

DANBURY BOARD OF EDUCATION SPECIAL MEETING

TUESDAY, NOVEMBER 23, 2010 - 7:00 PM (revised)

Administrative Center - 63 Beaver Brook Road

A G E N D A

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. RECOGNITIONS

IV. PUBLIC PARTICIPATION

The Board welcomes Public Participation and asks that speakers please limit their comments to 3 minutes. Speakers may offer objective comments of school operations and programs that concern them. The Board will not permit any expression of personal complaints or defamatory comments about Board of Education personnel and students, or against any person connected with the Danbury Public School System.

EXHIBIT

V. CONSENT CALENDAR

MOTION - that the Board of Education approve the items on the Consent Calendar, as recommended:

- A. MINUTES
- | | |
|--|--------------|
| Superintendent Evaluation Committee Minutes, 11-15-10..... | 10-200(pg4) |
| Special Board Meeting Minutes, 11-15-10..... | 10-201(pg5) |
| Special Board Meeting Minutes, 11-16-10 (Exp)..... | 10-202(pg13) |
| Special Board Meeting Minutes, 11-17-10 (Exp)..... | 10-203(pg14) |
- B. PERSONNEL..... 10-204(pg15)
- Accept Retirement: Donnasue Tucciarone

VI. EMPLOYEE REPRESENTATIVE

VII. STUDENT REPRESENTATIVES

Danbury High School: Nadine Edwards, Sebastian Ramirez, Shaquilla Taylor,
Rebecca Leonard

Alternative Center: Cassandra Urban and Vanessa Grant

VIII. PRESENTATION

VIX. SUPERINTENDENT'S REPORT

- A. TDEC Update
- B. Mayor's Budget Message

X. ACTION ITEMS

A. Superintendent’s Goals & Objectives 2010-2011

MOTION: that the Board of Education adopt the Superintendent’s Goals & Objectives 2010-2011 as recommended by the Superintendent’s Evaluation Committee10-205(pg16)

B. Interim Director of Special Services

MOTION: that the Board of Education authorize the Superintendent to offer employment to the candidate of choice for the position of Interim Director of Special Services

C. 2011 Board of Education Meeting Dates

MOTION: that the Board of Education adopt the 2011 Board of Education Meeting dates10-206(pg22)

XI. DISCUSSIONS

XII. INFORMATION

XIII. BOARD CHAIRPERSON’S REPORT

A. Annual Board of Education Meeting, December 1, 2010, 6:00 p.m.

XIV. BOARD REPORTS, COMMUNICATIONS AND COMMENTS

<u>Committee Reports</u>	<u>CHAIR</u>	<u>MEMBERS</u>
Sites and Facilities	J. Scozzafava	E. Alberts, S. Podhajski K. Molinaro R. Taborsak
Community Relations	R. Jannelli	E. Alberts, R. Austin M. Fazio, K. Gailliard
Finance	M. Fazio	E. Alberts, R. Jannelli, J. Scozzafava, R. Taborsak
Operations/Policy	R. Taborsak	E. Alberts, G. Cooper, K. Gailliard, K. Molinaro
Superintendent Evaluation	E. Alberts K. Molinaro	M. Fazio, R. Jannelli, S. Podhajski

District Committees

City-Wide PTO
District Development
TDEC
DSABC
Education Connection
Magnet School Trustees
Oral Health Initiative
School Based Health

MEMBERS

K. Molinaro
E. Alberts, R. Taborsak
E. Alberts, R. Taborsak, R. Jannelli
R. Jannelli
R. Jannelli
G. Cooper, K. Molinaro, R. Taborsak
E. Alberts
E. Alberts

Other Committees

City-Board Building
Negotiations – Administrators
Negotiations - Non Teaching
Negotiations – Teachers

K. Molinaro, E. Alberts
K. Molinaro (Chair), G. Cooper, R. Taborsak
K. Molinaro (Chair), G. Cooper, R. Taborsak
G. Cooper (Chair), R. Jannelli, K. Molinaro,
R. Taborsak
E. Alberts, K. Molinaro – Board
William Glass, Administrative Rep
Cindy Mirochine, Union Teacher (new)
TBD - DHS Student
Rosty Slabicky, Community Member
Michael Calandrino, Common Council Member
Frederick Visconti, Jr. Common Council Member
Antonio Iadarola, Dir. of Public Works
TBD, City-wide PTO Member

Mayor’s 2020 Task Force

XV. EXECUTIVE SESSION

XVI. PUBLIC SESSION

XVII. ADJOURNMENT

FUTURE MEETINGS AND DATES TO REMEMBER

November 23 (Tuesday) Board of Education Meeting, 7:00 p.m.
November 24-26 Thanksgiving Recess, All Schools & Offices Closed
December 1 Annual Board of Education Meeting, 6:00 p.m.
December 2 AIS Magnet School Trustee Meeting, 10:00 a.m.
December 6 Citywide PTO Meeting, 7:00 p.m.
December 7 Combination PD/Staff Meeting, Early Dismissal
December 22 Professional Development, Early Dismissal
December 23-31 Holiday Recess, All Schools Closed
December 23, 24 & 31 Holiday Recess, Offices Closed

**DANBURY BOARD OF EDUCATION
SUPERINTENDENT EVALUATION COMMITTEE MEETING
NOVEMBER 15, 2010 (revised)**

Present: Kathy Molinaro, Eileen Alberts (Co-Chairs), Rich Jannelli (6:50),

Absent: Mike Fazio, Sue Podhajski

Also present: Gladys Cooper, Irving Fox

The meeting was called to order at 6:50 p.m.

