament, as presented.

***ADJOURNMENT:**

On motion duly made and seconded, the Region 4 BOE unanimously **VOTED** to adjourn at 9:07 p.m.

F.O.I. Compliance

JOINT BOARD OF EDUCATION

Subject to approval at future Joint BOE Meeting

Joint BOE Retreat – Strategic Planning Process

Date: Saturday, September 24, 2022

Location: John Winthrop Middle School Library

CHESTER BOARD OF EDUCATION: David Fitzgibbons, Dale Bernardoni, Ken Rice, Jan Taigen, Stuart Johnson

DEEP RIVER BOARD OF EDUCATION: Miriam Morrissey, Bob Ferretti, Lenore Grunko, Alyson Whelan, Melissa McIntyre

ESSEX BOARD OF EDUCATION: Lon Seidman

REGION 4 BOARD OF EDUCATION: Kate Sandmann, Jane Cavanaugh, Rick Daniels, Jennifer Clark, Lol Fearon, Lon Seidman

Administration: Superintendent Brian J. White, Assistant Superintendent Sarah Brzozowy

Other: Nick Caruso, Connecticut Association of Boards of Education (CABE); Richard Strauss, Chester resident

The Retreat was called to order at approx. 9:00 a.m.

Superintendent White welcomed everyone. He shared that today's meeting is a continuation of the process initiated last year, in which administration has been gathering feedback and input from a variety of stakeholders to help guide the development of an initial draft of the proposed 5 Year Strategic Goals. Superintendent White and Assistant Superintendent Dr. Brzozowy presented the draft goals and asked for Board feedback.

The Board provided feedback that administration will use to further refine the 5 Year Goals and Strategic Plan.

Next steps will be to finalize the documents shared, and present them later this fall for each individual BOE to approve. There will be a mid-year Joint BOE retreat where we will invite Nick Caruso back to work with us on the implementation of our new strategic priorities, the continuous improvement cycle, and discuss how we can use the strategic planning process to routinely report out on our progress to the community and to inform our budget and resource allocation practices moving forward.

Once our new strategic priorities are shared out with all stakeholders, the next phase of work in the process will consist of developing school-based strategic planning documents, and identifying baseline data for each of the measurable areas of our plan. This work is scheduled to occur during the winter and spring months of this school year.

The Boards also discussed preferred modes for future meetings and workshops.

ADJOURNMENT

The retreat adjourned at approx. Noon.

Jan. – Dec. 2023
begins on pg. 2

Regional School District 4- Chester – Deep River – Essex
CALENDAR OF BOARD OF EDUCATION MEETINGS & WORKSHOPS
August 2022 through December 2023

Dates through December 2022 were approved by Joint BOE on Oct., 07, 2021					
<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION & JOINT BOE</u>
Time and Venue REMOTE via Google Meet until further notice	7:00 p.m.	7:00 p.m.	7:00 p.m.	7:00 p.m.	6:30 p.m. & 7:00 p.m.
August 2022	R4BOE Aug. 04, 2022 *4:00 p.m.	No mtgs.	No mtgs.	No mtgs.	Supv. Dist. ONLY Aug. 04, 2022 *5:00 p.m.
September 2022	R4 BOE Sept. 01, 2022	EES BOE Sept. 08, 2022	DRES BOE Sept. 15, 2022	CES BOE Sept 22, 2022	
October 2022	R4 BOE Oct. 06, 2022 *Immediately following Joint BOE mtg.				SD & JOINT BOE Oct. 06, 2022
November 2022	R4 BOE Nov. 03, 2022	EES BOE Nov. 10, 2022	DRES BOE Nov. 17, 2022	CES BOE Nov. 21, 2022* Set on Monday due to holiday conflict	
December 2022					SD & JOINT BOE Dec. 01, 2022
					Dec. 14, 2022* Supv. District Budget Wkshp 1 *6:00 pm

DRAFT

Regional School District 4- Chester – Deep River – Essex
CALENDAR OF BOARD OF EDUCATION MEETINGS & WORKSHOPS for 2023

