

Board of Education Regular Meeting

Monday, March 14, 2022 7:00 PM

WMS Library, 24 School Road, Weston, CT 06883-1623

I. CALL TO ORDER, VERIFICATION OF QUORUM

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF MINUTES

III.A. Meeting minutes from the February 24,
2022 Weston Board of Education Special Meeting

IV. PUBLIC COMMENT

V. STUDENT BOARD OF EDUCATION REPRESENTATIVE COMMENTS

VI. NEW BUSINESS

VI.A. Consent Agenda (new hires, resignations
and retirements)

VI.B. Discussion regarding Class of 2022
graduation date

VI.C. Discussion regarding date change of the
April 2022 Board of Education Regular Meeting.

VI.D. Discussion regarding preschool

VI.E. Discussion regarding the Director of
School Counseling

VI.F. Financial Update

VI.F.1. February 2022 Financial Update

VI.F.2. Discussion on Proposed FY23 Budget
Mitigation Strategy

VII. OLD BUSINESS

VII.A. District Goals

VII.A.1. District Action Plan Progress

VII.A.2. Reading and Math Progress Update

VII.A.3. WPS Academic Goals: Reading & Math

VIII. DISTRICT UPDATE

VIII.A. WHS Principal Search

IX. COMMITTEE REPORTS

IX.A. Communications Committee

IX.B. Curriculum Committee

IX.C. Finance & Operations Committee

IX.D. Policy Committee

IX.E. Negotiations Committee

IX.F. CES

IX.G. CABE

IX.H. Weston Education Foundation

**X. NEXT SCHEDULED MEETING OF THE BOARD OF
EDUCATION**

X.A. Regular Session on April 18, 2022 at 7:00 pm.

X.B. Review of Pending Agenda Items for Next Meeting

XI. ADJOURNMENT

Board of Education Special Meeting
Thursday, February 24, 2022 7:00 PM
Virtual Meeting

David Felton: Present
Sharon Ferraro: Present
Peter Gordon: Present
Bernie Kingsley: Present
Taffy Miller: Present
Anthony Pesco: Present
Melissa Walker: Present

Lisa Wolak, Superintendent of Schools, was also in attendance to present.

I. CALL TO ORDER, VERIFICATION OF QUORUM

This meeting of the February 24, 2022 Board of Education Special Meeting is called to order at 7:05 p.m. and a quorum present. Unseconded with a motion by Anthony Pesco.

II. DISCUSSION OF SUPERINTENDENT RECOMMENDATION FOR MASKS IN SCHOOL POST FEBRUARY 28

Weston Public Schools will be going mask optional effective February 28, 2022. The district will receive a supply of testing kits that will be distributed to students and staff. It is recommended that students and staff test in the morning before leaving for school on Monday, February 28. We will be reviewing our visitor policy. At this time, masks will still be needed on buses. WPS will continue to offer weekly voluntary testing. It is very important that protocols are in place to support students who wish to continue to wear masks. It was noted that 95% of our staff are vaccinated. Our dashboard will continue to be updated and we added a link for families to be able to look up vaccine status by towns. If there is an increase in infection rate or a surge in community spread, we will work with our medical advisor to determine whether masks might be needed again. If a student is medically fragile or immunocompromised, the family should reach out to the building COVID liaison. We cannot monitor family mask options for their students. Each family needs to engage their child so they understand what your choice is and they follow your wishes. Each school has processes in place to make sure students are respectful of everyone's choice.

III. ADJOURNMENT

The meeting was adjourned at 8:07 p.m.
Motion to adjourn was made by Taffy Miller and seconded by David Felton.

Chairperson

Superintendent

DRAFT

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: March 14, 2022

Information Only

Action Requested

Agenda Item Subject: Consent Agenda

Submitted by: Lisa Wolak

Document Summary/Purpose and/or Recommended Action:

Recognize and accept the Consent Agenda (new hires, resignations or retirements) as presented.

INTEROFFICE MEMORANDUM

TO: LISA WOLAK
FROM: TERRI – HUMAN RESOURCES
SUBJECT: CONSENT AGENDA – BOE 3/14/2022
DATE: 3/11/2022

NEW HIRES:

- Lauren Offutt, (1.0) School Psychologist at Hurlbutt Elementary School. Effective 3/29/2022. Replacing E. Palumbo who resigned.

RESIGNATIONS:

- Brandon Guzman, (1.0) ParaEducator at WMS. Effective 3/25/2022 to take an internship required for his degree.

RETIREMENTS:

- Laura Guadagnoli, (1.0) Latin Teacher at WHS. Effective at the end of the 2021-2022 school year after 5 years of service in Weston.

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: March 14, 2022

Information Only

Action Requested

Agenda Item Subject: Director of School Counseling

Submitted by: Lisa Wolak

Document Summary/Purpose and/or Recommended Action:

Discussion regarding the Director of School Counseling position

DIRECTOR OF SCHOOL COUNSELING, GRADES 6-12

The creation of a Director of School Counseling for grades 6-12 was explored in 2019-20 by the WHS Administrative Team and ultimately did not move forward in the budget process. This position is being considered for the 2023 year in response to the increased social emotional and academic needs of our students.

The administration sees this as a strategic investment that would accomplish the following:

- Review, refine, and implement a robust developmental school counseling program, grades 6-12
- Strengthen the district's social/emotional learning curriculum through a 6-12 coordination of developmental counseling, advisory and small group and individual counseling instructional models
- Coordinate the transition from grade 5 to 6 and 8 to 9 for all students at scale
- Provide supervisory capacity within our school counseling department

Roles and Responsibilities of Director of School Counseling, Grades 6-12:

- Coordinator for Scientific Research Based Interventions (SRBI)
- Responsible for evaluation of school counselors, grades 6-12 and support staff
- Coordinator for testing: SAT, ACT, AP and PSAT
- Districtwide 504 Coordinator
- Revise School Counseling Curriculum for grades 6-12 (Naviance)
- Transition programs for students and parents- grades 5 to 6 and 8 to 9

BUDGET

Current Model

- Director of School Counseling WTA Salary
- School Counselor Leader (grades 9-12) Stipend
- Summer work days

Proposed Model

- Director of School Counseling grades 6-12
- Reallocation of the current full time (1.0) WHS Counseling and Team Leader position and summer work to a .6 administrator/.4 Counselor position.

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: 3/14/22

Information Only

Action Requested

Agenda Item Subject: Approval of the February 2022 Financial Report

Submitted by: Phillip Cross

Document Summary/Purpose and/or Recommended Action:

Following is the 8th FY22 (February 2022) Financial Report Including Internal Services Fund (for Dental). We are recommending approval of the report.

For more Board of Education Meeting and Committee Meeting Information, visit:
<https://meeting.cabe.org/public/Agency.aspx?PublicAgencyID=47&AgencyTypeID=1>



March 11, 2022

TO: BOE Financial, Facilities and Operations Committee

FROM: Phillip Cross, Director of Finance and Operations

SUBJECT: February Financial Report for FY 21-22

Below is a summary report of the FY 22 Budget through February 28, 2022.

Object Series	FY 22 Adjusted Budget	FY 22 YTD Actuals	FY 22 Encumbrance	FY 22 Anticipated	FY 22 Projected to EOY	FY 22 Balance Available	Previous Month Balance
Salaries (1000's)	33,625,366	18,991,145	13,053,386	1,165,312	33,209,843	415,523	413,505
Benefits (2000's)	10,005,820	6,996,926	2,370,725	412,024	9,779,675	226,146	144,890
Professional Services	1,570,858	696,541	592,546	281,770	1,570,858	-	-
Property Services	2,218,193	1,080,753	739,157	384,481	2,204,390	13,803	13,995
Other Services (5000s)	6,202,448	3,702,457	2,164,023	340,748	6,207,229	(4,781)	(6,141)
Supplies (6000s)	2,500,140	1,460,708	837,910	280,449	2,579,068	(78,928)	(78,928)
Equipment (7000s)	127,750	304,626	2,147	7,418	314,191	(186,441)	(186,441)
Other Objects (8000s)	122,205	92,954	9,836	19,415	122,205	-	-
Revenue (9000s)	(1,302,675)	(653,175)	8,649	(540,520)	(1,185,046)	(117,629)	(109,289)
Total	\$55,070,107	\$32,672,935	\$19,778,379	\$2,351,097	\$54,802,412	\$267,694	191,593

Month over Month Changes:

The total month over month change is \$79,101. This will increase the projected end of year balance to \$267,694. The main driver of the month over month change is health insurance.

We anticipate as we get closer to the year-end that there will be fluctuation in all the categories.

Salaries - \$2,017

- Small changes in several object codes

Benefits – \$81,255

- Health Insurance - Current & projected health insurance census is lower than budgeted.

Property Services - (\$192)

- Small changes in several object codes

Other Services – \$1,360

- Insurance adjustment

Revenue Offset – (\$8,340)

- Tuition revenue correction

Internal Services Fund

Continues to trend as anticipated.

**WESTON PUBLIC SCHOOLS
INTERNAL SERVICES FUND
FOR HEALTH BENEFITS PROGRAM**

3/11/2022

Fiscal Year Ended

2022

STATEMENT OF REVENUES AND EXPENDITURES

Fund Balance -July 1, 2021 (Unaudited)

\$ 810,666

Revenues:

General Fund Appropriation

\$ -

Reimbursements

\$ -

Total Contributions

\$ -

Total Revenues (A)

\$ -

Budgeted Expenditures

Delta Dental:

Claims

\$ 397,726

Administrative Fees

\$ 23,954

Total Health Plan Costs (B)

\$ 421,680

Net Change (A-B)

\$ (421,680)

Fund balance June 30, 2022 (Estimated)

\$ 388,986

Delta Dental- Actual Claims

Month	Claims & Fees
July	28,735
August	32,487
September	37,735
October	27,212
November	26,204
December	49,830
January	34,317
February	28,894
Total	\$ 265,414
Actual YTD Spend Rate	62.9%
Theoretical YTD Spend Rate	66.7%
YTD Theoretical variance %	-3.7%
YTD Theoretical variance \$	\$ 15,781

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: 3/14/22

Information Only

Action Requested

Agenda Item Subject: Discussion on Proposed FY23 Operating Budget Mitigation Strategy

Submitted by: Phillip Cross

Document Summary/Purpose and/or Recommended Action:

Following, for discussion purposes, is documentation supporting our proposed mitigation strategy for the FY23 Operating Budget.

For more Board of Education Meeting and Committee Meeting Information, visit:
<https://meeting.cabe.org/public/Agency.aspx?PublicAgencyID=47&AgencyTypeID=1>



March 14, 2021

TO: Board of Education

FROM: Phillip Cross, Director of Finance and Operations

SUBJECT: FY 23 Proposed Operating Budget Mitigation and Other Adjustments

Adjustments

Health Insurance – We mentioned in a previous meeting the State’s preliminary premium rate increase for FY 22-23 is 8%. Our budget request assumes a premium increase of 6.5%.

We have adjusted the anticipated annual premiums and cost share. We have reduced retired employee census. In addition, we have corrected formula errors. After these changes and increasing the anticipated that annual premiums by 1.5%, health insurance will be reduced by \$204,349. Employee contribution to the health insurance will be reduced by \$24,413.

Workers Comp & Other Insurance – Based on guidance from the Insurance Broker, the anticipated premiums will be increased by \$31,100.

Mitigation

Textbooks - We are proposing that unexpended funds be used to pre-purchase Curriculum & Instruction Books - \$83,040.

Early Retirement Incentive Program (ERIP) – The final payment for the current ERIP is due in FY 22-23. We are proposing, requesting the BOF to re-establish the non-lapsing and make the payment from that account.