Discussion ensued. Chair will ask that action item be removed from November 15th Board Agenda and placed on next Board Meeting agenda for adoption.

R. Jannelli moved, seconded by E. Alberts to adjourn the November 15th Superintendent Evaluation Committee Meeting. The motion passed and the meeting adjourned at 6:55 p.m.

Kathleen Molinaro, Secretary

Exhibit # 10-200

DANBURY BOARD OF EDUCATION SPECIAL MEETING MINUTES

MONDAY, NOVEMBER 15, 2010 - 7:00 PM
Administrative Center - 63 Beaver Brook Road

Attendance: E. Alberts, G. Cooper, I. Fox, K. Gailliard (7:18 pm), R. Jannelli, K. Molinaro, S. Podhajski-LeRoy, R. Taborsak and Drs. Dylewski, Glass and Pascarella and Mr. Longo and Ms. Thompson and Emmett from Administration

Absent: R. Austin-James, M. Fazio, J. Scozzafava

CALL TO ORDER

The Chairperson, Irving Fox, called the meeting to order at 7:07 pm and those assembled recited the Pledge of Allegiance.

Mr. Fox asked that the Board remain standing for a moment of silence to honor Mr. Robert Williams who passed away last week. Mr. Williams was the assistant coach at Danbury High School.

RECOGNITIONS

Mr. Fox told the Board that Joel Gomes a Broadview Science Teacher saved the life of a student that was choking on a piece of plastic. The Board applauded Mr. Gomes for his heroic effort.

The Superintendent congratulated Alexis Koukos (who was not present) on performing at the advanced level in mathematics, reading, writing and science on the 2010 CT Academic Performance Test (CAPT).

PUBLIC PARTICIPATION - None

CONSENT CALENDAR

MOTION - R. Jannelli moved, seconded by R. Taborsak that the Board of Education approve the items on the Consent Calendar, Exhibit 10-183 through 10-188 as recommended:

MINUTES

Special Board Meeting Minutes (Exp)	10-26-10
Community Relations Committee Minutes	10-27-10
Bi-Monthly Board Meeting Minutes	10-27-10
Sites & Facilities Committee Minutes	11-8-10

PERSONNEL

Accept:

Leaves of Absence: Marybeth Allo
Pamela McGlynn
Lisa Capone

Resignations: Marivel Barnard
Denise Menke
Carmen Prybylski

Retirement: Joaquim Rodrigues

DONATION

That the Board of Education accept an anonymous donation in the amount of \$10,000 to Mill Ridge Primary School

Motion carried unanimously at 7:15 pm.

AMEND THE AGENDA

MOTION - Ms. Molinaro moved, seconded by R. Jannelli, that Action Item "A" - *Superintendent's Goals and Objectives 2010-2011* be removed from the agenda and be put on the November 23rd Board Meeting Agenda as an Action Item.

Ms. Molinaro stated that she would like the full Board to review the Goals and Objectives because there is new information. Mr. Fox stated that if there is no other business that we will need to put on the 23rd Board agenda; we could move this action item to the annual Meeting on December 1st. Mr. Fox asked for a vote on moving it to December 1st if necessary:

In favor: E. Alberts G. Cooper I. Fox K. Gailliard
R. Jannelli K. Molinaro R. Taborsak

Absent: R. Austin-James M. Fazio J. Scozzafava

Motion carried unanimously at 7:17 pm.

EMPLOYEE REPRESENTATIVE - None

STUDENT REPRESENTATIVES

The Danbury High School representative told the Board that Homecoming is this Friday, November 19th. Parent conferences will be on November 22nd.

The ACE representative invited the Board to ACE's annual Thanksgiving Feast on November 23rd; two weeks ago Charmeena McCarley won student of the month at the Exchange Club of Danbury; some students went on a cold weather hike in the Berkshires.

PRESENTATION

AP Recognition and Project Opening Doors, Dr. Bob Rossi

Dr. Rossi told the Board that last Monday Danbury High School had a ceremony and showed slides of "Why a focus on Advanced Placement". Dr. Pascarella asked that I give this presentation tonight to the Board. I am going to show you why it is important to have the AP classes at Danbury High School.