DRAFT - To be approved by Joint BOE - DRAFT					
<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION & JOINT BOE</u>
Time and Venue REMOTE via Google Meet until further notice	7:00 p.m.	7:00 p.m.	7:00 p.m.	7:00 p.m.	6:30 p.m. & 7:00 p.m.
January 2023	R4 BOE Jan. 05, 2023	EES BOE Jan. 12, 2023	DRES BOE Jan. 19, 2023	CES BOE Jan. 26, 2023	Jan. 11, 2023* Supv. District Budget Wkshp 2 *6:00 pm
	R4 BOE Jan. 25, 2023* Budget Wkshp 1 *6:00 pm	EES BOE Jan 23, 2023* Budget Wkshp 1 *6:00 pm			Jan. 18, 2023* Supv. District Budget Wkshp 3 *6:00 pm
					Jan. 30, 2023* Supv. District Public Meeting *7:00 pm
February 2023	R4 BOE Feb. 08, 2023* Budget Wkshp 2 *6:00 pm	EES BOE Feb 09, 2023* Budget Wkshp 2 *6:00 pm	DRES BOE Feb 01, 2023* Budget Wkshp 1 *6:00 pm	CES BOE Feb. 02, 2023* Budget Wkshp 1 *6:00 pm	
	R4 BOE Feb. 27, 2023* Budget Wkshp 3 *6:00 pm		DRES BOE Feb. 15, 2023* Budget Wkshp 2 * 6:00 pm	CES BOE Feb. 16, 2023* Budget Wkshp 2 *6:00 pm	SD & JOINT BOE Feb. 23, 2023 Possible Vote on 2023-24 SD budget (regular meetings moved from Feb 2 nd)
March 2023	R4 BOE March 02, 2023 Possible Vote on 2023-24 R4 budget	EES BOE Mar 06, 2023* Budget Wkshp 3 *6:00 pm	DRES BOE Mar. 13, 2023* Budget Wkshp 3 *6:00 pm	CES BOE Mar. 20, 2023* Budget Wkshp 3 *6:00 pm	
		EES BOE Mar. 09, 2023 Possible Vote on 2023-24 budget	DRES BOE Mar. 16, 2023 Possible Vote on 2023-24 budget	CES BOE Mar. 23, 2023 Possible Vote on 2023-24 budget	

DRAFT

DRAFT - To be approved by Joint BOE - DRAFT					
<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION & JOINT BOE</u>
Time and Venue REMOTE via Google Meet until further notice	7:00 p.m.	7:00 p.m.	7:00 p.m.	7:00 p.m.	6:30 p.m. & 7:00 p.m.
April 2023	R4 BOE Public Hearing & Special Mtg. April 03, 2023				SD & JOINT BOE April 06, 2023
	R4 BOE April 06, 2023 *Immediately following Joint BOE mtg.				
May 2023	R4 BOE May 01, 2023 Annual Meeting				
	R4 BOE May 02, 2023 Referendum				
	R4 BOE May 04, 2023	EES BOE May 11, 2023	DRES BOE May 18, 2023	CES BOE May 25, 2023	
June 2023					SD & JOINT BOE June 01, 2023
July 2023	No mtgs.	No mtgs.	No mtgs.	No mtgs.	No mtgs.

DRAFT

DRAFT - To be approved by Joint BOE - DRAFT					
<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION & JOINT BOE</u>
Time and Venue REMOTE via Google Meet until further notice	7:00 p.m.	7:00 p.m.	7:00 p.m.	7:00 p.m.	6:30 p.m. & 7:00 p.m.
August 2023	R4BOE Aug. 03, 2023 *4:00 p.m. (only if needed)	No mtgs.	No mtgs.	No mtgs.	Supv. Dist. ONLY Aug. 03, 2023 *5:00 p.m. (only if needed)
September 2023	R4 BOE Sept. 07, 2023	EES BOE Sept. 14, 2023	DRES BOE Sept. 21, 2023	CES BOE Sept 28, 2023	
October 2023	R4 BOE Oct. 05, 2023 *Immediately following Joint BOE mtg.				SD & JOINT BOE Oct. 05, 2023
November 2023	R4 BOE Nov. 02, 2023	EES BOE Nov. 09, 2023	DRES BOE Nov. 16, 2023	CES BOE Nov. 20, 2023* Set on Monday due to holiday conflict	
December 2023					SD & JOINT BOE Dec. 07, 2023
					Dec. 14, 2023* Supv. District Budget Wkshp 1 *6:00 pm