Budget Impact

The adjustments and mitigation plan will reduce the requested budget by 0.67% or \$371,507. The new FY22-23 requested budget will be \$56,605,210 or 2.79% increase.

FY 22-23 Proposed Operating Budget Mitigation as of 3-11-22

Operating Budget:

FY 21-22 Adopted Budget	55,070,070	
FY 22-23 BOE requested Budget as of 1-25-22	56,976,717	3.46%

Budget Adjustment

Health Insurance correction and additional increase (1.5% to 8%)	(204,349)	
Premium Cost Share adjustment	24,813	
Workers Comp & Other Insurance	31,100	
	(148,436)	-0.27%

Pre-Purchase/Pay from FY 21 Unexpended Funds:

<u>Curriculum & Instruction Books</u>		
WHS Spanish Levels 1-4 digital licenses	(7,300)	
Grades 7 and 8 Social Studies digital textbooks	(34,020)	
Algebra 2 digital textbook 6-year license	(12,720)	
Grades 6-8 Science digital license	(21,000)	
Grade K Mathematics Books	(8,000)	
	(83,040)	-0.15%

Non-Lapsing Account (Proposed)

FY 23 contractual ERIP & Payroll Taxes	(140,031)	
	(140,031)	-0.25%

Total Proposed Adjustment	(371,507)	-0.67%
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FY 22 Revised Budget Request	\$ 56,605,210	2.79%
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YOY increase	\$ 1,535,140	2.79%
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WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: 3/14/22

Information Only

Action Requested

Agenda Item Subject: Discussion on Proposed FY23 Capital Budget Mitigation Strategy

Submitted by: Phillip Cross

Document Summary/Purpose and/or Recommended Action:

Following, for discussion purposes, is documentation supporting our proposed mitigation strategy for the FY23 Capital Budget.

For more Board of Education Meeting and Committee Meeting Information, visit:
<https://meeting.cabe.org/public/Agency.aspx?PublicAgencyID=47&AgencyTypeID=1>



March 14, 2021

TO: Weston Board of Education

FROM: Phillip Cross, Director of Finance and Operations

SUBJECT: FY 23 Proposed Capital Budget Mitigation

Background

The BOF approved the following capital projects for FY 21-22:

- 1) \$25,000 - Contingency for WMS HVAC repairs
- 2) \$380,000 – WHS replacement of Old Gym Air Handler Units

Proposal:

- 1) Use the \$25,000 contingency to offset the request of \$65,000 to replace/rebuild as new the heating and cooling pumps at WMS.
- 2) We have obtained a quote that will replace as new, all mechanicals within the four existing air handlers at the high school's old gym. We will also be integrating these units into the building management system. We anticipate the total will be \$66,043, with a contingency of \$22,994 for shaft replacement.

Based on this, we are proposing that the remaining funds (\$290,603) be used to fund the duct-cleaning request of \$265,000 (item 3) and the \$25,000 WIS double door extension (item 4).

- 3) Deferred paving to future years - \$550,000
- 4) Fund the \$18,929 WMS Art Room Sink Replacement (item 11) from FY 21-22 Operating Budget.

FY 22-23 Proposed Capital Budget Mitigation as of 3-14-22

Capital Budget:

Approved Capital Budget 1,666,885

Proposed Changes:

Reallocate FY 21-22 Approved Funding :

FY 21-22 - Approved Capital Budget -WMS HVAC Repairs Contingency	25,000
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WMS HVAC contingency to partially fund WMS Replace/Rebuild Heating and Cooling Pumps (Item 6)

Requested	65,000	
Proposed New Request	40,000	
Change		(25,000)

FY 21-22 - Approved Capital Budget -WHS Replacement of Old Gym Air Handlers	380,000
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Partial use of WHS Replacement of Old Gym Air Handlers to Fund Districtwide Duct Cleaning (Item 3) and the WIS double door extension (Item 4)

Requested (Duct Cleaning)	265,000	
Requested (Double door extension)	25,000	
Proposed New Request	-	
Change		(290,000)

Other:

Defer Paving (Item 12) (550,000)

WMS Art Room Sink Replacement from FY 21-22 Operating Budget (Item 11) (18,929)

Change (568,929)

Total Proposed Adjustment (883,929)

Proposed Capital Request **782,956**

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: March 14, 2022

Information Only

Action Requested

Agenda Item Subject: 2021-2022 District Goals – Winter Update

Submitted by: Lisa Wolak

Document Summary/Purpose and/or Recommended Action:

2021-2022 District Goals – Winter Update

**Weston Public Schools
District Goals 2021-22
WINTER UPDATE**

This document was created at District Administration retreats and meetings and Board of Education retreats in July, August and September. The following are links to the school action plans for 2021-22.

HES: <https://docs.google.com/document/d/1IYSSnOLDO6tDd0pXn8XqpaOEtPmT6SMtrOXbSQfuvYo/edit>
<https://docs.google.com/document/d/1KAUyoH3w1m6cpCG11fZooRDo6x1UQZdVpJhI4TNaJPU/edit>
WMS: <https://docs.google.com/document/d/1OR3xLzIPCZVc1p56qea6nVy0NtzAw403uiopDscZU28/edit>
WHS: <https://docs.google.com/document/d/1ZIE3H0summeqKVw9vDzngNfBUaKfEna4veZ1GEMZeEQ/edit>

Curriculum & Instruction	Action Plan	Progress	Evidence Indicators of Success	Timeline
<p>MATH Ensure all students demonstrate growth and deepen their conceptual understanding of mathematical concepts so that they develop the requisite problem-solving skills.</p> <p>Targets:</p> <ul style="list-style-type: none"> • A minimum of 75% of our students, grades 3-8, will meet or exceed goal on the spring 2022 Smarter Balanced Assessment. • A minimum of 75% of 	<ul style="list-style-type: none"> • Utilize data to determine district, school and grade level cohort performance targets. • Align district, school, grade level goals, action steps and student performance targets. • Create a new math curriculum instructional leader (CIL) K-2 position to serve as coach for HES. • Increase math intervention support and revise math intervention (SRBI) approaches and processes, including progress monitoring and 	<ul style="list-style-type: none"> • District, school, and grade level cohort goals identified September 2021. • Goals approved by the BOE and posted on the district website. • Increased math SRBI staffing with Esser funding. • In the process of writing SRBI Handbook, which will be used to systematize intervention services. • Provided professional development at the K-5 level on new math resources. Methodology 	<ul style="list-style-type: none"> • Individual school action plans and grade level cohort targets on NWEA and Smarter Balance (SBA) fall/winter/spring. • Student performance on grade level assessments. • Student performance on fall/winter/spring NWEA and SBA assessments. • CIL coaching sessions. • CWT data. • Tri-State Consultancy Report. • IEP progress in math goals 	<p>Goal Presentation: September BOE Meeting.</p> <p>Curriculum Committee updates as needed. (Feb 2022)</p> <p>District Annual Instructional Update, May 2022</p> <p>Assessment Administration</p> <ul style="list-style-type: none"> • <u>Fall</u>: baseline • <u>Winter</u>: progress • <u>Spring</u>: final analysis • <u>Sept-June</u>: Formative grade-level

<p>our students 1-8 will be above the 61st percentile on the spring 2022 MAP assessment.</p> <ul style="list-style-type: none"> ● Freshman Algebra 1 students will demonstrate significant personal growth as measured by unit and MAP assessments. 	<p>data analysis protocols to monitor student performance.</p> <ul style="list-style-type: none"> ● Participate in Tri-State Consortium evaluation in the area of math intervention. ● Provide continuous professional development focused on high-quality math pedagogical practices. ● Conduct school walkthroughs (CWT) focused on specific strategies and analyze CWT data to inform instruction. 	<p>pilot teachers attended PD w/ Westport Public Schools</p> <ul style="list-style-type: none"> ● Individual teachers' goals focused on specific academic needs of students in classroom K-12. Beginning of the year and midyear admin/teacher review of goals and supporting data ● Purchase of additional Tableau software licenses and training of key math staff on data analytics. ● Classroom walk through protocols established by math CILS in late fall 2021 ● Over 200 learning walks conducted in math as of Feb 2022 ● Increased, targeted coaching by math CILS based on teachers' needs. ● Math lab push in model implemented (WHS) ● Proposal of new middle school teaming model and academic workshop in 2023 budget to increase academic support in math (extra help time, math workshop) ● HES Math CIL included in the operating budget for 2022-23 school year. 		<p>assessments</p> <ul style="list-style-type: none"> ● Spring 2023 Tri-State Consultancy and Report
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		<ul style="list-style-type: none"> • Tri- State evaluation of Math SRBI has been postponed until 2022-23 school year 		
<p>READING</p> <p>Ensure all students read at grade level or higher by grade 3, and continue to develop their reading abilities in grades 4-12 using reading as a tool to understand content across instructional areas.</p> <p>Targets:</p> <ul style="list-style-type: none"> • A minimum of 85% of our students, grades 3-8, will meet or exceed goal on the Smarter Balanced Assessment on the spring 2022 assessment. • A minimum of 75% of our students 2-8 will be above the 60th percentile on the spring 2022 MAP assessment. 	<ul style="list-style-type: none"> • Utilize data to determine district, school and grade level cohort performance targets • Align district, school, grade level goals, action steps and student performance targets • Increase reading intervention support and revise reading intervention (SRBI) approaches and processes, including progress monitoring and data analysis protocols to monitor student performance. • Provide phonics training to grade 3 staff, extending the current phonics program from HES to ensure consistency across buildings • Provide continuous professional development focused on high-quality literacy 	<ul style="list-style-type: none"> • District, school, and grade level cohort goals identified September 2021. • Goals approved by the BOE and posted on the district website. • Increased reading SRBI staffing with Esser funding. • In the process of writing SRBI Handbook, which will be used to systematize intervention services. • Phonics training scheduled for August 2022 with the expansion of the Foundations program into grade 3 at WIS. • Completed several Teachers' College training days in grades K-5. Coaching focused on small group instruction strategies. • Individual teachers' goals focused on specific 	<ul style="list-style-type: none"> • Individual school action plans and grade level cohort targets on Fountas & Pinnell, NWEA and Smarter Balanced fall/winter/spring. • Student performance on formative grade level assessments. • Student performance fall/winter/spring on NWEA and SBA. • CIL coaching sessions. 	<ul style="list-style-type: none"> • Goal Presentation: September BOE Meeting • Curriculum Committee updates as needed • District Annual Instructional Update, May 2022 <p>Assessment Administration</p> <ul style="list-style-type: none"> • <u>Fall</u>: baseline • <u>Winter</u>: progress • <u>Spring</u>: final analysis • <u>Sep-Jun</u>: Formative grade-level assessments

	pedagogical practices. .	<p>academic needs of students in classroom K-12. Beginning of the year and midyear admin/teacher review of goals and supporting data</p> <ul style="list-style-type: none"> • Purchase of additional Tableau software licenses and training of key math staff on data analytics. 		
<p>PORTRAIT OF A GRADUATE Ensure that the Class of 2023 meets the graduation requirement of a mastery based portfolio.</p>	<ul style="list-style-type: none"> • Design and develop criteria for Portrait of a Graduate. • Identify specific competencies that WHS graduates must demonstrate upon graduation. • Review, revise, design and/or develop specific assessments aligned to these competencies. • Utilize WHS Advisory to support students. • Establish protocols for an electronic portfolio to house examples of work that demonstrate student mastery of each of the six competencies. • Create a student personal statement component that addresses who the student is as a learner, what his or her journey has been, and 	<ul style="list-style-type: none"> • Competencies identified. • Presented to BOE curriculum subcommittee fall 20 • Policy passed aligning graduation requirements to state mandates. • 2023 Budget developed to support initiative. 	<ul style="list-style-type: none"> • E-portfolios completed prior to graduation 	<ul style="list-style-type: none"> • Curriculum Committee Presentation, September 2021. • Goal Presentation: September BOE Meeting. • Policy Committee Presentation, Oct 2022. • Curriculum Committee updates as needed. • District Annual Instructional Update, May 2022.