Dr. Rossi showed the Board the statistics on what counts in college admissions; average first year GPA and Six year graduation rate for Anglo, Hispanic and African American students and financial value of a college education. He also stated that this year DHS has 476 AP students and some students are enrolled in more than one class. They fill 788 AP classroom spots compared to 279 students in 461 classroom spots last year. He told the Board that the District made a three year commitment to Project Open Doors and accepted \$385,000 to provide teachers training as well as incentives for teachers and students based on AP test scores. He went on to say that research showed that students who received three or higher on the AP exam graduated from college in six years at a higher rate than those who didn't take the course. The six year college graduation rate is astonishing. This year is the first time that Juniors can take Advanced Placement classes. We, at Danbury High School, are pleased with the success of this program. The Board had several questions and then thanked Dr. Rossi for his presentation.

SUPERINTENDENT'S REPORT

ERRP Insurance

Dr. Pascarella asked Mr. Longo to bring the Board up to date on the Early Retirement Reassurance Program. Mr. Longo stated that the current plan is to provide retirees ages 55 to 64 to participate in this program. We applied for the current fiscal year and for the year 2013-2014. The application was awarded and approved - the total federal award is \$5 billion. He stated that he currently is working with CIGNA for costs. The district could get a reimbursement up to \$300,000 for the current retirees under the age of 65. There are 3,600 employers nationwide who made it to the approved list. The Superintendent said everyone benefits from this. He asked Mr. Longo if the Board would have to vote on the award of these funds. Mr. Longo stated the application is approved and after data collection we are in line for a potential reimbursement. Dr. Pascarella asked if we can bank this and use these funds for other projects. Mr. Longo said no, it can only be used for this ERRP Program.

DHS Release Days

Dr. Pascarella told the Board that the Freshman Academy teachers are teaming together and are moving ahead nicely. As a Board we have been struggling ways to do that. One thing

they have asked for February, March and April to have a one-half release tied together with Tuesday afternoon to work with the faculty on the initiatives we are talking about. We will have to think about doing it with the middle schools. I would like to begin that in February. Dr. Rossi said it is critical – it is what the teachers talk about; they do not have the time. Mr. Taborsak said if you don't have the funds you have to create the time through the day's schedule and he feels it has to be done. This is what some of the other schools have been doing. Mr. Fox asked what is the thinking of only doing it at the DHS level? Dr. Pascarella said it is too evasive to take it on; if the youngsters are to be released early then they don't come for the whole day at all. Dr. Glass said we have the accountability grant and the elementary schools are the recipients of that grant – we can free up teachers and pay for substitutes – they have a built-in mechanism. They have the equivalent of what they have at the high school.

ACTION ITEMS

New Policy 4-303 Employee Social Networking

MOTION: R. Jannelli moved, seconded by K. Molinaro that the Board of Education accept for 2nd reading and adoption a new policy, 4-303 Employee Social Networking

Mr. Taborsak said this was mandated by the State. Mr. Fox asked Mr. Taborsak if he would say that this policy covers what the State has mandated. He replied that it does. Board members had questions on how this would be monitored and if the building principals would be responsible to carry out the policy. Ms. Thompson answered their questions.

Motion carried unanimously at 8:04 pm.

School Lunch Service Agreement for Pathways Academy

MOTION: R. Jannelli moved, seconded by K. Gailliard that the Board of Education approve an agreement between the Danbury Board of Education and the Pathways Academy for National School Lunch Services for the period September 2010 through June 2011. Furthermore, that the Board of Education designates the Superintendent of Schools as the authorized representative and signatory

Mr. Fox asked how they were operating two months prior to now. Mr. Longo stated that Sodexo had an agreement with them to provide these meals at full cost. This is an avenue to comply with the federal free and reduced. They will then be able to participate in free and reduced program.

Ms. Cooper asked the age limited of the students. Dr. Pascarella said they are 6, 7 and 8th grade students. Ms. Cooper asked what the hours of the school are. Ms. Emmett said they have a full day school program. The Superintendent said this is just for the 29 day students certified by the State and only for 6, 7, 8 students who are there during the day.

Motion carried unanimously at 8:07 pm.

October 2010 Operating Results Analysis (General Fund)

MOTION - R. Jannelli moved, seconded by K. Molinaro that the Board of Education accept the October 2010 Operating Results Analysis (General Fund)

Mr. Longo told the Board that during the month of October 2010, the District expended \$11,758,524.70 resulting in a fiscal year-to-date expenditure value of \$23,629,104.57.

Motion carried unanimously at 8:11 pm.

October 2010 Operating Results Analysis (Grants/Projects)

MOTION - R. Jannelli moved, seconded by E. Alberts that the Board of Education accept the October 2010 Operating Results Analysis (Grants/Projects)

Mr. Longo told the Board that during the month of October 2010, the District expended \$2,587,187.54, resulting in a fiscal year-to-date expenditure value of \$4,735,198.16.

Motion carried unanimously at 8:12 pm.

