

## STONINGTON BOARD OF EDUCATION SPECIAL MEETING November 14, 2019 - Page | 1

Alexa Garvey, Chairwoman called the meeting to order at 7:01 p.m. in the District Office Board Room, Pawcatuck, CT. Members present were, Candace Anderson, Board Secretary, Jack Morehouse, Alisa Morrison, Farouk Rajab, and Craig Esposito. Also present were Dr. Van Riley, Superintendent of Schools, Ana de Oliveira, Recording Secretary, Alexandra Kapell, Student Government Representative, members of the staff, and interested citizens.

### **Board Presentations**

Student Recognition AP/National Merit - Margo Crowley, Assistant Principal-Guidance at Stonington High School recognized the following students

National Merit commended Students:	AP Scholars:	AP Scholar with Honors:	AP Scholar with Distinction:
Will Cannella	Emmett Breen	Abby Gibson	Filip Aubrecht
Leila Robarge	Will Cannella	Rhys Hammond	Kaira Wiltshire
Liam Martley	Alexandra Kapell	Hanna Hong	
Hanna Hong	Liam Martley	Sam Light	
Abby Gibson	Audrey Mejza	Bryn Morgan	
	Dan Robinson	Hope Sowle	

Eversource Project Presentation – Peter Anderson, Director of Operations and Facilities introduced representatives from EMCOR (New England Mechanical Services) who spoke about a new incentive program available through Eversource and how it can benefit the district.

Jack Morehouse asked if there is any kind of ego feedback component, adding he recently read an article that if you let people know real time how much energy they are consuming they will consume less like 5% to 10%. He recently visited a college that when you walked in to the building they had energy orbs that in real time would let the occupants of the building know how much power was consumed in relationship to the average. Students there would get together and find ways to save energy. He asked if there was something similar available in Connecticut. EMCOR representative explained we can put something in place similar to that either adding a display in the lobby so they can see how they are doing on energy consumption or have the students work on this themselves.

State of the District Part II – Dr. Van Riley, Superintendent presented Part II of the State of the District covering Staffing and Retention. He added this is the second part of a five part series. Part one presented at the October Board meeting covered Academics and Programming. All presentations will be posted on our website after each Board Meeting. In his presentation he spoke on personnel, highly qualified staff, climate and culture, how we treat employees, professional growth and opportunities, recognitions and grant awards and supplemental supports.

A complete presentation can be found on the [www.stoningtonschools.org](http://www.stoningtonschools.org) website.

### **Communications & Recognitions**

Alexa Garvey, Chairwoman recognized Heidi Simmons the newest Board of Education member who has been sworn in. Chairwoman Garvey explained due to the new charter Ms. Simmons cannot be seated at the Board table until after November 19th. Ms. Simmons will be attending the CABA conference tomorrow with Mrs. Anderson, Dr. Riley and myself. Chairwoman Garvey explained she has given Ms. Simmons a small orientation and she will also be meeting with District Office Cabinet staff to get a tour of each department and meet staff on Monday morning.

Chairwoman Garvey communicated that the high school opening night for the play will start this evening, Friday and Saturday at 7 p.m., there are no matinees. She also mentioned the Lagrue Center has a video and display of the Pawcatuck Remembers which is there through December 15th. Many people contributed to this event and did an amazing job, we should take the time to visit, watch the video and take a look at the book that is also available.

Candace Anderson communicated she attended the dinner for the Principal of the Year honoring Principal Alicia Dawe, which dove tails very nicely with what Dr. Riley presented in his presentation tonight, finding the best people and keeping the best people. She added Dr. Riley in his tenure has found such great administrators that will take care of our kids. We are so fortunate to have made so much progress in such a short period of time in the past couple of years. She also commented on the goals and progress that have been made in a four year period. She added she feels fortunate to be part of this community and is proud of the district. She noted the dinner brought all that together and she didn't want to lose the opportunity to communicate this.

Chairwoman Garvey thanked Peter Anderson, his staff for the work they did in this short amount of time and Ana de Oliveira for getting all the details set up and everything together for the new Board Room to be ready, thank you we appreciate that.