	what all this means for their future.			
SUSTAINABILITY Promote green initiatives across schools to educate all WPS students in environmental awareness	<ul style="list-style-type: none"> Document current academic and co-curricular programs that focus on specific sustainability goals (Curriculum Leadership Council) Identify sustainability goals that need additional focus Design a plan that reflects current and future initiatives and needed supports Partner with town sustainability committee to enhance green initiatives 	<ul style="list-style-type: none"> Documentation completed Green Teams at all schools that implement different initiatives- WHS Green Team donation to Weston Warm Up Fund New course Sustainable Living offered for 2022-23 school year 	<ul style="list-style-type: none"> District mapping of sustainability goals Units/lessons/tasks related to specific goals Projects in partnership with town efforts including bottle and can collection 	Goal Presentation: September BOE Meeting Curriculum Committee updates as needed
Healthy Learning Environment	Action Plan	Progress	Evidence Indicators of Success	Timeline
Promote an inclusive climate that honors the uniqueness of every individual independent of race, skin color, religion, disability, gender identity, sexual orientation or other perceived differences.	<ul style="list-style-type: none"> Conduct climate survey grades 6-12 (Fall 2021) in partnership with ADAP Create, align, and document advisory program grades 6-12 Implement Wingman Program (WMS) at scale Continue to implement Positive Behavioral Intervention and Supports (PBIS) to promote school safety and good behavior. 	<ul style="list-style-type: none"> Developmental Relationships Survey given grades 7-12 in fall 2021. Preliminary results shared at Board Curriculum subcommittee and Board of Ed Feb 2022. Full Board of Ed presentation scheduled for April 2022 Parent presentation with consultant Dr. Kaplan 	<ul style="list-style-type: none"> Advisory Plan 6-12 PBIS initiatives Pre-K-5 including assemblies and community meetings Wingman Implementation WMS 	Goal Presentation: September BOE Meeting Curriculum Committee updates as needed

	<p>including community meetings, school assemblies,</p> <ul style="list-style-type: none"> Strengthen students ability to read and analyze texts that are culturally diverse Offer WHS American Tapestry semester elective Ensure a robust co-curricular program including clubs and programs designed to support students, grades 6-12 	<p>scheduled February 23</p> <ul style="list-style-type: none"> All school assemblies held monthly- first friday school spirit days, morning pride announcements, snowing kindness initiative (WIS) Honeycomb initiative celebrations for being safe, kind, responsible (HES) Class and Staff Charters created (HES/WIS) Advisory lessons on mindfulness, school spirit, wingman assembly presented as of March 2022 New Course- African American and Latino Studies (state mandated course) approved and in 2023 WHS Program of Studies. 		
Pupil Personnel Services	Action Plan	Progress	Evidence Indicators of Success	Timeline
<p>Provide targeted social-emotional learning support to students, Pre-K-grade 12.</p>	<ul style="list-style-type: none"> Provide DBT training to new pupil services staff Continue implementation of RULER (K-5) and DBT (6-12) Review and revise SRBI approach and process for social-emotional skills and behavior support Support voluntary distance learners transition to 	<ul style="list-style-type: none"> DBT training provided to new social workers and administrators in Summer 2021 RULER and DBT implementation continued including DBT consults on an ongoing basis at both the MS and HS to support implementation of program SRBI process for reading and math is being reviewed; 	<ul style="list-style-type: none"> SRBI revised protocols DBT lessons for health, advisory and counseling in grades 6-12 Implementation of RULER K-5 Building level processes to support VDL students returning to in person instruction 	<p>Goal Presentation: September BOE Meeting</p> <p>Curriculum Committee updates as needed</p>

	<p>in-person instruction</p> <ul style="list-style-type: none"> Analyze case studies with District Consultant to refine support protocols and processes 	<p>social-emotional-behavioral support will be addressed in 22-23 school year</p> <ul style="list-style-type: none"> Voluntary distance learners were supported in their transition by schoolwide programs and school staff at the start of the school year Monthly consultation for the mental health teams 	<ul style="list-style-type: none"> Enhanced capacity of mental health staff to meet the social-emotional needs of students within the district 	
<p>Implement the WHS Alternative Pathways Program</p>	<ul style="list-style-type: none"> Create in-school program focusing on meeting students' social emotional needs in an alternative environment Develop individualized, flexible academic programs to ensure that students meet graduation requirements Provide comprehensive counseling support in both individual and group settings 	<ul style="list-style-type: none"> The Pathways program was launched this school year and successes have been highlighted in Curriculum Committee and BOE meetings (increased attendance, increased participation, significant improvement in grades) CILS created a model that allows for differentiation at all levels and all students are earning credits for their classes Data supports students are more engaged in group and individual counseling within the program Additional staffing- .8 academic FTE- requested in 2023 budget to accommodate expansion of program. 	<ul style="list-style-type: none"> Attendance Academic Performance Student engagement in counseling and social-emotional support Family participation Exit rate for students returning to general education Graduation rates 	<p>Goal Presentation: September BOE Meeting</p> <p>Winter Update 2022</p> <p>District Instructional Update, May 2022</p>
<p>Special Education</p>	<p>Action Plan</p>	<p>Progress</p>	<p>Evidence Indicators of Success</p>	<p>Timeline</p>

<p>Improve academic performance for all special education students in the areas of reading and math as evidenced by personal growth on district and standardized assessments (i.e. NWEA, SBA)</p>	<ul style="list-style-type: none"> Analyze performance data of individual students to inform instructional planning and goal setting 	<ul style="list-style-type: none"> SPED teachers and related service providers created data-driven goals, and classroom, standardized assessment and IEP data is being monitored on a regular basis 	<ul style="list-style-type: none"> Progress monitoring per IEPs Individual special education teacher and related service provider goals linked to student performance outcomes 	<p>Goal Presentation: September BOE Meeting</p> <p>Curriculum Committee updates as needed</p>
	<ul style="list-style-type: none"> Review and revise all transition practices and protocols between schools Collaboration amongst WHS transition coordinator and SPED team to ensure appropriate post- secondary planning and opportunities Increase opportunities for transition activities and assessments Incorporate Futures planning meetings for eligible students 	<ul style="list-style-type: none"> Transition practices have been outlined for Spring 2022 and work has begun. 8th grade parent video presentation sent to all 8th grade families and Q and A session held in February 2022. Transition Coordinator has implemented strategies to improve student participation in PPT meetings, provide information/training to families and plan for individual students through the assessment and IEP process Futures plannings meetings have been implemented for several students during the 21-22 school year, and parent and school team feedback is positive 	<ul style="list-style-type: none"> Implementation of transition process age three through 22 Individual goals developed for students to align special education and transition activities Implementation of new transition assessments Implementation of new transition activities that increase connections in the community Conduct Futures planning meetings for targeted outcomes for students 	<p>Goal Presentation: September BOE Meeting</p> <p>Curriculum Committee updates as needed</p>
<p>Develop a process and training schedule to</p>	<ul style="list-style-type: none"> Engage staff in professional development to support the 	<ul style="list-style-type: none"> Team leaders and administrators are currently 	<ul style="list-style-type: none"> All special education staff will complete the 	<p>Goal Presentation: September BOE Meeting</p>

<p>support the transition to the new IEP data system effective July 1, 2022</p>	<p>new system</p> <ul style="list-style-type: none"> • Transition all documents to the new system • Develop checklists and processes to be implemented district wide for IEP development 	<p>participating in an IEP Quality Training Series by the State</p> <ul style="list-style-type: none"> • Director has participated in informational sessions about the new data system • The State will transition three years of documents for the district through our current provider, and we have developed a system for transferring historical records during the 22-23 school year • The State and new IEP system (CT-SEDS) will provide training videos and checklists to all districts as we move closer to implementation on July 1 • 2023 Budget includes one year support position to support transition (to be paid for by ESSER funds) 	<p>training modules developed by the State</p> <ul style="list-style-type: none"> • All IEP Direct documents will be backed up to a central system • User guide developed to support staff in implementing the new IEP system 	
<p>Develop and implement a coordinated and coherent process for special education procedures districtwide</p>	<ul style="list-style-type: none"> • Organize IEP filing system • Develop coherent and aligned assessment practices districtwide • Develop district wide IEP processes and procedures for PPTs and IEP development 	<ul style="list-style-type: none"> • Assessment practices have been discussed and reviewed districtwide • IEP development in the current system has been discussed and reviewed districtwide to ensure that team members have a consistent foundational understanding before transferring to the new system 	<ul style="list-style-type: none"> • Consistent filing system for all students district wide • Best practices document for special education assessments • District wide processes and procedures for PPT meetings and IEP development 	<p>Goal Presentation: September BOE Meeting</p>

Technology	Action Plan	Progress	Evidence Indicators of Success	Timeline
EDUCATIONAL: Provide key data analytics at scale to drive district goals and outcomes	<ul style="list-style-type: none"> Collaborate with Administration on District and School Level Goals and provide Tableau Data Visualizations that help support goal implementation Partner with Curriculum and Instructional Leaders (CILs) to provide department, grade level, course data analytics tailored to specific instructional outcomes Provide appropriate training on navigating Tableau and creating specific filters to assist with granular data analysis 	<ul style="list-style-type: none"> Additional Tableau data accounts purchased in November and January 2022 to increase teacher access. Created additional data visualizations based on feedback from CILs and Administration to better inform staff on assessment and curricular data Director of TEchnology met with individually, and in groups, with Tableau users to ensure they are properly trained in the use of Tableau, filters, and exporting of data 	<ul style="list-style-type: none"> Individual School Action Plans and grade level cohort targets on NWEA and Smarter Balance fall/winter/spring Student performance on grade level assessments Student performance Fall/Winter/Spring on NWEA and SBA Individual teacher goals linked to specific student performance outcomes 	<p>Goal Presentation: September BOE Meeting</p> <p>Curriculum Committee updates as needed</p> <p>Annual Instructional Update, May 2022</p>
EDUCATIONAL: Continue to leverage high quality digital tools and resources to meet the diverse needs of students	<ul style="list-style-type: none"> Connect technology best practices to differentiation focused learning Provide digital learning professional learning opportunities based on feedback from staff Create a Professional Learning Team Drive containing curated content for each school 	<ul style="list-style-type: none"> Continued to implement latest user synchronization tools for seamless login and transition from program to program 	<ul style="list-style-type: none"> Technology resources being successfully implemented in Classrooms Feedback loop of staff requesting more in depth technology Professional Learning Opportunities 	<p>Goal Presentation: September BOE Meeting</p> <p>Curriculum Committee updates</p> <p>As needed</p> <p>Annual Instructional Update, May 2022</p>
INFRASTRUCTURE: Provide high quality technology to staff and students to support	<ul style="list-style-type: none"> Roll out 275 new Microsoft Surface Laptops to staff before the first day for students 	<ul style="list-style-type: none"> Rolled out all new staff laptops in August Replaced 40 SmartBoards with Smart Displays in 	<ul style="list-style-type: none"> Reduction of Technology work orders Increased staff awareness of Phishing 	<p>Laptops: Beginning of school year</p> <p>Smartboards: As equipment becomes</p>

teaching and learning	<ul style="list-style-type: none"> • Replace 30-60 aging SmartBoards with 75" Smart Displays • Implement robust password policies across the district • Require routine password changes for staff • Require students password changes at building change grade levels - 3rd, 6th, and 9th grade. • Review and provide training to staff on how to identify phishing scams • Review and coordinate Disaster Recovery Protocols (DRP) 	<p>August and Octobers</p> <ul style="list-style-type: none"> • Worked with Novus, the district network management company, to ensure a Disaster Recovery Protocol is in place in case of cyber attack or natural disaster. • Central Office Admin staff met with • Chief of Police and Captain to review DRP in March 2022. • Created and implemented a new log in/log out system for WHS open campus. 	<p>schemes and other potential security issues</p>	<p>available for purchase (global chip shortage)</p>
Human Resources	Action Plan	Progress	Evidence Indicators of Success	Timeline
Review district recruiting practices to ensure recruiting partnerships with organizations and candidates, that promote an inclusive climate that honors the uniqueness of every individual independent of race, skin color, religion, disability, gender identity, sexual orientation or other perceived differences.	<ul style="list-style-type: none"> • Evaluate & expand recruitment partnerships to increase pool of candidates for open positions • Evaluate and improve district diversity recruiting to ensure alignment with the district diversity goals. 	<ul style="list-style-type: none"> • Increased postings on CTREAP. • Registered for the UCONN recruiting job fair on April 7, 2022. • Added a direct ICON on the district home page to streamline the application process for candidates. • Utilized State Department of Education Certification lists to email targeted recruitment emails to both passive and active candidates for Special 		<p>Year-round evaluation of candidate pool</p> <p>December to establish and evaluate relationships</p>