Extending the 2021-22 Flexibilities for Implementing the *CT Guidelines for Educator Evaluation 2017* for the 2022-2023 School Year
SBE: Adopted June 2, 2021, Extended March 2, 2022

The Connecticut State Department of Education (CSDE) is extending the *Flexibilities 2021-22* to the fundamental requirements of the *CT Guidelines for Educator Evaluation 2017 (Guidelines)* into the 2022-23 school year. Local education agencies (LEAs) that choose to adopt these *Flexibilities* must do so through the mutual-agreement process of the Professional Development and Evaluation Committee (PDEC) and the local board of education. It is intended that districts adopt the *Flexibilities for Implementing the CT Guidelines 2017* in its entirety for the 2022-2023 school year. Districts should follow their most recently approved CSDE educator evaluation and support plan (EESP) for all other areas of the *CT Guidelines 2017* not described in the *Flexibilities* below.

Overview of Flexibilities

While Connecticut slowly continues to recover and adjust from the impact of the Covid-19 Pandemic, the Flexibilities support a balanced approach to supporting educators, staff, and students while maintaining an emphasis on teaching, learning and professional growth. As such, the Flexibilities for Implementing the [*Guidelines 2017*](#) for 2022-23 continue to prioritize the need to focus on:

- social and emotional learning and overall well-being of students, staff, and educators;
- equitable learning opportunities for all students;
- culturally responsive teaching and learning practices;
- academic achievement; and
- engagement with families.

These flexibilities are provided to facilitate support, feedback, and growth for Connecticut educators, in order to best meet the needs of students.

Student Learning Indicators and measures of accomplishment will prioritize students with the most significant needs and will align with the following:

- the school's focus on social and emotional learning;
- school and/or district improvement goals;
- addressing identified areas of need based on current data;
- performance skills in courses such as career technical trades, music, art, or physical education; or
- content-related standards.

Student Learning Indicators (45%)

Justification: As educators begin the new school year, following a year that has been very different from the traditional approach to teaching and learning, it is important for educators to focus on:

- supporting the wellness of the whole child,
- equitable learning opportunities for all students, and
- providing support to students who have challenges in attaining learning goals.

It is also important for school and district leaders to focus on supporting educators and staff, as well as to be supported, regarding their overall well-being and that of their staff.

Key Definitions

Holistic Indicators of Student Growth: Student growth towards goal indicators should be measured through a holistic review of evidence, mutually agreed upon between the teacher and evaluator, which may include artifacts, district created formative assessments, student work samples/portfolios, student surveys, mastery-based demonstrations of academic achievement, etc.

Measures of Accomplishment: Measures of Accomplishment could be demonstrated by implementation of individual, grade-level, or school-wide strategies mutually agreed upon between the teacher and evaluator. The following are examples of demonstrating measures of accomplishment. This list does not preclude other methods that are mutually agreed upon.

- Evidence of implementing a new strategy throughout the year to address an identified area(s) of need;
- Evidence of analyzing data, developing and implementing strategies to improve learning for students with the most significant needs;
- Evidence of engaging parents throughout the year in supporting the learning process for students;
- Evidence of strategies implemented to increase the engagement of students in the learning process;
- Evidence of incorporating culturally responsive teaching strategies into daily lessons;
- or
- Measuring academic achievement of students.