### **Comments from Citizens**

Faith Leitner commented on how she is glad to have attended tonight's meeting to hear all the great things that are happening in the district, we really have such wonderful things going on in this district and she is always looking to see about the good things. She thanked all Board Members for serving and taking time to commit to the Board. She also spoke about a recent article on the front page of The Day newspaper in which it mentioned the Board of Education being divided on the Chokas incident. She feels that it is disturbing and feels for the girls that were affected by this issue that has still not been resolved. She added she feels that we owe it to the 30 girls that told the administration that this is not ok. She hopes that the Board will consider an individual investigation at least we could say to these women we did all we could do to investigate their claim.

**Consent Agenda**

- A. Minutes – October 10, 2019  
October 16, 2019
- B. Checks and Bills – October
- C. Personnel Report
- D. Transfers

The following motion was made by Candace Anderson and seconded by Farouk Rajab:

**Motion 1:** To approve the consent agenda items A-D as presented.  
**All: Aye**

**Second Read – Curriculum – Physical Science**

The following motion was made by Craig Esposito and seconded by Candace Anderson:

**Motion 2:** To approve the Physical Science curriculum as submitted.  
**All: Aye**

**Approval of Board of Education 2020 Meeting Calendars**

- A. Board of Education Regular Meeting Calendar
- B. Board of Education Finance/Facilities Sub-Committee Regular Meeting Calendar
- C. Board of Education Policy Sub-Committee Regular Meeting Calendar
- D. Board of Education Communications Sub-Committee Regular Meeting Calendar
- E. Board of Education Teaching and Learning Sub-Committee Regular Meeting Calendar

The following motion was made by Candace Anderson and seconded by Farouk Rajab:

**Motion 3:** To approve Board of Education meeting calendars A-E.  
**All: Aye**

**Report of the Superintendent of Schools**

Dr. Riley commented he was excited to see many students at the recent Pawcatuck Remembers event at the Lagrua Center and also mentioned there will be a performance at the high school this weekend.

**CIP Preview** - Dr. Riley reviewed why there is a need for some of the items on the CIP such as gym floor needing to be painted at the high school, and Hvac systems. He also mentioned that the tennis courts at the high school need resurfacing, they were resurfaced about five years ago and that the Town Recreation Department is interested in going half with us on the cost. The Board of Finance is aware of the cost. Items on the CIP for bond were also presented as well as the proposed EMCOR/Eversource project.

Jack Morehouse had questions regarding the recent purchase of the two bobcats and the difference between those and the multi seasonal tractor currently on the CIP and their use. Peter Anderson explained the difference between each. Dr. Riley noted that early at the Finance and Facilities meeting we spoke are the need of the Town, recreation and the district getting together and look at maintenance because the schools are very different now. We hope to meet and working together on this. Chairwoman Garvey explained that we will have a detail of each CIP item in December and asked for specifics on the multi-purpose tractor to see how it differs from another piece of equipment we might already have. Craig Esposito asked if this was the full list or just new additions. Dr. Riley explained these are the new added items we also have computer leases to add to the list.

**Child Care – The Den** – Dr. Riley thanked Mary Anne Butler and Kristen Oliverio for their time in this issue. He explained he has met with staff twice to explain the child care program. He summarized the program and added this program will help employees at no cost to the town, and no obligation to the Board, funding will come from the tuition. The program would start February 3, 2020. Deadline for signing up is December 16<sup>th</sup>. Children would need to be at 2 ½ by September 30<sup>th</sup> and parents must commit to an entire day and all 89 days to be able to have consistent staff. The hours will be 7:00 am to 4:30 p.m. with a couple of extended days for teacher Professional Development days and the cost is \$38/day. Dr. Riley added we will have a coordinator stipend position, lead person and assistants. The maximum enrollment is twenty children. See attached flyer.

Chairwoman Garvey asked how many are interested now. Dr. Riley answered we have 12-15 interested but need 17-18 financially to make this work. He explained if we are short we will open it up to grandkids of employees or other town departments. Candace Anderson asked would you foresee going down in age as the program gets more involved. Dr. Riley noted twenty is the maximum possible in the room and if you get into the infant the licensing will need to change and ratio also. She also asked do you foresee a way for students to volunteer in the program like child development or a senior project. He answered we are looking into all of those ideas. Our hope is to have this as a lab for the child development class and give the high school students experience on how to take care of children. Alisa Morrison inquired about state accreditation requirements. Dr. Riley said no we do not need to because we are a school district. Farouk Rajab said he appreciates everyone who was involved in putting this together and asked is there any initial cost to the room. Dr. Riley noted there will be initial costs in setting up the classroom and will meet with parents of the students for the design. This will have upfront costs in January that we would pay ourselves back from the tuition.