		<ul style="list-style-type: none"> Education positions. Partnered with NemNet - Diversity in Education recruiting site to post district positions. Registered for the CREC (Capital Region Educational Council) for the MTR - Minority Teacher Recruiting Career and Recruitment Job Fair - Spring 2022 		
Review hiring processes	<ul style="list-style-type: none"> Ensure WPS Staff serving on interview committees have been DEI trained or informed Ensure fair and equitable hiring process: <ul style="list-style-type: none"> Flexibility in interviewing times Standardized interview questions and process Maintain and Expand advertising to ensure use of media targeted to a diverse population Utilize district social media to expand community partnerships in hiring. 	<ul style="list-style-type: none"> Employed all available methods for interviewing to ensure maximum candidates could be interviewed - in person, virtual, phone screens. NemNet partnership/ CREC MTR partnership 	<ul style="list-style-type: none"> Members of interview committees Interview questions Social media postings 	Year End for the start of the 2022-2023 school year.
Review and revise evaluation plan for non-certified staff	<ul style="list-style-type: none"> Collaborate with AFSCME to revise plan to provide clear expectations and feedback for improvement 	<ul style="list-style-type: none"> Reviewed current plan and made a list of suggested updates. 	Revised plan	To be completed by June 2022
Ensure that all district job descriptions are up to date	<ul style="list-style-type: none"> Identify descriptions that need updating Review job descriptions 	<ul style="list-style-type: none"> Identified 85% of Job descriptions to be updated CABE does not provide Job 	Job descriptions	2 year goal to be completed by June 2023

	<p>provided by CABA</p> <ul style="list-style-type: none"> • Rewrite job descriptions to accurately reflect professional responsibilities 	<p>Descriptions. Identified options such as SHRM that will provide general education specific job descriptions. Also began a partnership with DRG A HR colleagues to share job descriptions.</p> <ul style="list-style-type: none"> • Ongoing 		
Finance	Action Plan	Progress	Evidence Indicators of Success	Timeline
<p>Develop a long range budget that will enable the district to achieve its strategic academic goals through the lens of academic return on investment and maximizing financial resources</p>	<ul style="list-style-type: none"> • Continuously review expenditures for cost savings recommendations • Study enrollment projections and implications to staffing and facilities • Create a multi year budget (2022-2025) • Analyze potential scenarios of budget reductions and their effects to teaching and learning and district operations • Maximize use of ESSR funds to support teaching and learning • Engage in discussions with Stakeholders including first selectwoman and town administrator to determine potential shared services • Analyze different insurance options For cost efficiency in 	<ul style="list-style-type: none"> • Contracted 2 consultants to study enrollment projections. BOE presentation November 2021 • 2023 Budget designed through Academic return on investment specifically in reduction/reallocations of staff and maximizing ESSER Funds • Fall and winter meetings with First Selectwoman and Town Administrator • Multi-year budget was presented and discussed during budget deliberations • Started preliminary discussions n with Insurance Consultant 	<ul style="list-style-type: none"> • Analysis and discussions with BOE finance committee • Budget that reflects cost savings and a multi-year outlook • Report to BOE on the feasibility of shared services with the town. 	<p>Budget Timeline</p> <ul style="list-style-type: none"> • September - Budget workshop to debrief budget and review 22/23 process • October - Schools/Departments schedule meetings w/Director of Finance & Operations • December - Leadership team discuss draft of budget • January - Administrative budget request delivered to BOE • January - Approval/adoption of of FY23

	<ul style="list-style-type: none"> preparation for union negotiations for fiscal year 2023-24 			<ul style="list-style-type: none"> recommended operating budget March - Board of Finance reviews budget April - ATBM
	<ul style="list-style-type: none"> Examine Out- of District Transportation to examine cost efficiency Review current Sped transportation and analyze in-house transportation as cost savings measure transportation routes and costs 	<ul style="list-style-type: none"> Ongoing review and analysis comparing third party transportation provider vs. district managed operation 	<ul style="list-style-type: none"> Periodic analysis and discussions with the BOE finance committee Continue to explore partnerships with other districts 	2021-22 school year
Safety and Security	Action Plan	Progress	Evidence Indicators of Success	Timeline
Ensure the safety of students and staff during COVID	<ul style="list-style-type: none"> Revise Covid Plan 2021-2022 Ensure that appropriate health protocols are in place with special focus on students Pre-K-grade 6 (unvaccinated) Enforce all Governor mandates including vaccinations for all staff Meet regularly with Westport Weston Health District and Medical Advisor to review safe practices and revise as needed Update security protocols to 	<ul style="list-style-type: none"> Plan continually revised- last revision March 2022 COVID liaison meetings held Weekly District meetings held with health department and medical advisor weekly New mask policy approved by BOE Feb 2022 	<ul style="list-style-type: none"> Return to School Plan Hepa Filters deployed in elementary classrooms Decreased number of quarantined and COVID positive cases Completion of all necessary safety drills Signage posted throughout campus 	2021-22 school year

	<ul style="list-style-type: none"> reflect current COVID situations as needed Update COVID dashboard for district families Manage traffic flow at drop off and pick up 			
Facilities/Operations	Action Plan	Progress	Evidence Indicators of Success	Timeline
Collaborate with the First Selectwoman and Town of Weston Facilities Optimization Committee to create a future plan for town and school facilities that support the district mission	<ul style="list-style-type: none"> Support the committee and architectural firm with information needed for analysis and planning Collaborate with the first selectwoman and committee on the action plan developed for this process Collaborate with the Board of Education, Town Administrator and Building Committee to create a revised capital improvement plan aligned with the facilities optimization work. 	<ul style="list-style-type: none"> Superintendent, BOE chair and Finance Director attended FOC weekly work sessions and meetings of the FOC including two of three community conversations Meetings held and feedback gathered from teachers and building admin teams Feb 2022 Special BOE meeting scheduled for March 24 	<ul style="list-style-type: none"> Recommendations by architectural firm Revised capital improvement plan 	2021-22 school year
Board of Education/ Superintendent	Action Plan	Progress	Evidence Indicators of Success	Timeline
Improve district communication to all stakeholders	<ul style="list-style-type: none"> Establish and post communication protocols for district and schools (superintendent) Ensure that the district 	<ul style="list-style-type: none"> Posted communication protocols on all school websites Monthly newsletters including Superintendent's 		<ul style="list-style-type: none"> September 2021 September 2021

	<p>website is up to date and user friendly (Director of Technology)</p> <ul style="list-style-type: none"> • Promote teaching and learning through Instagram, facebook and monthly newsletters (Superintendent and building administration) • Continue BOE training of new members to their roles and orient them to their responsibilities on assigned committees 	<p>page</p> <ul style="list-style-type: none"> • Podcast created What's Up in the Weston Public Schools • Increased instagram presence with 1069 followers as of 3/22 • State of The Schools Public Document to be mailed 4/22 		<ul style="list-style-type: none"> • September 2021-June 2022
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WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: March 14, 2022

Information Only

Action Requested

Agenda Item Subject: Reading and Math Progress

Submitted by: Lisa Wolak

Document Summary/Purpose and/or Recommended Action:

Reading and Math progress

GRADE LEVEL READING SCORES 2021-2022

HES GRADE LEVEL SCORES

GRADE	GOAL SPRING 2022	FALL PROGRESS 2021	WINTER PROGRESS 2021	SPRING PROGRESS 2022
Grade K F & P		N/A	87	
Grade 1 F & P		73	87	
Grade 2 F & P		86	82	
Grade 2 NWEA	80	65	65	

WIS NWEA GRADE LEVEL SCORES

GRADE	GOAL SPRING 2022	FALL PROGRESS 2021	WINTER PROGRESS 2021	SPRING PROGRESS 2022
Grade 3 F & P		89	93	
Grade 3 NWEA	75	68	70	
Grade 3 SBA	85	N/A	N/A	
Grade 4 F & P		93	97	
Grade 4 NWEA	85	73	72	
Grade 4 SBA	85	N/A	N/A	
Grade 5 F & P		95	97	
Grade 5 NWEA	75	76	72	
Grade 5 SBA	85	N/A	N/A	

WMS GRADE LEVEL SCORES

GRADE	GOAL SPRING 2022	FALL PROGRESS 2021	WINTER PROGRESS 2021	SPRING PROGRESS 2022
Grade 6 NWEA	75	70	72	

Grade 6 SBA	85	N/A	N/A	
Grade 7 NWEA	75	75	73	
Grade 7 SBA	85	N/A	N/A	
Grade 8 NWEA	75	73	70	
Grade 8 SBA	85	N/A	N/A	

WHS GRADE LEVEL SCORES

GRADE	GOAL SPRING 2022	FALL PROGRESS 2021	WINTER PROGRESS 2021	SPRING PROGRESS 2022
Grade 9 NWEA (136 students standard) (41 students honors)		76	82.5 (average grade standard) 88 (average grade honors)	

GRADE LEVEL MATH ACHIEVEMENT SCORES 2021-2022

HES GRADE LEVEL SCORES

GRADE	GOAL SPRING 2022	FALL PROGRESS 2021	WINTER PROGRESS 2022	SPRING PROGRESS 2022
Grade 1 NWEA	80	66	58	
Grade 2 NWEA	80	70	65	

WIS NWEA GRADE LEVEL SCORES

GRADE	GOAL SPRING 2022	FALL PROGRESS 2021	WINTER PROGRESS 2022	SPRING PROGRESS 2022
Grade 3 NWEA	80	61	63	
Grade 3 SBA	75			
Grade 4 NWEA	75	59	53	
Grade 4 SBA	75			
Grade 5 NWEA	75	62	68	
Grade 5 SBA	75			

WMS GRADE LEVEL SCORES

GRADE	GOAL SPRING 2022	FALL PROGRESS 2021	WINTER PROGRESS 2022	SPRING PROGRESS 2022
Grade 6 NWEA	75	65	59	
Grade 6 SBA	75			
Grade 7 NWEA	75	63	62	
Grade 7 SBA	75			

Grade 7 Algebra NWEA	100	100	100	
Grade 7 Alg SBA	100			
Grade 8 Math NWEA	75	58	47	
Grade 8 Math SBA	75			
Grade 8 Algebra NWEA	100	100	95	
Grade 8 Algebra SBA	100			
Grade 8 Geometry NWEA	100	100	100	
Grade 8 Geometry SBA	100			

WHS GRADE LEVEL SCORES

GRADE	FALL NWEA PROGRESS 2021	WINTER MIDTERM PROGRESS 2022	SPRING NWEA PROGRESS 2022
Grade 9 Algebra (53 students)	40	77 (average grade)	
Grade 9 Accel Alg/Geo (35 students)	91	81 (average grade)	

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: March 14, 2022

Information Only

Action Requested

Agenda Item Subject: WPS Academic Goals: Reading and Math

Submitted by: Kenneth Craw

Document Summary/Purpose and/or Recommended Action:

WPS Academic Goals: Reading and Math (an addendum to February 15 BO presentation)

WPS Academic Goals: Reading and Math



**Board of Education Meeting
March 14, 2022**

Addendum to February 15 BOE Presentation

What is the Fountas and Pinnell Benchmark Assessment System?

