

TORRINGTON BOARD OF EDUCATION
SPECIAL MEETING – ANNUAL RETREAT

Tuesday, July 16, 2013

355 Migeon Avenue

CALL TO ORDER: The meeting was called to order at 6:05pm.

ROLL CALL:

Present: Mr. Brady, Mrs. Cappabianca, Mr. Cavagnero (arrived at 6:09), Mrs. Hoehne, Mr. Kissko, Mr. Merola (arrived at 6:47, left at 8:30), Mr. Nargi, Mr. Rovero (arrived at 6:07), Mr. Thibault, Mr. Traub, Mrs. Kloczko

Absent: Mrs. Batchelder, Mrs. Domanico, Mr. Campolieto, Mayor Bingham
The administration is not required to attend this Board of Education retreat.

BOARD OF EDUCATION GOAL SETTING

Mr. Traub stated the responsibilities of the leadership developing goals with the Superintendent. He said out of all the Board members only two (2) of them, Mr. Thibault and Mr. Merola, submitted a list of goals. He did not sit with the Superintendent to establish new goals.

Mr. Nargi asked what Mr. Thibault's suggestions are.

Mr. Traub read aloud Mr. Thibault's list of Board goals.

Mr. Nargi said the Board members can submit their ideas at this meeting to be discussed.

Mr. Traub stated his goals for the Board. He stated Mr. Merola's Board goals.

Mr. Brady asked how frequently the Board set goals. He suggested they establish five (5) goals, two (2) long term and three (3) short term goals.

Mrs. Cappabianca suggested they review the goals from the previous year and if they had not been met they should not replace them.

Mr. Traub read the Board of Education goals from 2012-2013.

Goal 1:

- Align the secondary education program to provide continuation of services in grades 6-12;

- Reorganize grades 6-12 administrative responsibilities to provide a continuum of practice between TMS and THS;
- Continue development of curriculum based upon the Common Core Standards that will provide a more rigorous course selection for students;
- Increase the number/percent of students in grades 6-12 participating in more rigorous course work including but not limited to: honors classes at TMS in Algebra, Biology, etc.; early college credit, courses such as Honors, AP, and UCONN ECE; internship and apprentice opportunities with local businesses and non-profits; certifications for special classes including EMT, CNA, etc., and expanding the On Line Learning Program for all students;
- Reduce the rate of students at risk for being retained in 9th grade and dropping out of school through the development of alternative initiatives through multiplatform learning opportunities that provide students with the opportunity to solve a real world problem while working with the practicing professional;
- Reduce the number of discipline issues by implementing a common behavior program for students in grades 6-12 implementing a common language with specific directions resulting in expected outcomes.

Mr. Nargi had question about more rigorous course work. He also asked who would re-organize administrative responsibilities.

Mr. Cavagnero asked what the percentage of students in grades 6-12 are participating in more rigorous course work.

The courses offered for students in grades 6-12 were discussed.

Mr. Nargi asked for clarification on the reorganization of grades 6-12 administrative responsibilities to provide a continuum of practice between TMS and THS.

New legislation regarding mastery of content was discussed.

Mr. Nargi asked how the faculty was made aware of the reorganization plans and how they are going to implement the changes for the up-coming school year.

Mr. Brady stated that the goal for last year was to reorganize. The goal for this year should be to implement the reorganization and set benchmarks.

Mr. Nargi stated his goal is to reduce the rate of students at risk of being retained by five (5) to ten (10) percent.

Specific classes and the number of students attending those classes were discussed.

Mr. Thibault stated the Board is supposed to be discussing Board goals, and the discussion is getting off topic.

Mr. Cavagnero disagreed with Mr. Thibault stating there is a reorganization of the school system the Board knows little about and it is within their purview to know the specifics.

Mr. Thibault made a point of order stating this meeting is not to review and evaluate the previous years' Board goals, but to create goals for this year.

Mr. Cavagnero said the Chairman presented this Board with the goals of last year to review.

Mr. Traub said the reason he asked for goals from each Board member in advance was to avoid the long amount of time taken to set each individual goal.

Mr. Nargi stated he was only following up on what Mrs. Cappabianca suggested.

Mrs. Cappabianca said she would like to continue to have rigorous course work as a goal.

Mr. Cavagnero said the goals should be measurable.

Goal 2:

Design and implement a three year sustainable budget:

- Produce a three year operating budget that is fiscally responsible and prepares all the students of Torrington with the skills to be college and career ready;
- Produce a three year operating budget that supports district initiatives and meets the requirement of state education, mandated reforms;
- Produce a three year capital budget that includes a facility review once every five years;
- Maintain a budget plan that reviews and monitors revenue and expenses;
- Maintain a balanced budget for each fiscal year.

Goal 3:

Policies and Bylaws:

- Review and edit all current policies and Board of Education Bylaws for consistency in practice, and continue to post them on the Torrington Public School website for community information
- Complete a gap analysis of current policies.

2013-2014 Board Goals:

- To continue the implementation and redesign of secondary school.
- Reduce the rate of students at risk for being retained in all grades and dropping out of school by five (5) percent per grade through the development of alternative initiatives through multiplatform learning opportunities that provide students with the opportunity to solve a real world problem while working with the practicing professional;
- Continue to increase the number/percent of students registering in 2014-2015 in grades 6-12 by five (5) percent participating in more rigorous course work including but not limited to: honors classes at TMS in Algebra, Biology, etc.; early college credit, courses such as Honors, AP, and UCONN ECE; internship and apprentice opportunities with local businesses and non-profits; certifications for special classes including EMT, CNA, etc. and expanding the On Line Learning Program for all students
- Continue to develop curriculum based upon the Common Core Standards that will provide a more rigorous course selection for students

Mr. Traub read aloud Mr. Merola's Board goals.

Mr. Brady made a motion to table the agenda item of setting the Board of Education goals to a future meeting. Mr. Thibault seconded the motion. The vote was unanimous.

FREEDOM OF INFORMATION (FOI)

Mr. Richard A. Mills and Jessica L. Ritter presented to the Board.

Mrs. Cappabianca had a question about committees.

Mr. Nargi asked what distinguishes the Executive Committee and the rules under Freedom of Information for what constitutes a meeting.

EXECUTIVE SESSION PROTOCOL

Mr. Richard A. Mills and Jessica L. Ritter presented to the Board.

Mr. Cavagnero asked about the rules for holding an Executive Session and the rules pertaining to the Board inviting people into an Executive Session.

Mr. Rovero asked up to what point the Board can evaluate a Superintendent during an Executive Session.

Mr. Nargi asked how the Board discusses faculty issues in an Executive Session.

Mr. Cavagnero asked how the Board can discuss, evaluate, and terminate faculty.
Mr. Brady spoke about evaluation of the Superintendent.

Mr. Nargi expressed his displeasure at the inability of the Board members to evaluate faculty.
He also spoke about the relationship between the Board and the Superintendent.

Obtaining and discussing information was discussed.

How to evaluate staff was discussed.

Mrs. Cappabianca asked about grievances and Executive Session.

Mr. Nargi asked about discipline within the district and criminal charges.

Mr. Nargi asked how discuss data without naming specific faculty members.

Mrs. Cappabianca asked about expulsion hearings and protecting the students' confidential records.

Recording meetings was discussed.

ADJOURNMENT

Mr. Rovero made a motion to adjourn the meeting at 9:02pm. Mr. Brady seconded the motion.
The vote was unanimous.