Stadley Rough School Roof Replacement

MOTION: R. Jannelli moved, seconded by R. Taborsak that the Danbury Board of Education authorize the Superintendent of Schools to file a Grant Application for State funding and accept and authorize the submittal of the Executive Summary of Education Specifications (ED049) and cost estimate for the roof replacement at Stadley Rough School, as well as approve the Educational Specifications, and authorize the architect to finalize the plans and specifications for State Bureau of School Facilities review and approval

Motion carried unanimously at 8:13 pm.

INFORMATION

November 2, 2010 Professional Development Day

Dr. Pascarella told the Board that the Professional Development Day was very successful.

State Board of Education Legislative Initiatives

The Superintendent told the Board that currently to enter Kindergarten children have to be 5 by December 31st. The State is looking at the cut-off date of September 1st. He shared his views

with legislatures. We would like to have the kids in school rather than out of school. There are only three states that have the December date.

Budget Development

Dr. Pascarella said that Mr. Longo handed out a document. He stated that we are not looking at increases at this point. I still have all the recommendations given by faculty and parents last year and I will look at that and bring that to you. We are going to find some grants, allocate some positions and become creative. We will have an open forum for the PTO. Mr. Jannelli said we should have a Finance Committee Meeting to start and I feel this is going to be a horrible year. I am really concerned about this particular year – when you look at the cuts, there are no more places that we can cut. We got to look at it very quickly. Dr. Pascarella said our student population is increasing. Mr. Fox told the Board that we have to have the meeting early and that he will be communicating with Mr. Fazio. Mr. Jannelli asked Mr. Longo if he had some general numbers so we could get a ball park number. Mr. Longo said yes, he does have some general numbers.

Facility Update (boilers, solar roof projects)

Mr. Longo said that last week we met with the Mayor and Mr. Iadarola. We were informed that the repairs were made to the boilers in question and the City is in the process of an RFP for replacement for Broadview Middle School and Danbury High School. They hope to secure a vendor shortly and roll out in 2011. The Superintendent said a lot of work went into repair for the winter season – they have a contractor that would provide a portable boiler for heat if it were necessary. Regarding the Solar roof, Mr. Longo stated that we have a structural engineer analysis and the report is favorable that the roof will support the panels. He communicated that to Mr. Palanzo to forward a recommendation to the sub-committee for the Common Council to place it on their December agenda. He recommended a third party analysis for cost savings. I received a proposal for \$6,900 and we reviewed the numbers and have been vetted by a third party. I wrote him today and asked that he forward to the Council so we can meet the December deadline for their agenda.

20/20 Committee

The Superintendent said that they asked for the 20/20 Committee to be resurrected. He said his concern is the space needed for schools. We had our own demographer. After we get the recommendations from Dr. Dylewski's Committee, we can bring it ahead for further planning. Dr. Dylewski said Mr. Maloney has been trying to meet with the Mayor – it is a City project and may take 2 to 3 years; this year, next year and the following year, also. It is still not tied down. Trying to get the Mayor to see what he has to say and parents to contact Common Council members to bring this forward. The City has the \$8 million. Mr. Maloney is very clear that the holdup is not at his end. The City is the group that must take the action. The Committee is meeting again this Thursday night.

2011 Board of Education Meeting Dates

Mr. Fox said that the Board's By-Laws require that they vote on the meeting dates for the coming year.

BOARD CHAIRPERSON'S REPORT

Annual Board of Education Meeting, December 1, 2010, 6:00 p.m.

The Chairperson reminded the Board that the Annual Board of Education meeting will be held on December 1, 2010. At 6:00 pm we will have a photo taken of the Board for the 2011 Danbury High School Year Book, after which we will conduct our Annual Meeting. It was agreed by the Board that there will be a potluck dinner that evening.

BOARD REPORTS, COMMUNICATIONS AND COMMENTS

Mr. Fox attended a meeting of the 3R's (Ready School, Ready Community, and Ready Children) to roll out our community plan. Elaine Zimmerman, Executive Director of the Connecticut Commission on Children gave the keynote address. She spoke about the devastating state in which children are living right now and that birth to 5 years are the critical years. She mentioned that Danbury's plan does address the needs of these children. Mr. Fox stated that our district has not contributed any funds for this program only staff support and that the Graustein Memorial Fund has contributed funds. There is a lot of planning, but difficult to develop anything without money.

Finance Committee – *Michael Fazio, Chairperson*

Mr. Fox said he will contact Mr. Fazio to schedule a meeting of the Finance Committee.

Superintendent Evaluation Committee – *Kathleen Molinaro, Eileen Alberts-Co Chairpersons*

Ms. Molinaro said we have revised goals and objectives which we will be discussing at our next Board Meeting.

City-wide PTO - *Kathleen Molinaro, Member*

Mr. Molinaro said in the past two years she finds this group to be very energetic and promising. They are so involved and work very hard to include every single school and make it better. It is kind of fun going - they talked about data usage, TDEC, education and how to further it and what their job is; they want to be our partners.