- Text-based assessment
- Assesses accuracy, oral reading fluency, and comprehension
- Establishes independent and instructional levels of text
- “Benchmarks” student performance throughout the year
 - Below Benchmark
 - Approaching Benchmark
 - Meeting Benchmark
 - Exceeding Benchmark
- Provides abundant information teachers use in conferring and small group instruction

How Does F & P Inform Instruction?

- Accuracy
 - Analyze miscues and types of errors
 - Notice how students approach and attempt unknown words
 - Monitor opportunities for self correction
- Oral Reading Fluency
 - Rate
 - Expression
 - Phrasing
- Comprehension
 - Within the Text
 - Beyond the Text
 - About the Text

What do the Winter 2022 F & P results indicate?

The following slides highlight the **Winter F & P** results for the last three years:

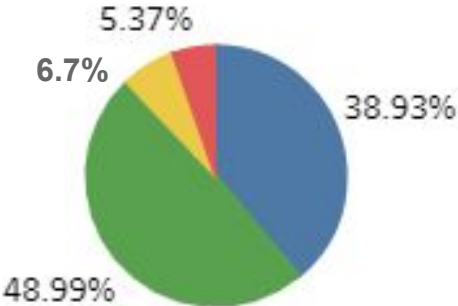
- Winter 2019-20: Pre-pandemic
- Winter 2020-21: During pandemic
- Winter 2021-22: Present year

Each slide is a **Matched Cohort Analysis tracking the performance of the same group of students over three years**. For example, the next slide shows Grade 5 results for the Winter of 2022 as compared to their results as 4th graders in 2021 and as 3rd graders in 2020.

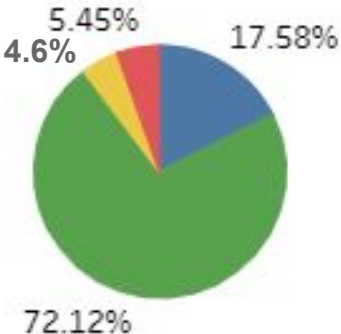
The headline here is that **K-5 reading performance has returned to pre-pandemic levels and in several grades has even improved over pre-pandemic levels**.

Matched Cohort Analysis 2020 to 2022 - Grade 5

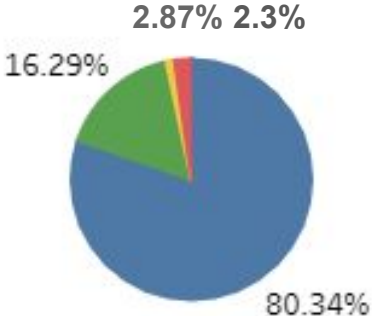
Winter 2019-20



Winter 2020-21



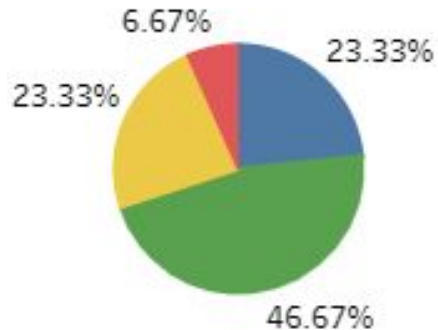
Winter 2021-22



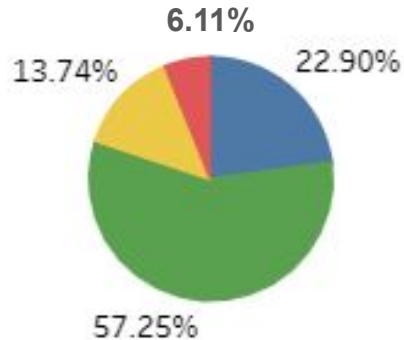
■ Exceeding Benchmark ■ Meeting Benchmark ■ Approaching Benchmark ■ Below Benchmark

Matched Cohort Analysis 2020 to 2022 - Grade 4

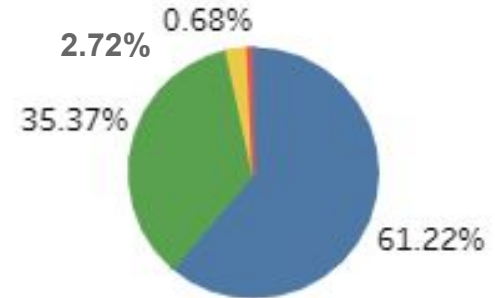
Winter 2019-20



Winter 2020-21



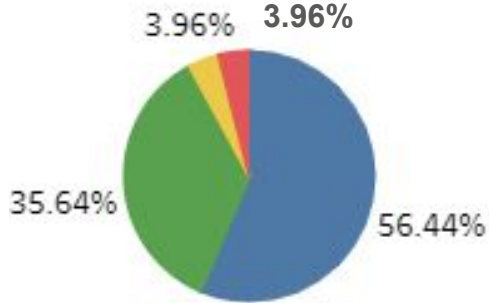
Winter 2021-22



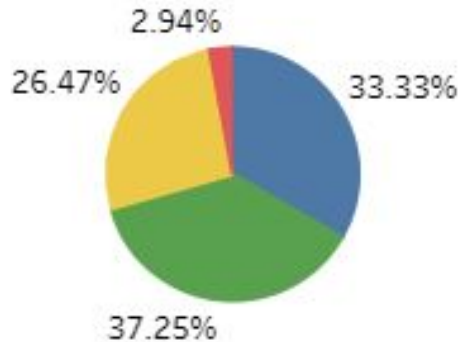
■ Exceeding Benchmark ■ Meeting Benchmark ■ Approaching Benchmark ■ Below Benchmark

Matched Cohort Analysis 2020 to 2022 - Grade 3

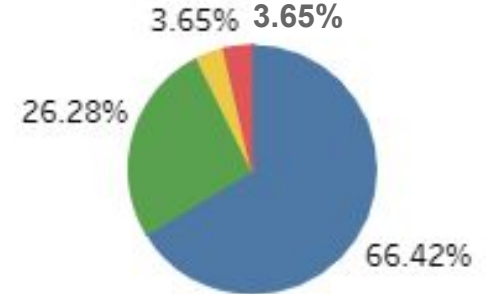
Winter 2019-20



Winter 2020-21



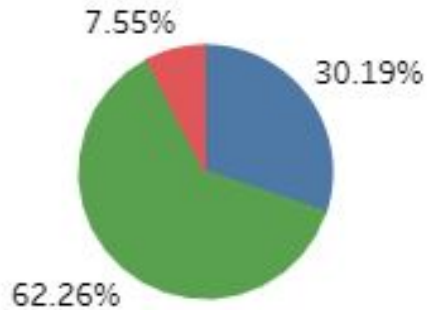
Winter 2021-22



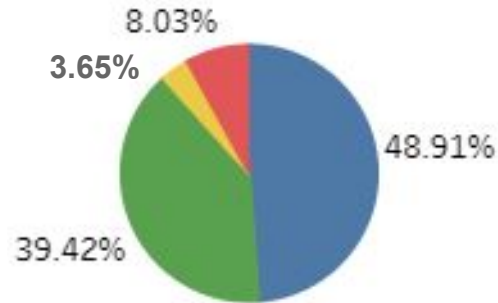
■ Exceeding Benchmark ■ Meeting Benchmark ■ Approaching Benchmark ■ Below Benchmark

Matched Cohort Analysis 2020 to 2022 - Grade 2

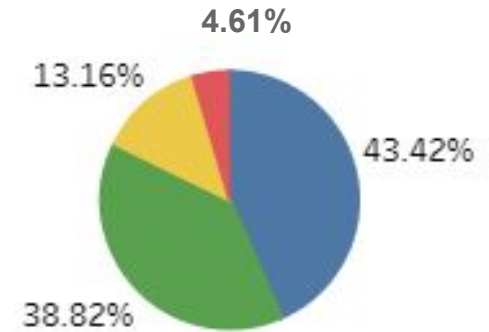
Winter 2019-20



Winter 2020-21



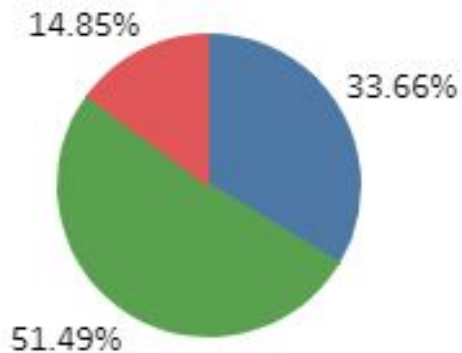
Winter 2021-22



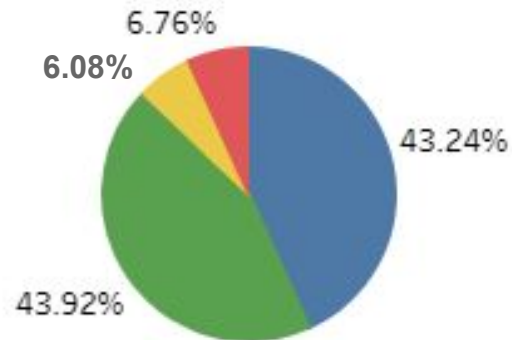
■ Exceeding Benchmark ■ Meeting Benchmark ■ Approaching Benchmark ■ Below Benchmark

Matched Cohort Analysis 2020 to 2022 - Grade 1

Winter 2020-21



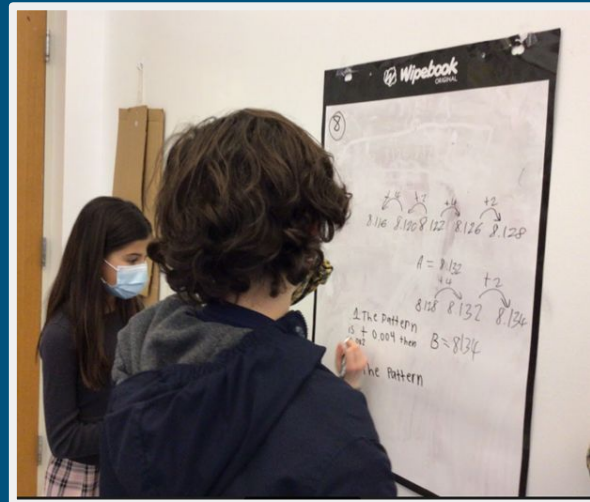
Winter 2021-22



■ Exceeding Benchmark ■ Meeting Benchmark ■ Approaching Benchmark ■ Below Benchmark

