

DANBURY BOARD OF EDUCATION MEETING

Wednesday, April 9, 2014, 7:00 p.m.

Administrative Center, 63 Beaver Brook Road

Present: E. Alberts, G. Cooper, M. Ferguson, A. Fluskey-Lattin, D. Metrena, K. Molinaro, R. Pietrafesa, R. Taborsak, Board Members; Dr. S. Pascarella, Dr. W. Glass, J. Martino, Atty. K. Thompson, Administration

Absent: Richard Hawley, Richard Jannelli, Phyllis Tranzillo

CALL TO ORDER

Chairperson Alberts called the meeting to order at 7:00 p.m. and those assembled recited the Pledge of Allegiance and the roll call was taken.

RECOGNITIONS

DHS Wrestling Team, FCIAC Western Division Champions, FCIAC Champions, 3rd State LL, State Open Champions, 2nd New England; Head Coach Ricky Shook stated the team has been undefeated in Connecticut for the past 3 years. He introduced the team members: Jonny Garcia, Steven Beckham, Kevin Jack, Justin Peterson, Matt Fields, Joey Hulse, Alec Marquis, Andrew Marquis, Jeremy Fields, Antonio Baratta, Chris Bryant, Sebastian Valencia, Marcus Joyner, Shaun Williams, Paulo Freitas; and Assistant Coach Matt Laskowski.

PUBLIC PARTICIPATION

Joseph Zatkovich expressed his concern for the traffic situation at Danbury High School, stating Clapboard Ridge is horrendous in the morning with parents dropping off students; students, parents and teachers not stopping at stop sign. Something needs to be done.

CONSENT CALENDAR

MOTION - K. Molinaro moved, seconded by R. Taborsak, 0that the Board of Education approve the items on the Consent Calendar, Exhibits 14-74 through 14-80, as recommended:

A. MINUTES

- 3/25/14 Sites & Facilities Committee Meeting
- 3/26/14 Superintendent Evaluation Committee Meeting
- 3/26/14 Board Meeting
- 4/2/14 Board Workshop

B. PERSONNEL REPORT

- Accept Leave of Absence: Aurora Kuger
- Accept Resignations: Ken Allsworth (After School Cred.Rec. Only)
Lourdes Cochacela, Eugenia Damas-Dworetsky
Rita Garrett, Alexander Espinal, Laurel Rosten,
Jennifer Traver, Christopher Trocola

New Hires March 21-April 3:

Name	Location	Non-Certified Subject
Julia Zirkle	Park Ave.	CRC Enrichment Assoc.
Lauren King	AIS	CRC Enrichment Assoc.
Geena Barnes	South St.	CRC Enrichment Assoc.
Mavina Lim	DHS	JV Boys Volleyball Coach
Mitchell Peterson	AIS	CRC Site Facilitator
Michelle Haber	Pembroke	CRC Enrichment Assoc.
Wendy Surovy	GP & Hayes	Perm. Building Sub
Amy Parisi	Ells	Grade 5 L/T Sub
Kori Krafick	Ells	Kind. L/T Sub
Celaine Brillon	Pembroke	SPED Tutor
Alan Tarsi	DHS	JV Boys Lacrosse Coach
Shawn Johnson	Great Plain	Grade 2 L/T Sub
Nakia Williams	SHR	CRC Enrichment Assoc.
Isaac Gyimah	KSI	CRC Enrichment Assoc.
Katherine Ellis	Morris	Asst Teach - School Readiness
Patrick Ness	Great Plain	SPED Tutor
Victoria Lasalandra		SUB Teach
Katie Wolfe		SUB Teach
Felipe Alonso		SUB Custodian
Rose Roytman		SUB Teach

C. GRANTS

Accepted CT Fitness & Nutrition Clubs in Motion, \$202,757.25. Funds to be used for programming available to 3rd & 4th Graders of Danbury held at Morris Street School.

D. DONATIONS

Accepted \$1,010 Danbury Education Foundation donation in memory of Dr. Gerard Werner for the Rogers Park Middle School Science Department.

EMPLOYEE REPRESENTATIVE - None

STUDENT REPRESENTATIVES - None

PRESENTATION

Analysis of Data Systems & Usage prepared by Jeffrey Villar, Jennifer Clessas and Katie Roy from the CT Council for Education Reform:

Project Goals:

- Document the scope of work undertaken by the data department and its staff; and the IT department and its staff;
- Determine whether these departments have the necessary resources and staff capacity to meet performance expectations; and
- Provide research-informed recommendations about additional supports or systemic changes that will enhance the efficiency and efficacy of both departments.