TDEC Committee

The Superintendent said he just received a report and the State is moving forward with our plan.

DSABC – *Richard Jannelli, Member*

Mr. Jannelli said that the fund raiser last month was very successful. He has asked Mary Gregory to contact the Superintendent and give a presentation to the Board. It is an important program and the Board should be updated.

EDUCATION CONNECTION – *Richard Jannelli, Member*

Mr. Jannelli said that he attended a meeting. He stated that out of 30 schools, only 5 had an increase in population. A discussion ensued on whether or not it is mandated that the district be part of Education Connection. The dues for the coming year are \$5,500. Mr. Jannelli then

distributed a write-up of the services they perform for the districts. Dr. Glass said they do offer good training in many areas. It was concluded that no one on the Board knows if being a part of this organization is mandatory.

MAGNET SCHOOL

Dr. Pascarella said we will talk about the tuition at the Finance Committee meeting.

EXECUTIVE SESSION

MOTION: K. Gailliard moved, seconded by R. Taborsak that the Board of Education convene in Executive Session for an update on negotiations/arbitration and discuss confidential personnel matters with possible action in public session.

Motion carried at 8:50 pm.

10 Minute Recess

Attendance: G. Cooper, I. Fox, K. Gailliard, R. Jannelli, K. Molinaro, R. Taborsak and Drs. Dylewski, Glass, Pascarella and Mr. Longo and Ms. Thompson from Administration

Absent: E. Alberts, R. Austin-James, M. Fazio, S. Podhajski-LeRoy, J. Scozzafava

Mr. Fox called the Executive Session to order at 9:00 pm. He turned the meeting over to Ms. Kim Thompson for arbitration updates on teacher and administrators' contracts. Also gave an update on the secretaries' contract. Ms. Thompson updated the Board on the Special Education position. The recommendation is to create an Interim Director of Special Services position to begin March 1, 2011 to the candidate of choice. This issue will be placed on the agenda for the November 23rd Board meeting.

PUBLIC SESSION

MOTION: R. Taborsak moved, seconded by K. Gailliard that the Board of Education return to Public Session.

The motion carried at 9:30 pm.

ADJOURNMENT

G. Cooper moved, seconded by R. Jannelli that the Board of Education adjourn its November 15, 2010 Special Board Meeting and the meeting adjourned at 9:32 pm.

Kathleen Molinaro, Secretary

DANBURY BOARD OF EDUCATION
63 Beaver Brook Road

SPECIAL MEETING MINUTES

November 16, 2010

The Chair of the Meeting, Eileen Alberts, called the special meeting to order at 4:10 p.m. Other board members attending were Robert Taborsak and Kathleen Molinaro.

R. Taborsak moved, seconded by K. Molinaro, to convene in Executive Session to discuss a confidential student matter and invite others as appropriate. **The motion carried unanimously.**

PRESENT: Joyce Emmett, Expulsion Officer; and Jessica Battaglia, Assistant Principal at Broadview Middle School.

ALSO PRESENT: Student A, Student A's Parent

The Board of Education commenced Part 1 of the expulsion hearing. After all testimony was heard, invitees were excused and the Board of Education deliberated on the charges. Upon return of the invitees, R. Taborsak moved, seconded by K. Molinaro, that the Board enter into Public Session. **The motion carried unanimously.**

K. Molinaro moved, seconded by R. Taborsak, that the Danbury Board of Education finds that the student who is the subject of this hearing did on November 8, 2010, engage in conduct which is a violation of school policy, and/or dangerous to persons or property, and seriously disrupted the educational process, further, that such conduct is an expellable offense. **The motion carried unanimously.**

R. Taborsak moved, seconded by K. Molinaro, to return to executive session for Part 2 of the hearing and invite others as appropriate. **The motion carried unanimously.** The Board of Education commenced with Part 2 of the hearing and listened to testimony and reviewed evidence. After testimony, invitees were excused and the Board of Education deliberated on the penalty. Upon return of the invitees, R. Taborsak moved, seconded by K. Molinaro, to enter into Public Session. **The motion carried unanimously.**

K. Molinaro moved, seconded by R. Taborsak, that the Board of Education expel the student who is the subject of this hearing from Broadview Middle School for one calendar year and that an alternative educational placement and program be determined by the Planning & Placement Team (PPT) of the Danbury Public School System. The expulsion may be modified to the end of the 2010-2011 school year providing there are no more suspendable/expellable behaviors, maintains passing grades and has 90% attendance in the alternative program. If the conditions are not met the full calendar year expulsion will be imposed. During this period of expulsion, the student will not be allowed on any Danbury Public School property or attend events (such as: dances, graduation ceremonies, athletic competitions, etc.) except for the alternative educational opportunity.