#### **Policy Regarding Dogs/Pets on Fields and Property**

Chairwoman Garvey asked that Dr. Riley give background on this issue. He explained an issue came up because there were questions from recreation about what our policy was for dogs and pets on fields. The Town of Stonington, through the Board of Selectmen, Stonington Public Schools and the Recreation Department met. He noted our policy has been no pets on our campus. This would be a consistent policy for recreation and us for games and practices. He explains this usually goes through our Policy Committee but in this case all three entities are asked to approve this policy. He notes this would go to the Policy Committee to get the proper placement in our policy manual. Dr. Riley asked the Board for their approval.

The Board discussed their concerns regarding the policy. Farouk Rajab voiced that he would like to change the word "dogs" to "animals" in the third paragraph; "Exceptions to this are "Service" – "Guide" and/or "Assistance" dogs ..... He explained this would make the policy ADA compliant and added miniature horses can be used as service guide and/or assistance. Craig Esposito asked is this intended to be only dogs? The Board continued discussion regarding changing the word "dog" to animals in the policy. Dr. Riley agreed having animals in the policy would be helpful. Alisa Morrison noted that at the playground at the high school dogs are not allowed. Jack Morehouse asked if they have considered having an area just for dogs. The Board discussed different areas in which dogs are allowed. Alisa Morehouse suggested maybe further note on the policy that no dogs only when there are games going. Chairwoman Garvey asked do we have rules that dogs are not allowed on school property. Dr. Riley noted we do have signs now. Chairwoman Garvey asked would this be redundant if we already have signs. Dr. Riley explained many of the fields are town fields, we are ok the way things are now. Mr. Morehouse spoke about the field that the Sharks Soccer play on where dogs are there at the games and those families get used to that and continue when the players move on to the high school. He voiced he understands the issue but wishes there was an area where people can take their dogs. Dr. Riley noted if we do this we need a place where dogs can run and this might push the Town to do that. Dr. Riley suggested the Board pass the policy but go back to the groups and voice it was very important for the Board of Ed that people in town have an area where their dogs can run and that if we don't do that the Board may rescind this.

Chairwoman Garvey summarized changes to the policy of changing the wording to "animals" not just dogs. She asked for a motion.

The following motion was made by Farouk Rajab and seconded by Candace Anderson:

**Motion 4: To approve the policy as amended with the stipulation we send Dr. Riley forward to express that the Board wants further research and continue to peruse an area for animals to be off leash with their owners and with that we withhold the right to rescind this policy if that is not perused.**

**All: Aye**

#### **Monthly Reports**

The Board had no questions on the monthly reports.

#### **Committee Reports**

Craig Esposito reported minutes were accepted at the Communications Committee meeting. Chairwoman Garvey spoke on the K-12 Building Committee that they continue to work on the punch lists. The Board of Finance approved funding for the testing cycles that will be ongoing for the PCBs and if results come back strong from the state we can then stop testing.

#### **Comments from Citizens Relative to Board Action on this Agenda**

There were no comments from citizens relative to Board action on this agenda.

#### **Items for Future Agendas**

Chairwoman Garvey noted we have items for future agendas: CIP for approval next month, State of the District III, School Start Times Report, and SEA Contract Approval.

Candace Anderson spoke she had a community member contact her asking how to contact Board members and where those contacts were on our website. She noted it would be nice to have an "App" for the Stonington Schools website. She requested this item be added to a future agenda for the Communications Committee. Mrs. Anderson also voiced that a parent and involved community member reached out to her and asked if he/she cannot get to the district events is there anyway the district could stream the presentations, Board meetings or plays. Chairwoman Garvey noted we do have a TV station here doing the meetings now. Mrs. Anderson suggested could we maybe involve students to do this and feels this would be a way to get everyone engaged.

#### **Board Comments and Concerns**

There were no comments or concerns.

