

**GRANBY
PUBLIC SCHOOLS
Granby, CT
www.granby.k12.ct.us**

OUR MISSION
All students will become powerful thinkers, effective collaborators and compassionate contributors in preparation for success in a dynamic, interdependent world.



National and State Recognized Schools



NOISIA

Community Educational Supplement — Fall 2019

Every student educated in the Granby Public Schools will graduate on time, prepared for 21st Century Citizenship.

Board of Education Core Values

ORGANIZATIONAL research suggests that creating a mission and vision are helpful steps in the school improvement process but are not completely sufficient. The additional step of articulating organizational values helps to address how an organization needs to behave in order to realize its purpose. The following Board of Education's District Values articulate non-negotiable principles, shared beliefs, collective commitments, and the behaviors that Board members and staff must exhibit in order to achieve the vision, mission and goals of the district:

SUCCESS FOR ALL STUDENTS

WE BELIEVE the success of every student matters; outcomes should not be predictable by race, ethnicity, or socioeconomic status; and, equity demands the elimination of all achievement gaps and meeting the needs of students of all abilities and backgrounds.

SAFE ENVIRONMENT

WE BELIEVE providing a safe, secure and personalized learning environment is essential for students' physical, emotional and intellectual development.

CONTINUOUS IMPROVEMENT

WE BELIEVE in a commitment to continuous improvement through holding our practice to the highest standards of performance, effectiveness and efficiency.

ACCOUNTABILITY

WE BELIEVE accountability to the community for performance and results matters and that it is a reciprocal process requiring the provision of resources and support for staff to meet the expectations. Being accountable and reliable in our actions and commitments demonstrates responsibility, helps evaluate our effectiveness and informs practice.

DIVERSITY

WE BELIEVE in inclusiveness, that each individual's differences and contributions are valued and the diversity of cultures, abilities and backgrounds is an asset to the district.

ETHICAL BEHAVIOR

WE BELIEVE each individual's contributions add value to our learning community; fair treatment, honesty, openness, and integrity are essential.

ECONOMIC VALUE

WE BELIEVE in the wise stewardship and investment of funds and resources and in the realization of a high return on investment from the use of taxpayer funds.

Granby School Board Members



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Dwaritha Ramesh
Student Representative



Jack DeGray
Student Representative

Come Back to School Pass

Your senior center card serves as a pass for free access to sporting events, concerts, theater productions, or other special celebrations at our schools. So, come join us, support our athletes, cheer on the Bears or simply relax and enjoy a free theater or musical performance.



Social and Emotional Learning



Social and Emotional Learning (SEL) is how children and adults learn to understand and manage emotions, set goals, show empathy for others, establish positive relationships, and make responsible decisions. In the 2018-2019 school year, Granby Public Schools adopted Ross Greene's "Collaborative and Proactive Solutions" (CPS) model of problem solving with

work collaboratively to problem solve around the skills students are missing; and, (5) When teachers problem solve together and with students, they help students develop empathy and other social emotional skills.

The model was chosen for its applicability to all learners as well as the supportive tools that are freely available to teachers who practice its methods. What began as a book study for a portion of the staff has developed into teams of teachers working together at each school to learn the process and work with students to solve big and little challenges that interfere with learning. As a teacher becomes more comfortable with the model, they are able to reach out to others who are learning how to identify lagging skills and then have collaborative conversations with their students to solve problems.

To date, all teachers have had training in the CPS model either via the district-wide professional development in October 2018, new teacher orientation, advanced workshops offered by Dr. Greene, or advanced conferences via participation with other districts. Teaching assistants have also partici-

pated in professional development offered by the District.

Granby schools continue to address SEL through the curriculum and best practices such as Responsive Classroom, Second Step social skills lessons taught directly in the classroom, group advisories, and the Bridges Anti-Bullying Prejudice Reduction Program. CPS is a systemic addition to these best practices that emphasize a positive learning environment through

relationships and the modeling of skills such as empathy and problem solving. It is a means of working with students that fits well with our Professional Learning Community culture.



students as a means to address challenging behavior and to foster the growth of SEL. The basic CPS message is as follows: (1) Kids do well if they can; (2) Doing well is preferable; (3) Students who do not do well lack the skills to do so; (4) Staff must



School garden behind Granby Memorial Middle School.

Seeds of Learning in Granby

In the spring of 2018, Granby Public Schools received a federal Farm to School Grant from the United States Department of Agriculture. This competitive grant program awards funds to organizations with innovative ideas and plans to educate students about food sourcing and access.