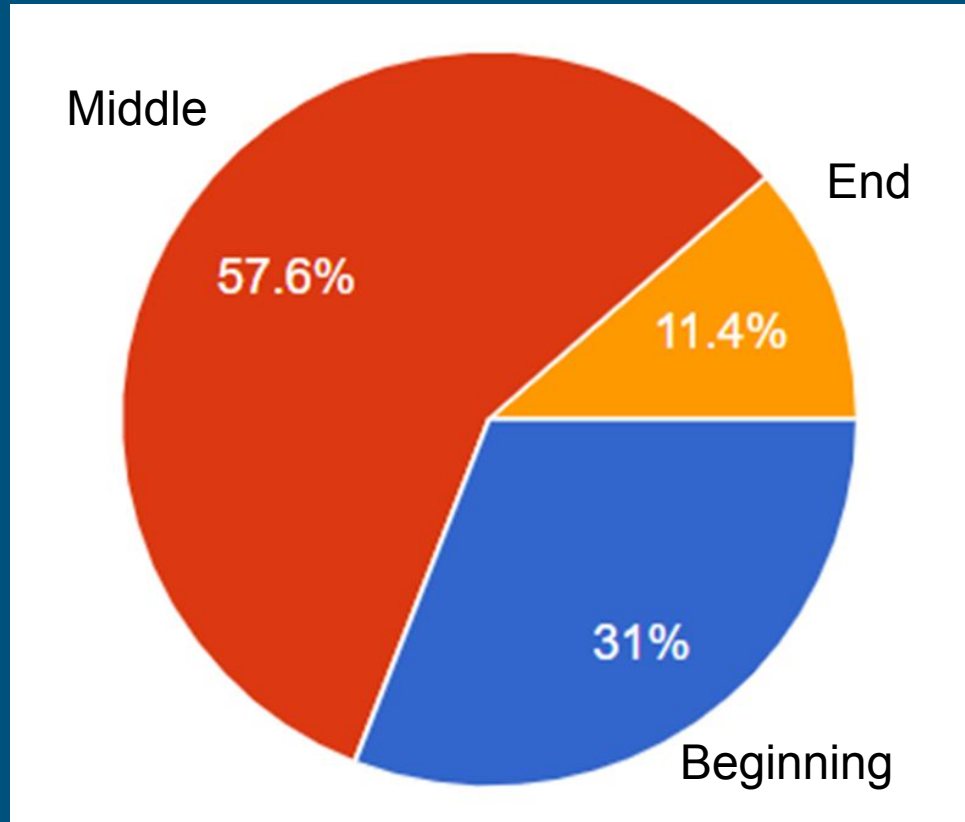
K-5 SUMMARY MATH LEARNING WALK DATA

December 2021 - February 2022



Segment of Lesson

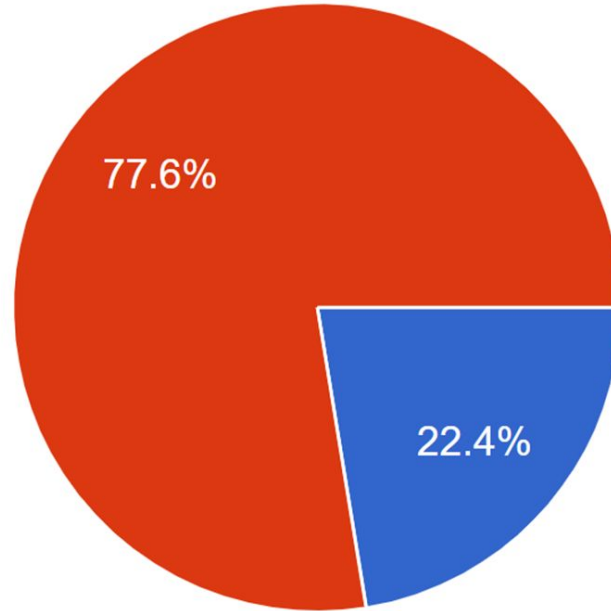
210 Responses



Teacher Centered vs. Student Centered

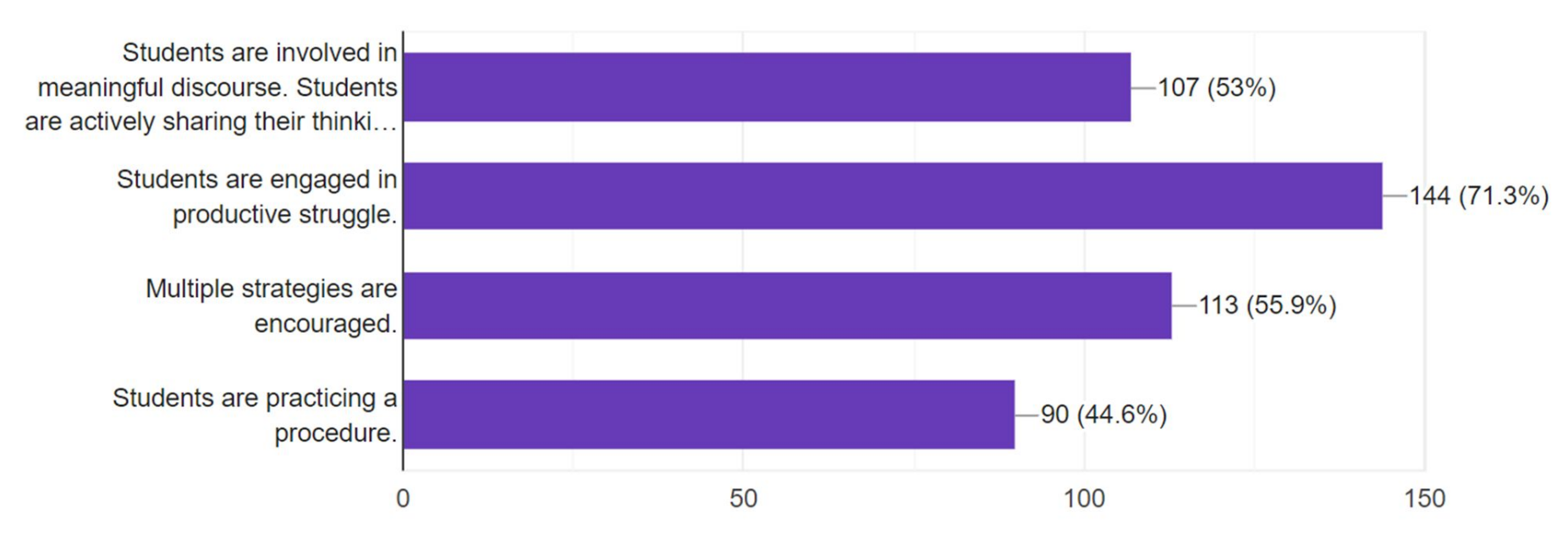
210 Responses

● Students are doing more of the math than the teacher
(Teacher=facilitator)



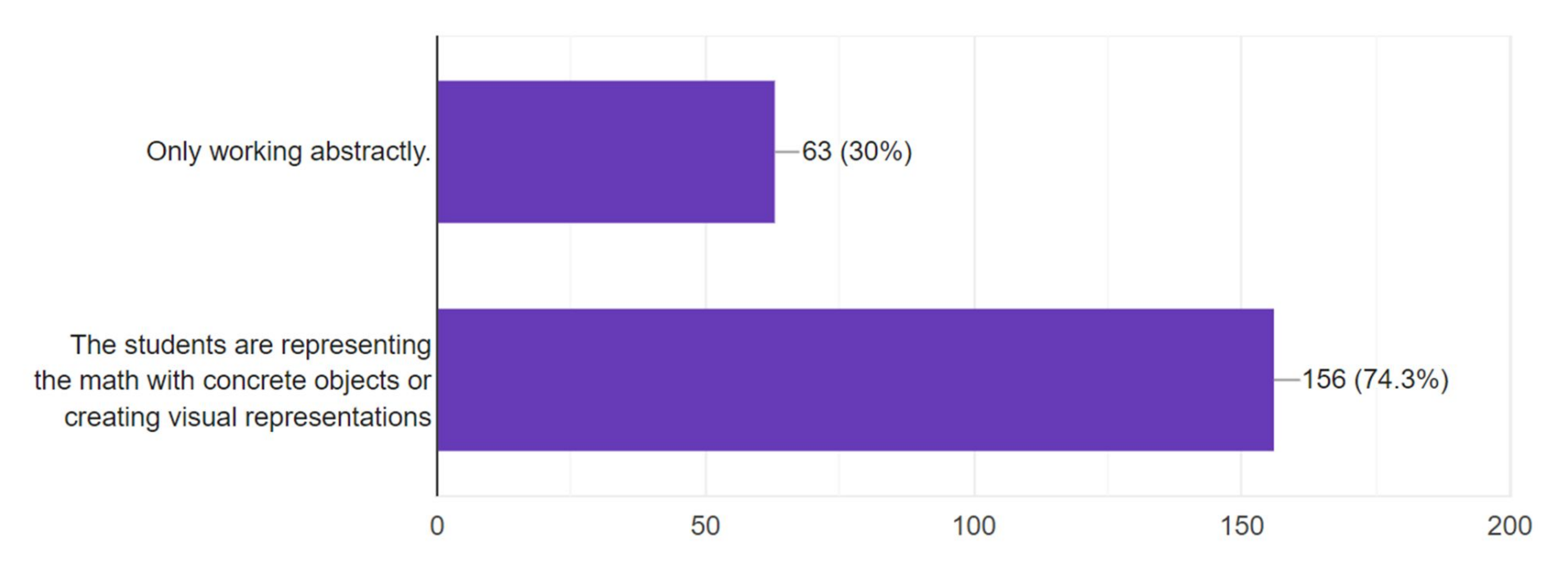
● Teacher is delivering math knowledge

If Student Centered . . .