#### **Adjournment**

The following motion was made by Alisa Morrison and seconded by Farouk Rajab:

**Motion 5: To adjourn at p.m. 8:23 p.m.**

**All: Aye**

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Candace Anderson, Secretary



# State of the District Stonington Public Schools

November 14, 2019

## Part 2: Staffing and Teacher Retention

Van Riley, Ph.D.  
Superintendent of Schools

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# A Series of Reports & Communications

- Academics and Programming (**October**)
- Staffing and Teacher Retention (**November**)
- Facilities and Infrastructure (**December**)
- Budget and Resource Allocation (**January**)
- Looking to the Future (**February**)

[Link to the Report Series](#)

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# Staffing and Retention

## Personnel

- Philosophy of hiring the best
- Cost of \$28,777,341 with salaries and benefits
- Represents 76% of the total budget

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# Staffing and Retention

## Highly Qualified Staff

Increase in number of teachers with a degree in the content area they teach (secondary level)

- Mathematics at the middle school level
- Incentivize cross endorsements

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# Staffing and Retention

## Climate and Culture-How We Treat Employees

- A practice of no automatic annual pink slips
- Incentive for notice of retirement to allow for early hiring
- Sick Leave Donation Program - 17 employees
  - Total days donated/offered: 2,371
  - Total days used: 405
- Child Care - **The Den** (starting February, 2020)
- Retirement Incentive 2019 with six options

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# Staffing and Retention

## Professional Growth and Opportunities

- Teacher voice and choice -Encores, new clubs and curriculum K-12, Shop Talk
- Teacher supports (Instructional Coaches, Curriculum Specialist, Elementary Program Coordinator)
- Personalized Learning Plans
- Committee participation

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## Staffing and Retention

### Recognitions and Grants Awards

- SEF mini-grants approximately \$15,000 since 2016
- Apple grants approximately \$36,000
- Blue Monday music grants approximately \$16,000
- 4 Fulbright Awardees
- 5 “Fund for Teachers” Awardees
- Multiple other grantees including National Education Association, Westerly Community Credit Union, Donors Choice

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## Staffing and Retention

### Supplemental Supports

- New teacher follow up visits
- Wellness challenge for all staff
- Assistant Principal Roundtable
- Leadership Team structure includes data review, evaluation, professional learning and operations
- Professional development at all levels (administrators, teachers, and paraprofessionals)

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# Staffing and Teacher Retention

## Introduction

Stonington has long enjoyed the reputation of being a good school district. We have been working to identify and improve the factors that can move us from good to great. Borrowing the analogy from the Jim Collins book *Good to Great*<sup>1</sup>, great organizations put the “Who before the What”. Having the right people in the organization must be the top priority. And for us, it has been. In this month’s report, we will review the steps we have taken to improve staffing and teacher retention.

In the previous report in this State of the District series, academics and programming were the focus. That is the “What” in the *Good to Great* analogy. All of the improvements in the reading, math, science, and other curricula outlined in the previous report without a corresponding increase in teachers’ knowledge and skills would simply result in low-level teaching of high-level content.<sup>2</sup> The only way to increase student learning at scale is to increase teacher effectiveness and increase the rigor of the curricula at the same time.

Our efforts in improving teacher effectiveness have been a multi-tiered, strategic approach. It’s not enough to just hire a good teacher whenever an opening comes up.

But I know this much: If we get the right people on the bus, the right people in the right seats, and the wrong people off the bus, then we’ll figure out how to take it someplace great.”<sup>3</sup>

Improve the hiring and development of teachers

- More rigorous expectations and evaluations of all teachers
- Increase the number of highly qualified teachers
- Content area focus at the elementary level
- Provide content coaching in ELA, Math, and Science
- Make earlier, more critical decisions in the retention of non-tenured teachers
- Accelerate the hiring process to be first in the marketplace to compete for the best talent
- Improve the hiring process with three levels, initial, demo lesson, final interview with the superintendent

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<sup>1</sup> "Good to Great: Why Some Companies Make the ... - Amazon.com."

<https://www.amazon.com/Good-Great-Some-Companies-Others-ebook/dp/B0058DRUV6>. Accessed 30 Oct. 2019.

<sup>2</sup> "The Instructional Core - NH Department of Education."

<https://www.education.nh.gov/essa/documents/instructional-core.pdf>. Accessed 30 Oct. 2019.

<sup>3</sup> "Get the right people on the bus in the right seats | Jim Collins." 21 Apr. 2015,

<https://www.kinesisincl.com/first-who-then-what/>. Accessed 28 Oct. 2019.



More than a decade ago, Richard F. Elmore of the Harvard Graduate School of Education disseminated his work on improving the instructional core. Elmore declared that there are only three ways to increase student learning at scale. Elmore stated, "You can raise the level of the content that students are taught. You can increase the skill and knowledge that teachers bring to the teaching of that content. And you can increase the level of students' active learning of the content."<sup>4</sup> Elmore also stated that if you change any one of these elements you must change the other two in order to increase student learning.