The objectives of the Farm to School Grant in Granby include completing a feasibility study to plan for use of school gardens within the District; develop curricula in the areas of science, wellness, and family and consumer sciences to support use of school gardens; and, develop strategic partnerships with local farms within the community and region. The grant funding also includes the building of a pilot garden which is currently under construction behind Granby Memorial Middle School.

As the build of the garden nears its end, plans for new curricula are underway so students will have access to our new outdoor classroom this spring. Additionally, the District Wellness Committee continues to offer thoughts and ideas to manage and utilize the garden over the summer months when production will be at its peak.

The District was fortunate to partner with Christina (Chris) Beebe as our garden designer and contractor for the project. Chris's expertise and collaborative nature brought quality, safety and fun to this big project. As the garden is put to use this spring, Chris will continue to provide consult and support to bring the garden to life for our school community.



Strings: The Second Movement at Wells Road

Granby Public Schools was recognized by the National Association of Music Merchants as a 2019 Best Community for Music Education in

the United States. Among the many points of pride in the Music Department is the innovative strings program, now in its second year. Year

two of the program brings strings to Wells Road Intermediate School for all third grade students. In addition to general music instruction, all students in Grades K-3 participate in whole class music instruction specifically related to playing the violin.

The strings program is made possible

due to the generous support from the Granby Education Foundation (GEF), who provided significant funding to launch the program.

The Granby strings program, partially developed in response to a District Arts Audit, provides a foundation that prepares students for musical success throughout their K-12 experience in Granby. Next year, fourth grade students will decide whether they would like to continue in the strings program. Those students who choose to do so will participate in small group lessons and enjoy playing in a larger string ensemble. The current third grade students will grow with the program and lead the way for new music learning at GMMS and ulti-

mately at GMMS where their experience will culminate as members of an orchestra.



Wells Road strings students.



Teacher Spotlight

Gateway to Learning with Mr. Gaeta

Nick Gaeta joined the Granby Memorial High School Technology

Education Department this school year following eight years of successful teaching experience at Cromwell High School. Mr. Gaeta lives in town with his wife Michelle and their two children. The schools in Granby and the amazing community contributed to the decision for the Gaetas to call Granby home.

Mr. Gaeta's interest in teaching was sparked by coaching student athletes. With his skill and interest in technology and desire to work with students, technology education seemed to be a logical and ultimately fulfilling choice. Additionally, Mr. Gaeta points to a former teacher, Mr. Williams, who challenged him in ways that continue to inspire his approach to working with students. Having exposure to



Nick Gaeta hikes with his kids, Coraline and Carmine.

a great technology teacher in high school helped shape the path to bring him where he is today.

When asked to look to the future in his content area, Mr. Gaeta describes technology education as the ever-changing study of the human developed world and its systems. "We cannot be stagnant in the technology education field and must be ready and willing to change our direction to meet the needs of our students. The future for technology education is bright, demanding and exciting. Specifically, we see that the demand for manufacturing skills is strong, there are not enough IT professionals or computer programmers and digital communication is changing at lightning speeds. There are a large number of Science, Technology, Engineering, and Math fields that our students can enter, and our department must provide both the hands-on experience with a variety of physical and digital tools, along with the ability to problem solve so they can succeed, no matter their future path."

The perpetually changing nature of technology makes preparation for the future both challenging and essential. Mr. Gaeta believes that hands-on experience with CNC machines, laser cutters, 3D Printers, mills, and industry-standard software will position students for success. The approved building projects will support updated spaces to meet vital needs of changing programs.

According to Mr. Gaeta, every student should consider taking classes in the Technology Education Department! "Those who plan to attend college or



Nick Gaeta

technical training, or those entering the workforce right after high school, will all develop a valuable skill set. All of these potential pathways use technology, critical thinking and problem solving. Technology, software and procedures are forever changing; therefore, our students need to know how to adjust to the fast-paced globally connected world. Being able to critically think and problem solve are arguably the most important skills we can teach. The Technology Education Department also has a responsibility to align our curriculum with careers in industry so that the student can make informed decisions about college and career pathways".

Mr. Gaeta shared that students' appetite for knowledge is impressive. All of his students share a desire to learn. We look forward to all that Mr. Gaeta will bring to our students to guide them on their journey in preparation for the jobs of the future.

Granby Equity Team Update

Granby Public Schools' Statement of Equitable Practices

Equitable practices in the Granby Public Schools ensure that all students achieve at high levels when outcomes are not predicted by race, religion, ethnicity, socioeconomic status, gender, gender identity, or sexual orientation; and barriers are removed to meet the needs of students of all abilities and backgrounds; thereby realizing the district mission for all students to become powerful thinkers, effective collaborators, and compassionate contributors.