Mutual Agreement: Goals and corresponding indicators must be reached through mutual agreement between the educator and evaluator. Goals should be informed by a thorough review of available data including but not limited to baseline performance data, district and/or school based goals, climate survey results, family and/or community feedback or SEL needs. When the evaluator and the educator cannot agree on goal/objective, evaluation period, feedback or the professional development plan, follow the dispute resolution steps of the district's most recently approved CSDE-EESP.

Teachers will develop one student learning goal with a minimum of two indicators, or measures of accomplishment, focused on:

- social and emotional learning for students,
- student engagement,
- engaging families,
- cultural responsiveness, or
- academic achievement.

While only one student learning goal is required, teachers are able to develop more than two indicators or measures of accomplishment to expand the areas of progress, growth, or accomplishment addressed through one student learning goal. Indicators or measures of

accomplishment must be mutually agreed upon between the teacher and evaluator during the goal-setting process and could be demonstrated by implementation of school-wide, grade-level, or individual strategies. **Administrators** will develop two student learning indicators, or measures of accomplishment, including, but not limited to:

- supporting the health, safety, and social and emotional well-being, of staff and students,
- ensuring equity for the most vulnerable students and their families,
- mastery-based learning, or
- developing systematic approaches to incorporating social and emotional practices and/or culturally responsive practices into the teaching and learning process.

Indicators or measures of accomplishment could be demonstrated by implementation of district-wide or individual strategies that are mutually agreed upon between the administrator and evaluator during the goal-setting process.

Observation of Performance and Practice (40%)

Justification: As the social and emotional well-being of students and staff will continue to be a priority during 2022-23, it is recommended that observations of performance and practice, site visits, and reviews of practice/artifacts be formative in nature, and take place more frequently and for shorter amounts of time throughout the school year for the purpose of providing feedback and support. Evaluators are encouraged to focus on educator practice that supports social and emotional learning, the health and well-being of staff and students, and student learning.

Written feedback from observations should be based on evidence collected and current CSDE-approved rubrics. Feedback should be formative in nature and include recommendations for growth and professional learning. Please reference the [At-a-Glance Crosswalks for Social and Emotional \(SEL\) Core Competencies, SEL Teaching Practices, and the CCT Rubric for Effective Teaching 2017 Alignment](#), as well as the [CT Learning Hub](#), that includes resources for social and emotional learning for students, student engagement, family engagement, cultural responsiveness, and academic achievement.

Observation Process for Teachers:

Key Definitions

Informal Observation: In-class observations less than 20 minutes, with verbal and/or written feedback within a timely manner.

Formal Observation: In-class observations of at least 20 minutes, with verbal and/or written feedback within a timely manner.

In-Class Observation: Observations of the interaction between educators and students in the learning environment most reflective of the educator's assignment. In order to capture an authentic view of practice and to promote a culture of openness and comfort with frequent observations and feedback, it is recommended that evaluators use a combination of announced and unannounced observations.

Reviews of Practice: Reviews of Practice/non-classroom observations include, but are not limited to, observations of data team meetings, observations of coaching/mentoring other teachers, student work, or other teaching artifacts.

NOTE:

Non-Classroom Based Educators, who are being evaluated using the SESS rubric, reviews of practice may be used in place of informal observations. Reviews of practice/non-classroom observations for non-classroom based educators may also include, but are not limited to, diagnostic reports, summary of counseling strategies used and impact on student progress, evidence of supporting students with the most significant needs, summary of coaching and training provided for colleagues and impact of training.

Districts may adjust the requirement for formal in-class observations, as appropriate, if shorter, more frequent observations will take place. For first and second year teachers, and teachers on an improvement and remediation plan, a post-conference is recommended.

- A minimum of two informal observations and a minimum of one review of practice for teachers with more than two years of experience and who were rated Proficient or Exemplary during the 2021-22 school year.
- A minimum of three informal observations and a minimum of one review of practice for first and second year teachers and teachers who demonstrated Developing or Below Standard practice during 2021-22.

Evaluators are encouraged to provide additional opportunities to check in with staff regarding social and emotional well-being and support, and may implement additional observations and/or reviews of practice as needed.