When teachers believe that together, they are capable of developing students' critical thinking skills, creativity, and mastery of complex content, it happens! Collective teacher efficacy (CTE) refers to a staff's shared belief that through their collective action, they can positively influence student outcomes, including those who are disengaged and/or disadvantaged. Educators with high efficacy show greater effort and persistence, a willingness to try new teaching approaches, set more challenging goals, and attend more closely to the needs of students who require extra assistance. In addition, when collective efficacy is present, staff are better equipped to foster positive behavior in students and in raising students' expectations of themselves by convincing them that they can do well in school.

The collective teacher efficacy of a school system is ranked as the number one factor influencing student achievement (Hattie, 2016). According to the Visible Learning Research (Table 1), CTE is beyond three times more powerful and predictive of student achievement than socioeconomic status.<sup>5</sup>

#### **Personnel funded through the General Budget (Salaries and Benefits)**

- 16 Administrators
- 192.5 Teachers
- 5.5 Nurses
- 2.2 OT/PT
- 6 Technology specialists
- 123 Paraprofessionals
- 20 Secretaries
- 23 Maintenance/Custodians
- 132 Coaches/Stipend positions
- Represents \$28,777,341 or 76% of the total budget
- Important investment and our philosophy is to hire top quality and provide the support for them to succeed

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<sup>4</sup> "The Instructional Core - NH Department of Education."

<https://www.education.nh.gov/essa/documents/instructional-core.pdf>. Accessed 28 Oct. 2019.

<sup>5</sup> "Collective Teacher Efficacy: The Effect Size Research and Six ...." 9 Jan. 2017, <https://thelearningexchange.ca/collective-teacher-efficacy/>. Accessed 28 Oct. 2019.



### **Highly Qualified Staff**

- Deliberate hiring of teachers with a degree in the content area they teach at the secondary level
- Increase in highly qualified evident especially at the middle school level in mathematics
- New hires report they feel supported and valued by administrators at all levels and their colleagues, explains why SPS has a high retention rate.

### **Climate and Culture-What Our Staff Can Expect From Us**

- Continued sick day donation program to promote our district community (2,371 days donated, 405 days used by 17 employees)
- Daycare to accommodate the family and financial needs of staff
- Increase pay for substitute teachers, provides relief to administrators and staff regarding coverage challenges
- Community engagement continues to expand (Stone Acres partnering with Food Service, LaGrua Center hosting Tim Flanagan's Fulbright teaching experience in Vietnam and Cambodia, Pawcatuck Remembers, Mystic Seaport program expansion to partner with grade 8)
- Early notice of retirements affords early recruitment for the best staffing options
- No pink slips, preserves morale
- Teacher/Staff Wellness Initiative
  - District-wide "Step Up" competition
  - Biggest Loser post holiday competition
- Personalized Professional Learning versus one-size fits all
  - Allows classroom teachers and related service providers design their professional learning in alignment with the school improvement plan.
  - Encourages collaboration even across the district
  - Teachers and related service providers are trusted to be reflective and work on meaningful professional learning
  - Paraprofessionals partner in professional learning and thirty-five (35) recently trained in CPR
- Staff resources to support teaching and learning
  - Curriculum development oversight (Meghan Breen and Jennifer Bausch)
  - Curriculum writing by practitioners "not top down"
  - Increased opportunities to participate in committee work and develop as teacher leaders
  - Curriculum Squad provides alignment of instruction K-12 and oversees leadership opportunities for teachers (Mary Anne Butler, Jennifer Bausch, Meghan Breen, Jean Bradini, Tiffany Cozzolino, Sue Prince, Rachele Limberakis, Tina Eisenbeis, Marika Heughins)
  - Use of Title 1 funds to support curriculum specialists, tutors, and innovative summer school opportunities



## **Professional Growth Opportunities**

- 59 teacher developed curricula with over 30 more pending approval
- Middle School Consolidation-2 years of teacher voices in crafting the new school
- District Wellness Committee-going beyond compliance to develop healthy staff
- TEAM Collaborative Committee-teacher leaders supporting new teachers to the profession and teachers new to Stonington
- Professional Development and Evaluation Committee-teacher voices in moved the district away from a one size fits all professional learning model to a teacher-centered model to address professionals across the continuum
- School data teams established to allow teachers to advocate for the district to allocate or reallocate resources based upon student needs
- SMS Tier 1 Team establishing the norms and behavioral expectations for the new school based upon staff input
- District and School Climate Committees
- CCSU Teacher Leader Fellowship Cohort 2019-20 developing teacher led improvement projects
- Instructional coaches support teachers with model lessons, planning assistance, coaching sessions and differentiated instruction assistance
- New teacher "check ins" with the Superintendent and Assistant Superintendent to ensure a smooth transition and provide communication at all levels