Working toward equity for all students is an ongoing focus and commitment to teaching and learning across the Granby Public Schools. In partnership with the Connecticut Center for School Change (the Center), the Granby Equity Team (GET) serves as our District's guiding coalition to address systemic inequities. Members of GET include teachers, students, parents, administrators, community members, and Granby Board of Education representation.

The Granby Equity Team develops leadership capacity across its membership to shift mindsets and implement equity-focused classroom, school and District practices. The Center provides expertise in coaching, facilitation and technical assistance to support our work across the District.

Over a short period of time, GET has made great strides toward dismantling systemic inequities within our community. While there is

much work to do locally and globally, there are several bright spots illuminating a path forward. These include:

- GET is a well-established and embedded in the culture of our school system.
- Through professional learning, application of an equity lens to all work is becoming a regular part of practice within our schools.
- The Board of Education continues to allocate funding to support district equity efforts through professional development for all faculty and administrators, staffing, supporting GET, and providing needed instructional resources.
- The good work of Granby has quickly become a model of best practice across the state.
- Granby continues to diversify its workforce to the benefit of our students and larger community.

Professional Learning Communities 2.0

Recently, Granby Public Schools received recognition as a District of distinction for work as a Professional Learning Community (PLC). Since 2002, Granby teachers and leaders engaged in professional learning to support the practice of collaborative teacher teams, recognizing the collaboration is a core component of student learning. The foundational work and research behind PLC took center stage due to the work of the late Robert and Rebecca DuFour. Nearly 17 years ago, Bob and Becky visited the Granby community to launch the District on its PLC journey.

As Granby approaches two decades of PLC dedication, it is time to re-energize District commitment to this important work. Recently, professional development featured guest presenter Dr. Mario Acosta, from Marzano Resources and Solution Tree, as a keynote speaker. Additionally, 20 faculty and administrators facilitated professional learning sessions for teachers in a variety of areas related to PLC.

Collaborative PLC time is guided by team norms and agendas that focus on four straightforward questions:

1. What do we want students to learn?
2. How will we know they've learned it?

3. What will we do if they don't learn it?
4. How will we enrich and extend the learning for students who are already proficient?

Using curriculum and evidence of student learning as a guide, teachers systematically address these questions to inform instructional practices that positively affect student learning.



When looking back to the original visit of Bob and Becky DuFour, the majority of our teachers and administrators were not here to benefit from that dedicated learning time. This focus on collaboration, or PLC 2.0, will bring new learning to our schools

while honoring Granby's unwavering belief that teacher collaboration is a driving force of high-quality instruction.



Guest presenter Dr. Mario Acosta



Welcome to Our New Superintendent

Board of Education Elects Dr. Jordan Grossman

The Granby Board of Education appointed Dr. Jordan Grossman as the new Superintendent of Schools at a Special Board of Education meeting on October 30, 2019.

Dr. Grossman has been a Connecticut educator for over twenty-five years. His career began as a teacher and Dean at Manchester High School. He advanced his leadership career in Canton where he served as an Assistant Principal at Canton High School and then Principal at Canton Intermediate School. In 2012, he was appointed to his current position as Assistant Superintendent of the Canton Public Schools.

Dr. Grossman earned his Bachelor of Science from Southern Connecticut State University, a Master of Science from Central Connecticut State University and his Doctorate in Educational Administration from the University of Connecticut Neag School of Education.

Upon being appointed, Dr. Grossman stated, "I am deeply touched and honored to be appointed as the next Superintendent for the Granby Public Schools. I am looking forward to working collaboratively with the Granby Community to build upon the strong tradition of a superior education. I am very excited to immerse myself into the Granby culture and work my hardest on behalf of the students and their families."

Board of Education Chairman, Melissa Migliaccio, provided the following statement: "The Granby Board of Education is pleased to have Dr. Jordan Grossman serve as our next Superintendent of Schools. His background in educational leadership, commitment to student achievement and impressive track record in Connecticut



Jordan E. Grossman, Ed.D.
Superintendent-Elect

make him a perfect fit for our wonderful town and schools."

Dr. Grossman emerged as the Board's choice after a four-month selection process. The Board sought a candidate that best matched the profile developed with focus groups and surveys from over 350 school and community stakeholders. The candidate profile outlined the desire to have a superintendent who would continue to move the District forward with a unified vision that employs creative and sound fiscal planning and management practices.