R. Taborsak moved, seconded by K. Molinaro, to adjourn the Special Meeting of the Board of Education, the motion carried unanimously and the meeting adjourned at 5:00 p.m.

Kathleen Molinaro, Secretary of the Meeting

Exhibit # 10-202

DANBURY BOARD OF EDUCATION

63 Beaver Brook Road

SPECIAL MEETING MINUTES

November 17, 2010

The Chair of the Meeting, Gladys Cooper, called the special meeting to order at 6:12 p.m. Other board members attending were Keith Gailliard and Richard Jannelli.

R. Jannelli moved, seconded by K. Gailliard, to convene in Executive Session to discuss a confidential student matter and invite others as appropriate. **The motion carried unanimously.**

PRESENT: Joyce Emmett, Expulsion Officer; and Linda Schreiner, Principal at the Alternative Center.

ALSO PRESENT: Student A, Student A's Parents

The Board of Education commenced Part 1 of the expulsion hearing. After all testimony was heard, invitees were excused and the Board of Education deliberated on the charges. Upon return of the invitees, K. Gailliard moved, seconded by R. Jannelli, that the Board enter into Public Session. **The motion carried unanimously.**

K. Gailliard moved, seconded by R. Jannelli, that the Danbury Board of Education finds that the student who is the subject of this hearing did on November 8, 2010, engage in conduct which is a violation of school policy, and/or dangerous to persons or property, and seriously disrupted the educational process, further, that such conduct is an expellable offense. **The motion carried unanimously.**

R. Jannelli moved, seconded by K. Gailliard, to return to executive session for Part 2 of the hearing and invite others as appropriate. **The motion carried unanimously.** The Board of Education commenced with Part 2 of the hearing and listened to testimony and reviewed evidence. After testimony, invitees were excused and the Board of Education deliberated on the penalty. Upon return of the invitees, K. Gailliard moved, seconded by R. Jannelli, to enter into Public Session. **The motion carried unanimously.**

K. Gailliard moved, seconded by R. Jannelli, that the Board of Education expel the student who is the subject of this hearing from the Alternative Center for the remainder of the 2010-2011 school year and that an alternative educational placement and program be determined by the Administration of the Danbury Public School System. The expulsion may be modified to the end of the first semester (January 2011) providing there are no more suspendable/expellable behaviors, student maintains passing grades and has 100% attendance in the alternative program, barring excusable absences. If the conditions are not met the full calendar year expulsion will be imposed. During this period of expulsion, the student will not be allowed on any Danbury Public School property or attend events (such as: dances, graduation ceremonies, athletic competitions, etc.) except for the alternative educational opportunity.

K. Gailliard moved, seconded by R. Jannelli, to adjourn the Special Meeting of the Board of Education, the motion carried unanimously and the meeting adjourned at 7:15 p.m.

Keith Gailliard, Secretary of the Meeting

Exhibit # 10-203

DANBURY PUBLIC SCHOOLS
Danbury, Connecticut

PERSONNEL
November 22, 2010

ACTION ITEMS:

LEAVE OF ABSENCE

<u>Name</u>	<u>Assignment</u>	<u>Time in Danbury</u>	<u>Eff. Date</u>	<u>Reason</u>
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RESIGNATIONS

<u>Name</u>	<u>Assignment</u>	<u>Time in Danbury</u>	<u>Eff. Date</u>	<u>Reason</u>
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RETIREMENTS

<u>Name</u>	<u>Assignment</u>	<u>Time in Danbury</u>	<u>Eff. Date</u>	<u>Reason</u>
Donnasue Tucciarone	Gen. Science DHS	27 years 4 months	12/1/10	

Exhibit # 10-204

DRAFT (revised 11/15/10)
DANBURY PUBLIC SCHOOLS
Dr. Sal V. Pascarella
Superintendent's Goals & Objectives: 2010-2011
Data Analysis

GOAL 1: TEACHING AND LEARNING

To ensure the successful implementation of all aspects of the TDEC District Enhancement Plan according to the established timeline with an emphasis on increasing academic achievement in all schools.

Objective 1.1 – Review and revise monitoring procedures relating to the District Outcome Achievement Plan's implementation and accountability; reduce by at least 1 the number of schools on the State's In Need of Improvement list.

Recommended Action: Based upon the State Board of Education monitoring recommendation, develop a new protocol for the District to use when analyzing the progress of each school's intervention strategies to reduce student academic achievement gaps in reading/math (literacy/numeracy) and monitor its implementation.

Oversight Responsibility: Superintendent/Deputy Superintendent

Resources Needed: TDEC/Central Office meeting time.

Timeline: Summer/Fall 2010-2011 school year, on-going

Sources of Evidence: A standardized monitoring system to be utilized throughout the District. The 2010-2011 CT AYP Reports

Data:

2009-2010: 7 Schools on the State's In Need of Improvement list (EAS, HYS, KSI, PEM, STR, BVMS, DHS)

2010-2011:

Objective 1.2 – Develop a standard student management and accountability system to be used by the Danbury Schools to manage student data.