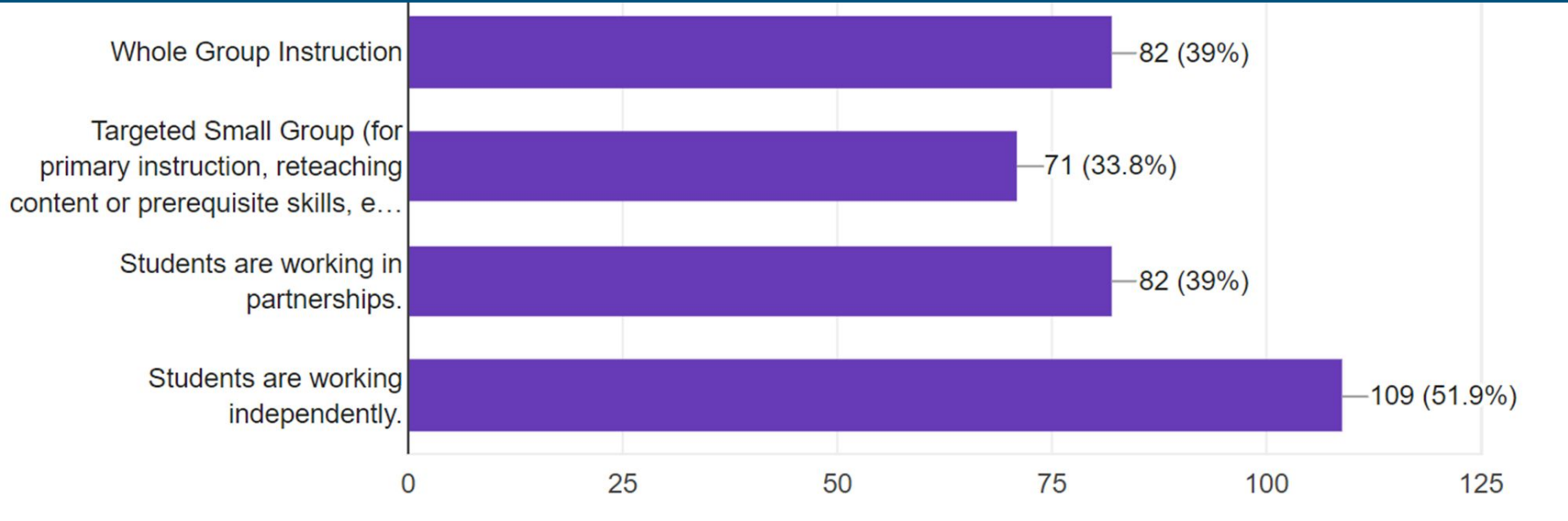
Concrete – Pictorial – Abstract

210 Responses



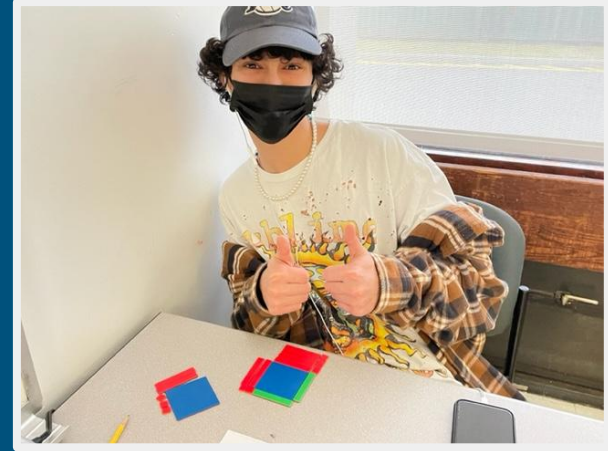
Meaningful Grouping for Instruction

210 Responses

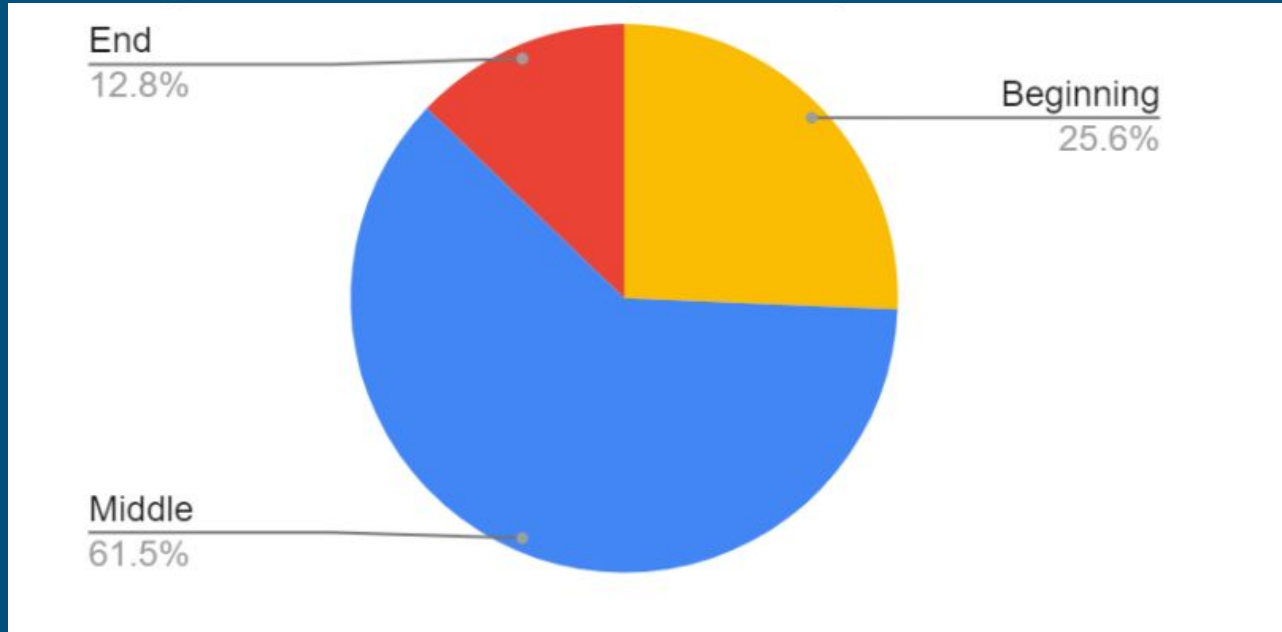


6-12 SUMMARY MATH LEARNING WALK DATA

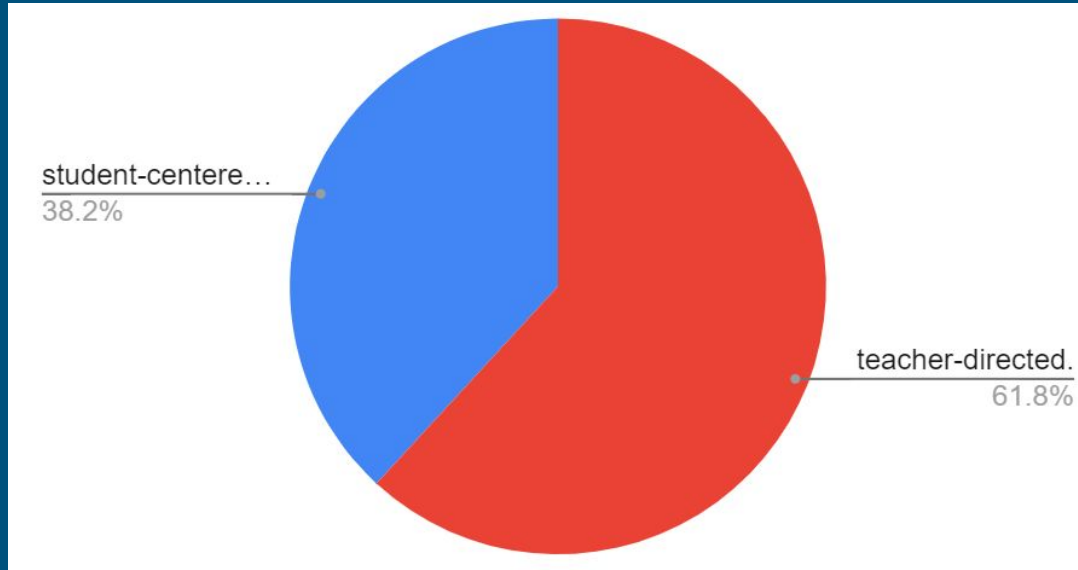
December 2021 - February 2022



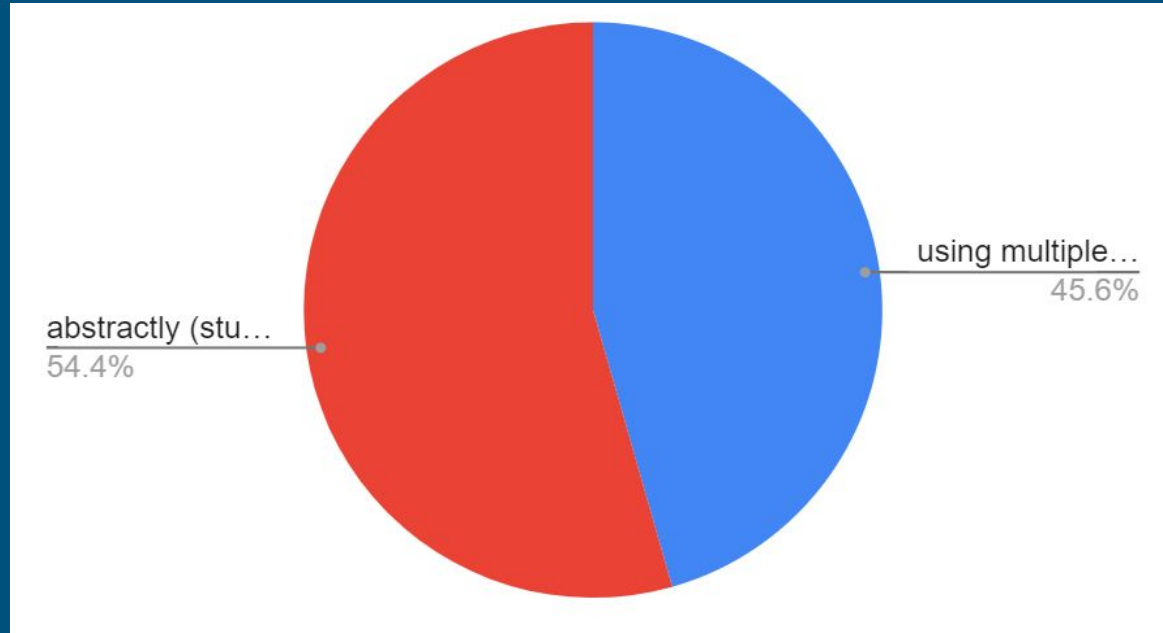
Segment of Lesson



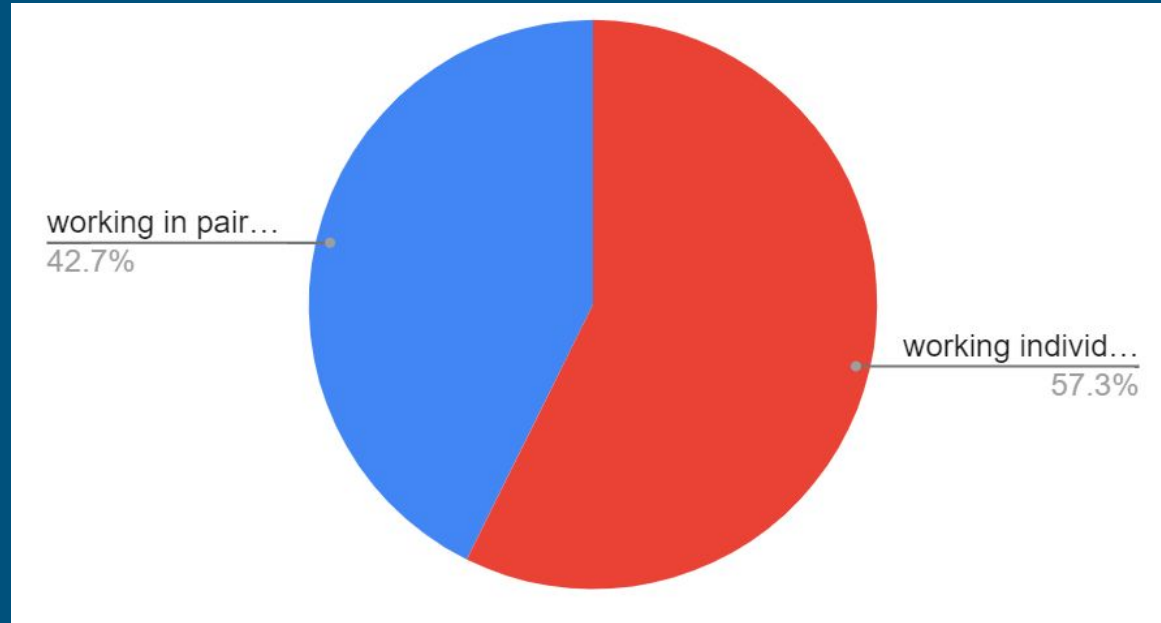
Student Centered vs. Teacher Directed Learning



Presenting Math Abstractly vs. Using Multiple Representations



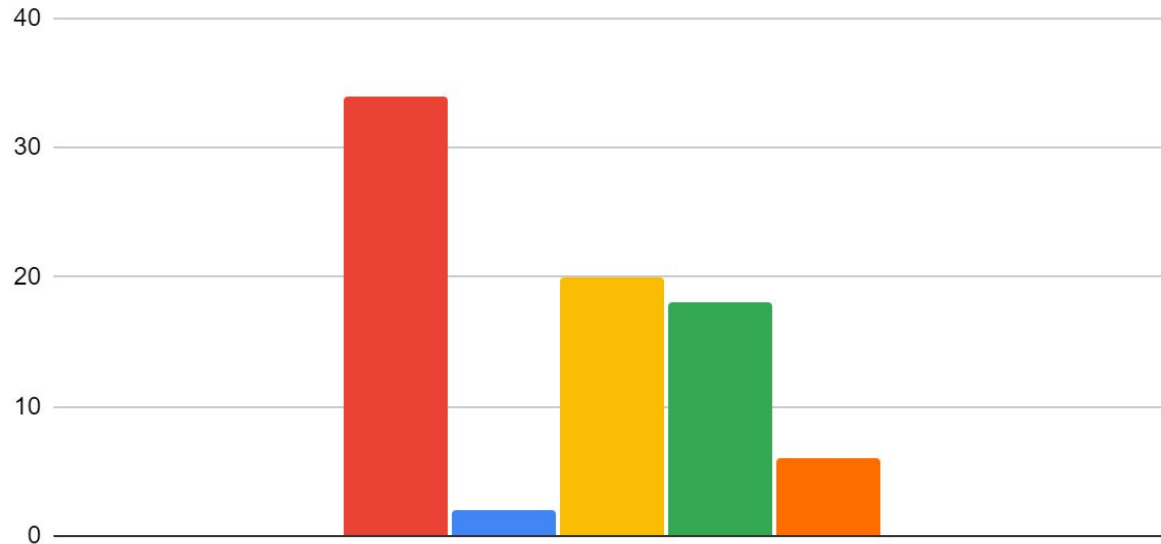
Individual vs. Collaborative Student Work



What are the students doing?