After review and confirmation of credentials and experiences, multiple interviews, a visit to the district, and extensive referencing and vetting, the Board selected Dr. Jordan Grossman as the next Superintendent. He is expected to begin work in Granby on Jan. 1, 2020.

Questions may be directed to Melissa Migliaccio, Chairman of the Granby Board of Education, at migliacciom@granby.k12.ct.us.

November 6, 2019

Dear Granby Community:

I am so excited to begin my tenure as the proud Superintendent for the Granby Public Schools on January 1, 2020. I would like to take this opportunity to share with you how deeply touched and honored I am to be appointed as your next Superintendent of Schools. I look forward to working collaboratively with the Granby community to build upon the strong tradition of a superior education and immersing myself into the Granby culture to work my hardest on behalf of all students and their families.

I plan to visit classrooms, attend sporting events and concerts, Board of Education meetings, finance meetings, staff meetings, and various professional learning committee meetings in the next few months. These opportunities will provide me a solid foundation to begin my work as your next Superintendent of Schools.

There is so much for the Granby community to be proud of and celebrate. Students and staff excel in all areas of the school system. **The Granby Public Schools earned the reputation of being one of the Best School Districts in the State of Connecticut.** Our Granby Board of Education, students, staff, and community at large deserve to be recognized for outstanding achievements and I will share our story with enthusiasm and pride.

As I work with the Granby Board of Education and staff over the next several months, my focus will be to always keep our Mission Statement at the forefront; "All students will become powerful thinkers, effective collaborators, and compassionate contributors in preparation for success in a dynamic, interdependent world."

Communication will be a key component to our success as a district. Throughout the year, I will hold **Conversations with the Superintendent** to gather input from our community to move our outstanding district forward into the next decade.

I cannot thank you enough for such a warm welcome to the Granby community. I look forward to working with you for many years to come.

Respectfully,

Jordan E. Grossman, Ed.D.
Superintendent-Elect of Schools



Security Vestibule

In March 2018, Granby Public Schools was awarded \$476,329 from the 2017 School Security Competitive Grant Program for approved costs related to school security infrastructure improvement. The purpose of this grant is to better protect Connecticut's students, teachers, faculty members, and administrators from possible threats and hazards.

One of the major projects funded by the grant is the construction of a new security vestibule to be located at the main entrance of Granby Memorial High School. The project was designed by Architect John Scheib from Northeast Collaborative Architects and is currently being constructed by Millennium Builders. Our district facilities team, directed by Shannon Sullivan, is working closely with Scheib and Millennium Builders throughout the process.

The project is scheduled to be completed in

early January 2020. Upon completion, all visitors to GMHS will be required to enter and exit through the new entrance. The proximity of the entrance will allow staff to see and greet visitors as they enter the building.

Due to the proximity of the construction, students have been able to watch the process daily through the windows in the rotunda area. The project has generated interesting conversations and valuable observations throughout the school! Stay tuned for the unveiling in January.



School Projects Building Committee Update

On June 4, 2019, residents of the Town of Granby voted to appropriate \$7,100,000 for various school capital improvement projects including the planning, design, construction, reconstruction, and repair of the following:

- Science, Career and Technology Education Spaces
- Performing Arts Facilities
- Library Media Center
- Kitchen Facilities
- Athletic Facility Improvements (light poles, bathrooms)
- GMMS/GMHS Roofs and HVAC Systems

The Board of Selectmen appointed a Building Committee for these projects and the first organizational meeting was held on Sept. 19. Since then, the Committee met twice in October and as of this writing, once in November.

The Committee members are Bill Kennedy, Toby Proctor, Mark Migliaccio, Jenny Emery, and Eric Brown. They are joined at each meeting by John Ward, Town Manager; Anna Robbins, BOE Business Manager; Shannon Sullivan, BOE Facilities Director and Mike Dunn, GMHS Principal.



Minutes for these meetings can be found online at www.granby-ct.gov/school-projects-building-committee. Meetings are held at the BOE Central Services building as well as the high school in order to observe the spaces first hand. To-date, the Building Committee has discussed prioritizing the projects, the process of requesting vendor proposals, as well as the State of Connecticut grant application process and the requirements that must be followed for a bonded project. At this time, the first priority will be to replace the flat roof areas of GMMS and the Committee is aiming for the summer of 2020 to start and complete this project. The next project will be the roof replacement at GMHS with a projected completion date by the end of summer 2022. Planning for the remaining projects will be the focus of the Committee going forward.