Observation Process for Administrators:

Artifact reviews may replace one of the required site visits required in the *Guidelines 2017*.

- A minimum of two site visits and one artifact review for administrators with two or more years of experience and who were rated Proficient or Exemplary during the 2021-22 school year.
- A minimum of three site visits and two artifact reviews, with additional site visits/artifact reviews, as needed, for administrators who are new to the profession or the district, or who demonstrated Developing or Below Standard practice during 2021-22.

Evaluators are encouraged to provide additional opportunities to check in with administrators regarding social and emotional well-being and support, and may implement additional site visits/artifact reviews as needed.

Stakeholder Feedback (10%)

Justification: Engaging with families continues to be essential in supporting the social and emotional well-being of students and their academic learning. The CSDE is committed to supporting educators in their support of, and engagement with, the families of our students. It is recommended that educators prioritize the focus on implementing strategies for ongoing communication and engagement with families.

Whole-School Student Learning Indicators/Teacher Effectiveness Outcomes (5%)

Flexibility is provided to districts, with consensus of their PDECs, to:

- follow their most recently approved CSDE-EESP, or
- for educators to focus on one of the following special areas of focus to support their professional practice and/or to support a school-wide area of focus, including, but not limited to:
 - social and emotional learning,
 - providing equitable learning opportunities for all students,
 - professional learning to improve practice,
 - professional learning communities, or
 - best practices for hybrid or remote learning.

4-Level Matrix Rating System

Summative ratings will be required for the 2022-23 school year.

- End-of-year summative reviews shall include a teacher/administrator self-assessment, supporting documentation/artifact review and an end-of-year conference.
- Summative ratings shall be determined by:
 1. a holistic review of evidence in each component,
 2. combining the rating for student learning goals and whole-school student learning indicators/educator effectiveness/special area of focus for an **Outcomes Rating**,
 3. combining educator practice and stakeholder feedback for a **Practice Rating**, and
 4. combining the **Outcomes Rating** and the **Practice Rating** to a **Final Rating** aligned to one of four performance designations (See Sample Summative Form Template attachment):
 - Exemplary
 - Proficient
 - Developing
 - Below Standard

Example: Teacher Holistic Rating



Example: Administrators Holistic Rating



- Districts shall report to their local or regional board of education the status of educator evaluations by June 1, 2023.
- The reporting of aggregate evaluation ratings will be due to the CSDE by September 15, 2023.

Within the current rating system, districts may consider performance levels based on levels of engagement/implementation of strategies to accomplish goals.

Evaluation-based Professional Learning

It is recommended that Professional Learning needs be discussed during the goal-setting conference, and be reviewed as part of mid-year check-ins. This will ensure ongoing support as educators adapt and adjust to the localized needs of schools and districts as Connecticut continues to support positive teaching and learning environments during a post-pandemic readjustment.

Individual Improvement and Remediation Plans

Communication between evaluators, educators, and the exclusive bargaining representative should take place regarding the status of existing plans. Primary evaluators should provide formative documentation when developing a plan in consultation with the educator and exclusive bargaining representative.

R4 ONLY
Encl #5

Heritage Music Festival Washington, D.C.



April 27-30, 2023

WASHINGTON, D.C. 2023



DATES:

- Depart VRHS:
 - ◆ Thursday, April 27 at 5:00 AM
- Arrive VRHS:
 - ◆ Sunday, April 30 at 8:00 PM

WASHINGTON, D.C. 2023



TRANSPORTATION:

- Peter Pan Coach Buses
- A/C, outlets, bathroom



ACCOMMODATIONS:

- Hilton or Marriott in the D.C. Metro area

WASHINGTON, D.C. 2023



ACCOMMODATIONS:

→ Hilton **or** Marriott in the D.C. Metro area



WASHINGTON, D.C. 2023



PAYMENT SCHEDULE:

ESTIMATED STUDENT COST:

→ \$750-\$850

→ Initial Deposit	\$200
→ Payment 1	\$200
→ Payment 2	\$150
→ Payment 3	\$150
→ Payment 4	Remaining balance