## **Accomplishments and Recognitions**

### **Districtwide**

- SEF/Apple/Blue Monday grant dollars over the past three years
  - SEF mini-grants across the district of approximately \$15,000 to supplement classroom resources and support community service projects (Ozobots for Introductory Coding, A Study of Colonial America through Historical Dance, and Empty Bowls)
  - SEF Apple grants across the district of approximately \$36,000 to support innovative lessons/projects developed by our teachers (SMS A Book a Day, Stamina Station, We All Live Downstream)
  - Approximately \$16,000 in Blue Monday funds to support music teachers and programming (We Are All About the Bass, SMS Marimba, Guest Clinicians)

### **Elementary level**

- West Vine Street School Connecticut Elementary Principal of the Year 2019
- Deans Mill Level 1 School 2018 and West Broads Street School 2017
- Deans Mill CSDE School of Distinction for Academic Achievement 2018
- Unified Coach of the Year, Ely Poppie, West Vine/West Broad Street Schools
- Deans Mill CAS Outstanding Elementary School of the Year 2016
- West Vine/West Broad Street Schools Connecticut School of Distinction for Highest Performing Subgroup in Academic Achievement 2014



- Specialized training in reading (Wilson, ECRI)

#### **Middle school**

- Increased the number of highly qualified teachers in science, mathematics, and language arts
- Innovative teachers developed high interest courses of their resulting in 26 new Encore classes
- Duffy Grace, Middle School Unified Coach of the Year, 2019
- Fulbright Awardees Diane Gallo (Japan 2018)), Diane Gallo (Thailand 2017), Tim Flanagan (Vietnam 2016)
- Fund for Teachers Awardees: Tina Eisenbeis (Italy and Netherlands 2019), Elaine Temel Ireland and England 2018), TIm Flanagan (Cuba 2018)(Jennifer Bausch (Iceland 2017), Diane Gallo (India 2016)
- Various other grant awards of approximately \$9,000 from Westerly Community Credit Union, Letz Foundation, National Educators Association, Donors Choose, Colonial Williamsburg Foundation, National Endowment for the Humanities, Mystic Seaport Extra Jack Keats Mini-grant, Reforest the Tropics, Lincoln Center Education
- Specialized training in the Wilson reading program

#### **High school**

- CIAC "Class Act" Sportsmanship recipient 2019
- HALO recipient 2019, numerous nominations and previous HALO awards. Sondheim Award for Drama director Erin Stanley
- College Board Awards in 2019 for both AP Participation and High Performance Award and Female Participation in AP Computer Science
- Teacher responsiveness to NEASC recommendations for improvement-curriculum development, co-teaching with collapsed levels, and the refinement of the 4 Cs
- Fund for Teacher Awardee: Kaitlin Johnson, (Costa Rica, 2017)
- Transatlantic Outreach Program. Jeff Lewis,(Germany, 2019)
- National ACTFL (Amerian Council of Teachers of Foreign Language) Consultant on staff
- Partnered with Special Services to create the Learning Annex
- Partnered with the Eastern Connecticut Workforce Investment Board and Three Rivers CC to offer Manufacturing course that awards college credit and assists in job placement upon completion