Key Findings:

- The current DPS IT and data departments do not have sufficient resources to meet performance goals.
- DPS is one of the fastest growing districts in the DRG (i.e., Meriden, East Hartford, West Haven, Stamford); however, it has the lowest per pupil spending when compared to similar districts.
- DPS also has lower IT and data resource staffing levels compared to their DRG districts, except for Meriden,* which has 2,261 fewer students.
- Recent instability (e.g., staff turnover in Fall 2013) and experience of the data and IT staff is also limiting the group's effectiveness.
- IT and data teams are understaffed with focus on time-consuming manual break/fix challenges (e.g. of computers and PowerSchool).
- Central office has a vision for data usage, but still needs to assess data needs for schools and centralization of data.
- Schools have limited ability to analyze data; teachers and principals use a mix of GoogleDocs and Excel to analyze student performance data.
- Schools use inconsistent forms and methods of tracking student data.
- There is high motivation within the Danbury school-level staff to learn and grow in data usage.
- IT consolidation with the city would not be in the best interest of either the district or the city.
- IT consolidation projects have a limited shelf-life; when IT consolidation does work, it is often for one mayoral term or until a key resource leaves.
- Small changes in IT leadership (e.g., planned or unplanned attrition) can have significant negative effect on outcomes – success is always dependent on having the “right” person.
- Foundational principles are not currently in place for success (e.g. collaboration between all parties, limited technology leadership).
- Research performed in other districts suggests that very little money would be saved, if any at all (e.g., most towns still allocate district resources as a percent of total).
- Both city and district tend to suffer from forcing IT departments together.

Conclusions on District Comparisons:

- There are fewer IT/IS staff supporting more end users and devices in Danbury than in comparable districts.
- Unlike most comparable districts, Danbury does not have a staff member dedicated to leading Instructional Technology.
- Danbury should consider increasing district-level human and financial resources to provide schools with the data and guidance they need to improve teaching and learning. One possible solution is to examine existing resources and re-allocate funds.
- Danbury has recently increased the amount of E-Rate funding applied for, and it should continue this practice in the future.

Danbury District Performance Data Key Challenges: Danbury's district performance in data is lagging. Danbury lacks strong governance and vision for data. Additionally, Danbury has limited financial and human resources for the IT/IS systems. **Key Recommendations:** Danbury can improve district performance data by establishing a clearly articulated data vision, re-allocating human and financial resources to data, centralizing data entry, and setting clear data governance policies for the district.

Danbury School Performance Data Key Challenges: Danbury's school performance data is below proficient. Teachers and principals at the school-level have a limited ability to analyze data and produce reports. Schools are reliant on ad-hoc reporting and have limited use of data to discuss student challenges with parents. **Key Recommendations:** Danbury can improve school performance data through creating simple, standardized reports that can be accessed quickly for instructional decision-making. Additionally, the district can provide professional development to teachers and administrators on use of district-standardized data systems.

Danbury Student Performance Data: Danbury's student performance data is transitioning. Danbury does not have a proficient system in place for tracking longitudinal student data. In addition, school climate data is tracked reactively through referrals and student behavior issues and this data is not consistently used to develop interventions. **Key**

Recommendations: Danbury can improve student data and school climate tracking by standardizing data collection, building a system that will bring data from multiple systems together for analysis, and developing standardized reports at the school, classroom, and individual student levels.

Danbury Technology Performance Data Key Challenges: Danbury's technology performance is lagging. Danbury is not utilizing tools to customize and integrate technology systems. Tech support is understaffed and technology and access points are not updated. **Key Recommendations:** Danbury should work to integrate and customize its data systems through purchasing a data warehouse. In addition, Danbury should continue to expand access to users through customization of portals and expansion of Wi-Fi to all schools.

ACTION ITEMS

DHS Field Trip to Ireland

MOTION: K. Molinaro moved, seconded by M. Ferguson, that the Board of Education approve the DHS field trip to Ireland, April 10-19, 2015.

Debbie Stence stated that DHS has never planned a trip to Ireland. She discussed the fundraising efforts and stated the students will not miss any school as this falls during April vacation. The motion passed at 7:22 p.m.

SUPERINTENDENT'S REPORT

March 29th Parent University

Dr. Pascarella reported that approximately 300 people attended and it was phenomenal.

AIS Magnet School & Westside Middle School Academy Enrollment

Dr. Pascarella distributed a breakdown of the enrollment.

Instructional Coherence Plan Update

Jonathan Costa met with the Citywide PTO on Monday.

2020 Task Force

The group met yesterday. Next meeting is scheduled for May 19th. Spoke to Peter Prowda to confirm numbers. We are growing at 1.5% per year. In looking at high school, the prediction is 3,500 students.

Magnet School Funding

We have a meeting scheduled with our area legislators this Friday, April 11th, at 9:00 a.m. Magnet School funding may be reduced by \$35M and curious how it will impact Danbury.

DISCUSSION

2014-2015 Budget

The Mayor presented his budget. We have a Finance Committee Meeting scheduled for Monday, April 14th, 9:00 a.m. We are reviewing health insurance, FTE and staffing levels. A City Education Adhoc Meeting is scheduled for April 22nd.