*All fundraising monies are applied to **Payment 4***

For individualized payment plan/financial assistance, contact Miss Hilton

WASHINGTON, D.C. 2023



ESTIMATED ADULT COST:

- Package A - includes transportation, activities, and most meals
 - ◆ \$980 (double occupancy)
 - ◆ \$1,243 (single occupancy)
- Package B - transportation only (all other aspects of trip are arranged by adult)
 - ◆ Transportation: \$295
 - ◆ Security: \$7
 - ◆ Activities/Food/Dinner Cruise: \$240

PRELIMINARY ITINERARY

Wednesday, April 26



- | | |
|-----------------------|--|
| 4:00 – 4:20 PM | Concert Band dress rehearsal
Luggage drop-off after rehearsal |
| 4:25 – 4:40 PM | Jazz Band dress rehearsal
Luggage drop-off after rehearsal |
| 4:45 – 5:00 PM | Concert Choir dress rehearsal
Luggage drop-off, 4:00 PM |
| 5:00 – 5:20 PM | Encore dress rehearsal
Luggage drop-off, 4:00 PM |
| 5:25 – 5:40 PM | Voce dress rehearsal
Luggage drop-off, 4:00 PM |

PRELIMINARY ITINERARY

Thursday, April 27



- | | |
|----------------|---|
| 5:00 AM | Arrive at VRHS |
| | Carry-on check and load bus |
| 6:15 AM | Depart VRHS |
| | Approx. 8 hours including lunch (\$\$) |
| 2:00 PM | Approx. arrival to Washington, D.C. |
| 3:00 PM | Check in to Hilton/Marriott Hotel |
| 5:00 PM | Depart for Dinner |
| 6:00 PM | Dinner at Hard Rock Café (included) |
| 8:00 PM | Depart for Hilton/Marriott Hotel |

PRELIMINARY ITINERARY

Thursday, April 27 continued

9:00 PM Arrive Hilton/Marriott Hotel

10:00 PM Room Check

"In for the night" - Security on duty

PRELIMINARY ITINERARY

Friday, April 28

- | | |
|-----------------|--|
| 6:00 AM | Breakfast |
| 7:30 AM | Depart for Washington, D.C. |
| 9:00 AM | Guided bus tour of Washington, D.C. |
| 12:00 PM | Lunch - Reagan Center Food Court (\$\$) |
| 1:30 PM | Depart for Holocaust Museum |
| 2:00 PM | Arrive Holocaust Museum |
| 5:00 PM | Depart for Dinner |
| 5:30 PM | Dinner at The Madhatter |
| 7:00 PM | Depart for Kennedy Center for the Performing Arts |



PRELIMINARY ITINERARY

Friday, April 28 continued

7:30 PM Arrive at Kennedy Center

8:00 PM *Shear Madness*

10:00 PM Depart for Hilton/Marriott Hotel

11:00 PM Room Check

"In for the night" - Security on duty



PRELIMINARY ITINERARY

Saturday, April 29

5:45 AM	Breakfast
6:30 AM	Depart for performance venues
Morning	Instrumental/Choral Performances
12:00 PM	Box lunches provided
Afternoon	Instrumental/Choral Performances
Dinner	Dinner Cruise/Award Ceremony/Dance
10:00 PM	Depart for Hilton/Marriott Hotel
11:00 PM	Room Check
	"In for the night" – Security on duty



PRELIMINARY ITINERARY

Sunday, April 30



6:00 AM	Breakfast/Room checkout
7:15 AM	Load buses
7:30 AM	Depart for Six Flags Great Adventure (NJ)
9:45 AM	Arrive at Six Flags
	Perform National Anthem for park opening
Lunch	Lunch on your own (\$\$/\$\$\$)
5:00 PM	Report to buses/Depart for CT
8:30 PM	Approx. arrival at Valley Regional

PRELIMINARY ITINERARY

Monday, May 1

All music students are expected to be in school