Recommended Action: (1) Plan and implement new student management system. (2) Solicit recommendations for accountability system from similar size school districts and choose the most appropriate/efficient system for Danbury (during the 2010-2011 school year we will utilize Excel data collection and Star Base management system).

Oversight Responsibility: Superintendent/Deputy Superintendent/Director of Technology/Special Projects Administrator.

Resources Needed: Time, resources and funds to implement a new system.

Timeline: September 2011-April 2012

Sources of Evidence: (1) The adoption and implementation of a new student management system for the 2011-2012 school year. (2) A plan for implementation of new accountability system for tracking student data.

Data:

2009-2010: Student Management System: Starbase. Research complete, PowerSchool has been purchased. System setup and training to occur in 2010.

2010-2011:

Exhibit # 10-205

Objective 1.3 – Increase by 5% the number of students who obtain proficiency in literacy and numeracy on district assessments (Developmental Reading Assessment GR. 1-3, Blue Ribbon Math Gr. 3-5, Blue Ribbon Reading and Math GR. 6-8 and PSAT GR 11 over 2009-2010 school year testing results in identified subgroups.

Recommended Action: Implementation of Year 2 of the Data Team Model, review all student data by subgroups and expand the implementation the Sheltered Instruction Observation Protocol model of instruction from 2010, as well as, implementing an English Language Learners targeted group intervention model in selected schools, professional learning community dialog.

Oversight Responsibility: Superintendent, Deputy Superintendent, Data Specialist, and District Curriculum Administrators.

Resources Needed: Professional development, leadership team meeting time, budget allocation (grant).

Timeline: July 2010-August 2011

Sources of Evidence: Development of a statistical report delineating the number of students by ethnicity who have achieved proficiency over the 2009-2010 results to Board of Education in Spring 2011.

Data:

Developmental Reading Assessment: Grades 1-3 Measure: % of students reading at or above grade level expectations 2009-2010

	All	Asian	Black	Hispanic	White	ELL	Spec. Ed.	FRL
Grade 1	51	76	62	33	68	33	23	37
Grade 2	55	81	45	58	64	26	17	42
Grade 3	52	75	44	38	58	15	11	37

Reading: Blue Ribbon Grades 6-8 Measure: % of students scoring a 70 or above on the assessment. 2009-2010

	All	Asian	Black	Hispanic	White	ELL	Spec. Ed.	FRL
Grade 6	31	50	27	13	40	2	3	17
Grade 7	37	47	24	29	42	10	8	26
Grade 8	32	36	26	21	40	4	13	22

Math: Blue Ribbon Grades 3-8 % of students scoring a 70 or above on the assessment. 2009-2010

	All	Asian	Black	Hispanic	White	ELL	Spec. Ed.	FRL
Grade 3	56	71	37	42	69	27	19	42
Grade 4	84	88	73	80	88	56	59	79
Grade 5	48	72	42	38	53	23	15	37
Grade 6	36	55	22	21	46	.03	.4	22
Grade 7	33	49	20	23	38	.03	.06	21
Grade 8	36	55	21	21	46	.04	.001	22

PSAT Score Range: 20-80 2009-2010

	All	Asian	Black	Hispanic	White	ELL	Spec. Ed.	FRL
Reading	42	45	39	40	44	31	30	39
Math	41	45	39	38	43	33	31	39
Writing	42	48	44	37	44	31	31	38

Objective 1.4 – Implement second year of the curriculum development model.

Recommended Action: The selection of teacher leaders to further develop curriculum following the established Danbury Public Schools curriculum protocol system.

Oversight Responsibility: Superintendent, Deputy Superintendent, and District Curriculum Administrators.

Resources Needed: Professional development, release time, budget allocation.

Timeline: September 2010 through August 2011.

Sources of Evidence: Number of completed curriculums in the following areas – English, Science, Social Studies, and Math at middle school. Spring 2011.

Objective 1.5 – Implement across the District a lesson plan design for all faculty to follow.

Recommended Action: Finalize the results of the lesson plan pilot from the 2009-2010 school year and implement the established essential components of a lesson plan for teachers so that it becomes a systemic expectation in the Danbury School System and implement a quality assurance rubric.

Oversight Responsibility: Superintendent, Deputy Superintendent, Principals, DHS Associate Principal, and District Curriculum Administrators.

Resources Needed: Professional development for Administrators/Teachers.

Timeline: September 2010-2011

Sources of Evidence: Evidence aligned with the TDEC collection and reporting system

Objective 1.6 – Reduce the number of out-of-school suspensions by 5% at the secondary level.

Recommended Action: Review suspension reports quarterly with building principals. Provide professional development to principals regarding school climate and alternatives to suspensions. In addition select a pilot program at the middle schools to reduce suspensions and the implementation of the 9th grade school at DHS, a Saturday detention program.