Student Activities Observed (all data)

■ practicing a procedure ■ discovery/exploration ■ productive struggle
■ meaningful discourse ■ justifying/critiquing multiple strategies and solutions



QUESTIONS



Communications Committee Meeting

Tuesday, February 15, 2022 9:00 AM

Via Google Meet

Present Committee Members:

David Felton (Chairperson), Sharon Ferraro, Taffy Miller

Present Administration:

Dan Divito, Director of Technology and Digital Learning

Members of the Public:

B. Buckmir, K. Esslinger, J. Ferguson, A. Gutowski, E. Haliulin; K. Lemmis, M. Nery-Buckmir, A. Sperrazza, L. Stetter, K. Worrell, T. Worrell

1. Call to order

The meeting was called to order at 9:10 a.m.

2. Approval of Minutes

Motion Passed: Move that the Communications Committee approve the January 2022 minutes. This motion was made by Taffy Miller and seconded by David Felton.

3 Yeas – 0 Nays

3. Discussion on public participation in Board of Education meetings

Discussion:

- Mr. DiVito reviewed the procedure for public comment during the regular Board of Education meetings. He noted that people who do not identify themselves with their real name on Zoom are not admitted into the meeting for public comment.
- The Committee discussed the differences between Zoom and Google Meet meetings and discussed the reasons why each is used in the District for different types of meetings.
- Mr. DiVito discussed the Zoom vs. Google Meet experiences and how each are viewed on YouTube livestream.
- He also reviewed the differences between regular Zoom meetings and the Zoom Webinar platform. He stated he is in the process of obtaining a quote on the cost of that type of license as well as how it would work with livestreaming.

4. Discussion on Board of Education in-person meetings

Discussion:

- Mr. DiVito reviewed the audio and video equipment currently in place in the WMS library meeting space. The audio equipment has been upgraded but the video equipment upgrade

was tabled by the Board last year. The cost of upgrading the same type of video equipment was quoted to be \$35,000.

- The committee discussed advantages and disadvantages of in-person meetings with the WMS equipment vs. Zoom meetings.
- They also discussed the possibility of conducting a hybrid meeting that would be both in-person and on Zoom. There would be additional staffing costs in order to operate a dedicated camera for this scenario.
- Ms. Haliulin was invited to make a comment. She shared comments on her desire to have in-person Board of Education meetings.
- Subcommittee meeting venues were discussed briefly and remain virtual because they can be recorded. Currently there is no video option for recording or livestreaming meetings taking place in Central Office.
- Mr. Felton invited the members of the public in attendance to speak on what they felt they would get from an in-person meeting that they are not getting now at the regular Board of Education meeting scheduled for later that evening.

5. Podcast

Discussion:

Superintendent Wolak could not be in attendance to speak on the current What's Up in the Weston Public Schools podcast. Mr. DiVito gave a brief overview of the podcast and where one can find it on the WPS website and podcast apps.

Meeting adjourned at 10:25 a.m.

Respectfully submitted,

June Curiano

Chairperson

Superintendent

Curriculum Committee Meeting

February 9, 2022, 9:00 a.m.

Via Google Meet

Present Committee Members:

Bernadette Kingsley (Chairperson), David Felton, Taffy Miller

Present Administration:

Lisa Wolak, Superintendent; Kenneth Craw, Ed.D., Assistant Superintendent; Juliane Givoni, WHS Interim Principal; Matthew Filip, WHS Assistant Principal; Dan Doak, WMS Principal; Pattie Falber, WIS Principal; Laura Kaddis, HES Principal; Dan DiVito, Director of Digital Learning and Technology

Members of the Public:

Anthony Pesco, Kristana Esslinger, Jon Dillon, Michelle Halpin

1. Call to Order

The meeting was called to order at 9:03 a.m.

2. Initial presentation and discussion of the developmental relationships survey results in anticipation of the February 15 Board of Education Meeting

Discussion:

- Mr. Filip spoke and gave a presentation on the Developmental Relationship and Drug and Alcohol Student Survey findings.
- There were four modules in the Developmental Relationships part of the survey— Developmental relationships with teachers; Social-emotional competencies; Experiences of school as a safe and just place; and Academic motivations, goals and mindsets. Mr. Filip gave an overview of each module and Mr. Doak read some sample questions on this part of the survey.
- The Committee discussed their concerns with the percentage of students reporting weak experiences in the area of emotional safety and discussed their concern for moderate experiences as being a “default” answer for students.
- The WPS administration reported it would meet with ADAP and their survey consultant for a more in depth look at the data. More in-depth data is to be presented to the full Board at the February 15 Board of Education meeting.
- Mr. Doak spoke and presented on the Drug-Free Communities portion of the survey.
- The four core measures were students’ alcohol and drug use in the past 30 days; students’ perception of parents’ feelings about substance abuse; students’ perception of friends’ feelings about substance abuse; and students’ perceptions of risk in the

use of these substances. Each of the survey measures reported were compared to the survey findings conducted in 2017.

- The Committee discussed the survey findings for the high school and middle school and had questions about how certain questions were quantified.
- Mrs. Esslinger, the WHS PTO President was invited to share her parent perspective. She shared her concerns about students who are struggling emotionally, especially those who are not identified as needing help and working with the school's social workers.

3. Midpoint presentation and discussion on the district's academic goals

Discussion:

- Dr. Craw presented a report on academic goals in reading and math for grades 1-8. He spoke on the math action plan to date and the importance of mid-year academic growth measurements.
- The District has expanded the use of Tableau to disaggregate data. Teachers use this data to inform their practice in the classroom.
- Both Ms. Kaddis and Ms. Falber spoke on the team effort between the teachers and administration to dig into the data.
- The MAP test results will be sent home in a report in time for parent-teacher conferences. However, teachers do not wait for parent conferences to reach out to parents to communicate if a student is struggling.

4. Approval of January 2021 minutes

Motion Passed: Move that the Curriculum Committee approve the January 2022 meeting minutes. This motion was made by David Felton and seconded by Bernadette Kingsley. (Ms. Miller had to leave the meeting before the vote.)

2 Yeas – 0 Nays

7. Other curricular issues

Discussion:

No other curricular issues were put forth for discussion.

Meeting adjourned at 11:19 a.m.

Respectfully submitted,

June Curiano

Minutes
Financial, Facilities & Operations Committee
February 11, 2022

Present:

Anthony Pesco, Committee Chair
Melissa Walker, Committee Member
Peter Gordon, Committee Member
Lisa Wolak, Superintendent of Schools
Phil Cross, Director of Finance and Operations
Mike DelMastro, Director of Facilities

Guests:

Richard Wolf, Weston Building Committee

The meeting was called to order by Mr. Pesco at 9:02 a.m.

The Committee discussed the following items regarding an update of facilities and grounds maintenance:

- Mr. DelMastro reported that it was a quiet month overall with just routine maintenance taking place. Regarding the high school old gym air handler project, he has still not received the information he needed from Modern Mechanical, so he contacted Mulvaney instead, and they will provide a material list and labor cost. Regarding Revson field, Mr. DelMastro added that late February or early March is when the field is prepared for the Spring season.
- Mr. Cross reported that if the District decides to follow a mask optional policy, there is nothing from a facilities perspective that would need to be changed or enhanced, as the District has been practicing mitigating strategies since the pandemic began.

The Committee discussed the following items regarding the Town of Weston Optimization Committee:

- Mr. Pesco reported that Tecton is continuing to work with administration and at the next meeting of the Optimization Committee they are going to present a couple of broad options. These options range from renovating existing schools to building a new middle school. Renovating buildings would be the most difficult option since there is not a lot of swing space on campus where students can be housed while construction is ongoing. If

new buildings are constructed, students can remain at their current locations until construction is complete, but this is the more costly option. Any renovations would be completed piecemeal over several years.

The Committee discussed the following items regarding the monthly financial update (through November) including internal services fund (for dental):

- Mr. Cross reported that the current projected end-of-year balance is \$191,593. Although this is a surplus, he did add that there are still uncertainties that exist that could change the projection. The main drivers of this surplus are the salaries and benefits line. Based on current trends, the District has reduced the anticipated expenditures for bus aides and homebound tutors. Additionally, the current and projected health insurance census is lower than budgeted. The District has also seen a net increase in tuition revenue.
- Mr. Cross reported that the supplies line is over budget, mainly due to an increased usage in electricity. With normal activities resuming, there has been a significant usage increase at the high school. In addition, the District's year-over-year credit from excess solar generation is lower, due in part to several months of overcast weather during the peak generation period.
- Regarding the internal services fund, Mr. Cross reported that after December's claims increase, claims have returned to their average levels. The estimated fund balance for the end of the year is \$388,986.

The Committee discussed the following items regarding the FY23 budget:

- Mr. Cross informed the Committee that he would like to use the FY22 surplus to help mitigate some of the FY23 budget. The FY23 budget includes a large request for textbooks which Mr. Cross is suggesting be pre-purchased this year with the surplus. Any funds leftover from the purchase can be used to partially pay for the duct cleaning project. Even if the duct cleaning project cannot be completed this year due to timing, the money can still be encumbered for next year.
- Regarding benefits, Mr. Cross reported that the District had received early indication from the State that the rate for health insurance next year would be very good. After the Board of Education voted on the budget however, the State revised its forecast and reported that the increase for next year will be 8%. Based on the initial report from the State, the District budgeted a 6.5% increase. Every indication is that the State plan rate will continue to increase, and it is becoming untenable for the District to remain on it. The District will need to decide if it moves to a self-insured or fully insured plan. The impact to the budget of this increase is approximately \$120,000. Mr. Cross suggested that he invite the District's insurance consultant to come in to review the District's options with the Board.

- Mr. Cross will present these known changes and mitigation strategies at the next Board of Education meeting. At the Board of Finance budget meeting in March, the District will present the budget as approved by the Board, and then share its concerns with the Board of Finance.

The Committee discussed the following regarding approval of the January minutes:

- The January minutes were approved without changes.

There being no further business to discuss, the meeting adjourned at 9:44 a.m.

Respectfully submitted:

Andrew Galli

Administrative Assistant to the Director of Finance and Operations