Alliance/ECS Grant

Dr. Glass distributed a summary of the Alliance/ECS Grant. All work is driven by the Theory of Action. Additional student support and enrichment initiatives via ECS (\$2.2M) as of 4/9/14:

• Increase full-day kindergarten programming	\$ 350,000
• Phase in a full-time math specialist in each elementary school over the next two years	\$ 140,000
• Put one Reading Department Head at the middle school level	\$ 70,000
• Augment coaching services to teachers to address the needs of ELL Students	\$ 70,000
• Provide an Assistant Principal at Park Avenue School	\$ 135,000
• Enhance summer school instruction for grades 6-8	\$ 64,000
• Increase instructional materials to address new curriculum guides	\$ 357,000
• Cover the cost of selected full day kindergarten teachers and math specialists	<u>\$1,014,000</u>
Total Budget	\$2,200,000

INFORMATION

- A. High School Graduation Date – June 17, 2014
- B. State required 10 cent increase in school lunch prices.
- C. Update on the Supper Program at Ellsworth Avenue School. Served approximately 75 dinners. Partnered with the extended learning program. 110 students are eligible. 10 districts in State, pilot for us.

BOARD CHAIRPERSON'S REPORT

Ms. Alberts encouraged Board Members to attend the Legislative Meeting this Friday at 9:00 a.m.

BOARD REPORTS, COMMUNICATIONS AND COMMENTS

Kathy Molinaro reported on the presentation to Citywide PTO Monday by Jonathan Costa; Danbury Children First School Budget Community Meeting on May 2nd, 7:00 p.m. at the Assumption Greek Orthodox Church; and the DHS Choir will perform at Carnegie Hall on April 26th.

David Metrena reported he attended the Mill Ridge PTO Meeting and parents were questioning when they would receive notification of the redistricting plans. Mr. Martino stated the letters will be going out tomorrow.

GRIEVANCE HEARINGS

Tom Kennedy, CEA, and Cindy Mirochine, NEA, presented a grievance on behalf of Lori Woodruff and Donna Cesca. Both had applied for a summer school position at Morris Street School. 11 people applied and 9 were accepted. Lori and Donna were not accepted even though they were 1st and 3rd in seniority. The 9 accepted were teachers in Morris Street School. The posting stated they must have an elementary certification. There was no mention on the posting they must be teachers at Morris Street School. They are seeking compensation of 16 days at summer school rate plus 5 hours.

Kim Thompson stated a posting for Morris Street Summer School was posted in May 2013. On June 7, 2013 Bill Santarsiero notified Human Resources that he had selected the most qualified applicants for the position and

that each of these teachers work in the Morris Street School. On July 12, 2013 Cindy Mirochine emailed Ms. Thompson that two teachers contacted her because they were not hired. On July 15, 2013 Ms. Mirochine was advised by email that both grievants had applied to the Morris Street School posting, that Mr. Santarsiero had selected 9 teachers but that only 7 positions were required. As a result, several teachers were job sharing. She was further advised that Laura Mead was short certified teachers to work District summer school and called both Lori and Donna, who declined her offer.

Ms. Thompson asserted the District's position that (1) the grievance is untimely; (2) the contract language cited in the grievance does not properly apply to Summer School;(3) the most qualified applicants were selected based upon legitimate objective, uniformly applied factors and, because not all candidates were substantially equal, the seniority language did not apply; and (4) the grievants have no damages because they refused other available positions in another summer school program that were offered to them,

Mr. Kennedy stated they did not know they had not been hired for Morris Street prior to being offered the other positions.

EXECUTIVE SESSION

MOTION: K. Molinaro moved, seconded by R. Taborsak, that the Board of Education convene in Executive Session for the purpose of grievance deliberations; labor negotiations and strategy; and administrative appointments.
The motion passed at 9:10 p.m.

Present: E. Alberts, G. Cooper, M. Ferguson, A. Fluskey-Lattin, D. Metrena, K. Molinaro, R. Pietrafesa, R. Taborsak, Board Members; Dr. S. Pascarella, Dr. W. Glass, J. Martino, Atty. K. Thompson, Administration

Absent: Richard Hawley, Richard Jannelli, Phyllis Tranzillo

PUBLIC SESSION

MOTION: K. Molinaro moved, seconded by G. Cooper that the grievance heard tonight claiming violation of the collective bargaining agreement in the selection of Morris Street Summer School teachers is denied. We direct the administration to prepare a written response in keeping with the group's deliberations.

In favor: E. Alberts, G. Cooper, M. Ferguson, D. Metrena, K. Molinaro, R. Pietrafesa

Opposed: Annrose Fluskey-Lattin, Bob Taborsak

ADJOURNMENT

B. Taborsak moved, seconded by K. Molinaro, that the Board of Education adjourns the April 9, 2014 meeting. The motion passed and the meeting adjourned at 10:10 p.m.

Richard Hawley, Secretary