Oversight Responsibility: Joyce Emmett/Cabinet

Resources Needed: Time, CT State Department for professional services.

Timeline: 2010-2011 School Year

Sources of Evidence: Out-of-school suspension report comparing the number of students receiving at least one out of school suspension from Sept to May 2009 compared to Sept to May 2010, broken down by subgroup.

Sept. 2009-April 2010

Measure: Number of Students Receiving Out of School Suspension at the Secondary Level

	All	Asian	Black	Hispanic	White	ELL	Spec. Ed.	FRL
OSS	220	8	49	87	76	37	49	137

GOAL 2: PARENT AND COMMUNITY ENGAGEMENT

To increase parent awareness opportunities throughout the District with an emphasis on technology and literacy support for families, parent support for increased academic achievement and increased communication with parents and the community.

Objective 2.1 – Expand the use of the school district’s website to provide parents and the community with relevant and timely information.

Recommended Action: Revamp the current website so that it is easier and more accessible for the public and increase use of the Parent Literacy Center.

Oversight Responsibility: Superintendent, Cabinet, Director of Information Services.

Resources Needed: Financial resources and technology department time/grant.

Timeline: Summer/Fall 2010-2011 school year

Sources of Evidence: A revised/updated website and frequency statistics regarding parent use of the Parent Literacy Center

Objectives 2.2 – To engage parents, teachers and students in a meaningful dialog regarding the District’s secondary reform initiatives.

Recommended Action: Implement community conversations.

Oversight Responsibility: Superintendent, High School/Middle School Principals, Director of Special Services, Administrator of Early Childhood Education and Extended Learning Programs

Resources Needed: Grant Funds.

Timeline: September 2010-April 2011

Sources of Evidence: Published scheduled meetings and minutes.

Objectives 2.3 – Study School boundaries, enrollment tendencies and educational space needs for any economy efficiencies.

Recommended Action: Create a committee and examine all school boundaries and enrollment and space needs. Study the impact of class size and school variances across district. Prepare a report to the Superintendent and then to the Board of Education.

Oversight Responsibility: Drs. Dylewski & Glass

Resources Needed: Central Office Time

Timeline: September-November 2010

Sources of Evidence: Presentation to Board of Education.

GOAL 3: PERSONNEL

To review and analyze our Human Resources function and focus on the selecting/screening process for administrative positions.

Objective 3.1: Modify the current Central Office Administrative structure to adjust for the reduction of the Assistant Superintendent position while providing District services and support to the schools.

Recommended Action: The Board's adopted administrative hiring procedures will be monitored and analyzed during the 2010-2011 school year

Oversight Responsibility: Superintendent, Deputy Superintendent, Human Resource Director

Resources Needed: Cabinet member time.

Timeline: 2010-2011 school year

Sources of Evidence: A set of procedures adopted by the Board of Education along with a Board of Education presentation Spring 2011.

GOAL 4: ADMINISTRATION AND OPERATIONS

To develop strategies for maximizing the operating budget with an emphasis on reallocation of current funds to insure that adequate resources are provided to the District's core mission of teaching and learning.

Objective 4.1 – To increase the District's competitive grant award amount by 10% over the 2009-2010 school year. (\$4,404,012.62 X 10% = \$440,401)

Recommended Action: Centralize the grant acquisition and process for dissemination, notification and timing for funding opportunities.

Oversight Responsibility: Superintendent and Cabinet

Resources Needed: Central Office, Literacy Center and Finance Director's time.

Timeline: 2010-2011 school year.

Sources of Evidence: The awarded amount of competitive grants over the 2009-2010 school year.

Objective 4.2 - Develop an Adopt A School programs in order to increase resources to individual schools.

Recommended Action: Work with the Community Relations Committee of the Board of Education to develop goals for the progress and a process for school and community to follow.

Oversight Responsibility: Cabinet/Board of Education/Community

Resources Needed: Central Office, Board of Education, apply for community grant to assist with operation/management.

Timeline: Full 2010-2011 school year.

Sources of Evidence: An established Adopt A School Program.

Objective 4.3 – Examine the school district/municipal functions, purchasing services and employee benefit programs for efficiencies and cost savings.

Recommended Action: School and municipal officials convene a series of meetings to align functions and programs for overlap/duplication.

Oversight Responsibility: Cabinet/Elio Longo

Resources Needed: Time

Timeline: Fall/Winter 2010-2011

Sources of Evidence: A complete report presented to the Board of Education.

2011 Danbury Board of Education Meeting Dates

Meetings are held the second and fourth Wednesday of each month at 7:00 p.m., except as noted below. Committee meetings are held through the year when necessary.

January 12 and 26

February 9 and 23

March 9 and 23

April 13 and 27

May 11 and 25

June 8 and 22

No meeting scheduled in July & August

September 14 and 28

October 12 and 26

November 9 and 22 (Tuesday)

December 7 – Annual Meeting

Exhibit # 10-206