<b>CIP PREVIEW PROPOSAL 2019</b>				
<b>REGULAR CIP</b>		<b>LOCATION</b>		<b>ESTIMATE</b>
GENERATOR RETROFIT TO INCREASE USAGE ON DEMAND		SHS		\$100,000
GYM UPGRADE		SHS		\$110,000
CABLE AND ROOF LADDERS		SHS		\$160,000
ROOM PAINTING ALL SCHOOLS		DISTRICT		\$75,000
SCIENCE ROOM CONVERSION		SMS		\$15,000
FLOORING REPAIR/REPLACEMENT		DISTRICT		\$15,000
KITCHEN FLOOR RESURFACE		SMS		\$80,000
KITCHEN APPLIANCES		SMS		\$80,000
STEEL ACCESS STAIRS FOR BASEMENT		DO		\$15,000
KITCHEN APPLIANCES		SHS		\$12,000
BRICK POINTING		DO		\$100,000
TENNIS COURTS (SHARE WITH TOWN RECREATION; TOTAL \$600,000)		SHS		\$300,000
BUILDING MANAGEMENT SYSTEM UPGRADE		DISTRICT		\$150,000
MULTI-SEASONAL TRACTOR		WV		\$16,000
MULTI-SEASONAL TRACTOR		DMS		\$16,000
<b>TOTAL</b>				<b>\$1,244,000</b>
<b>PROPOSED FOR BOND</b>				
AIR CONDITIONING		SMS		\$2,100,000
AIR CONDITIONING AND RTU REPAIR		SHS		\$950,000
AIR CONDITIONING		DO		\$400,000
BUILDING MANAGEMENT SYSTEM UPGRADE		DISTRICT		\$150,000
<b>TOTAL</b>				<b>\$3,600,000</b>
<b>PROPOSED EMCOR/EVERSOURCE PROJECT</b>				
COST OFFSET LIGHTING, BOILERS, RTU		DISTRICT		\$950,000
<b>TOTAL</b>				<b>\$950,000</b>
<b>GRAND TOTAL CIP REGULAR, PROPOSED BOND, PROPOSED PROJECT</b>				<b>\$5,794,000</b>

# The Den

**Introduction/Purpose:** **The Den** is a new childcare program for the children of employees of Stonington Public Schools. The goal is to provide a high-quality childcare program that promotes a positive learning environment to aide in the development of each individual child. A daily schedule will be followed to provide a consistent routine for children and will allow time for a variety of structured and independent activities that encourage learning through play, exploring and investigating. **The Den** staff will utilize Connecticut's Early Learning and Development Standards (ELDS) and Documentation and Observation for Teaching System (DOTS) assessment tools to create developmentally appropriate lessons focused on school readiness in a fun and engaging way to help each child develop a love of learning. Communication with home and parent involvement is valued and will be an important part of the program.

**Timeline for Implementation:** Interested staff members are invited to an informational meeting at Stonington High School on November 12th. In addition, the program will be presented at a special Board meeting on November 14th. Sign up will occur in December with a deadline of December 16th for first consideration. The proposed start date is February 3, 2020. Once confirmed, a deposit of \$250 will be required by January 10, 2020 with final monthly payment due by February 3, 2020.

**Participation Requirements:** The program will initially be offered to children who will reach the age of 2 ½ by September 30, 2020. Once a student is eligible for kindergarten, that child will exit this program as required by state law and enroll in the appropriate kindergarten program. It is preferred that children be toilet trained but this requirement may be suspended for this initial group of children. This program is only for children of current SPS employees. If at any time a parent leaves employment, his/her child must be withdrawn from **The Den** program.

**Sign Up:** If there are not enough vacancies for all of the applications, preference will be based on age with older students being given first priority. Children that could not be accommodated based on maximum capacity will be placed on a waiting list by age.

**Ongoing General Requirements:** Parents must commit and sign up for all days offered in the spring of 2020 from February 3rd through June 16th (89 days plus additional if offered or if modified due to snow days). There will be no partial calendar days offered and all children must be signed up for the full day even if they only use a partial day schedule. This calendar is based on the SPS instructional calendar plus Professional Development days.

**Hours of Operation:** **The Den** will be housed at Stonington High School. **The Den** will be open from 7:00 AM until 4:30 PM daily. There will be an additional charge if a child is not picked up by 4:30 PM. Due to elementary extended day staff meetings, hours on May 11th and June 8th will be extended until 6:00 PM at no additional charge to parents.

**Costs:** The charge for **The Den** program will be \$38 per day. There are no options for partial days or days off between February 3rd and the end of the school year. Fees are due prior to the first day of each month.

**Parents:** Parents are encouraged to help with development of the program. Participating parents will be invited to feedback sessions to assist with setting up the room environment and with the curriculum offerings.

**Food/Snacks:** Peanut-free snacks will be available daily. Parents will supply lunches for their children.

**Curriculum and Daily Schedule:** Enclosed is a draft of the curriculum offerings and of the proposed daily schedule.

**Questions for Parents:**

- 1) Number of days before and after SPS instructional calendar.
- 2) Assistance with room set up
- 3) Assistance with curriculum needs