MANCHESTER BOARD OF EDUCATION
REGULAR MEETING
Monday, March 22, 2021
Lincoln Center - Virtual Meeting

Building & Sites Committee 5:45 P.M. - Virtual
Board of Education Meeting 7:00 P.M. - Virtual

Public access to view meeting:
Live streaming on FaceBook: Link to MPS Pride FaceBook Page
Live at Silk City TV: Link to Live at Silk City TV
On demand after the meeting: Link to on-demand after the meeting

A. OPENING
1) Call to order
2) Pledge of Allegiance
3) Board of Education Minutes - March 8, 2021

B. COMMITTEE REPORTS - None

C. CONSENT CALENDAR
1) Personnel Actions
2) Transfer of Funds
3) Establish an appropriation for the Enfield Head Start Training and Technical Assistance Grant for the FY 21-22 in the amount of $11,241
4) Establish an appropriation for the Enfield Head Start Grant for the FY 21-22 in the amount of $949,646
5) Establish an appropriation for the Manchester Head Start Training and Technical Assistance Grant for the FY 21-22 in the amount of $15,208
6) Establish an appropriation for the Manchester Head Start Grant for the FY 21-22 in the amount of $1,284,815

D. REPORT FROM STUDENT REPRESENTATIVE
Tiffany Henry, Leila Affini, Alexandra Hamza

E. PUBLIC COMMENTS - Request to Speak Form
Residents that would like to speak during public comments session must complete the Request to Speak Form

F. SUPERINTENDENT’S REPORT
1) Martin School Improvement Plan, Ms. Sophia Krisch, Principal, Martin School
2) Update Covid-19 and Return to School, Mr. Matthew Geary, Superintendent

G. UNFINISHED BUSINESS

H. NEW BUSINESS
I. **PUBLIC COMMENTS** - [Request to Speak Form](#)
   Residents that would like to speak during public comments session must complete the [Request to Speak Form](#).

J. **COMMUNICATIONS** - None

K. **ITEMS FOR FUTURE AGENDAS**
   **Topics for Superintendent’s Report**
   - Thursday, April 8, 2021: Highland Park Improvement Plan
   - Monday, April 26, 2021: Verplanck School Improvement Plan
   - Monday, May 10, 2021: Adult Education Update

L. **ADJOURNMENT**

Welcome to the Manchester Board of Education meeting. Observers are always welcome. The following instructions are to assist those who wish to speak during the Public Comment session(s):

1) Print your name and address on the sign-in sheet at the podium for accurate record-keeping.
2) State your name and address for the record. Students state name only.
3) First Session: Three minute time limit for any item that may come before the Board. Listen for the bell.
4) Second Session: Comments must be limited to items on the Board’s agenda for this meeting. The Board Chair has the discretion to limit comment time.
5) Written statements may be substituted for Board members if time runs out for the speaker.
6) Immediate replies to questions/concerns should not be expected (Board Chair/Superintendent’s discretion).
7) Inappropriate topics: Confidential information, personal issues and legal concerns. Please avoid derogatory and profane language. Board of Education Policy #1220.
A. OPENING

A.1. & 2. Meeting Called to Order

Chairperson Thames called the meeting back to order at 7:03 p.m., explaining they were previously in an Executive Session which began at 6:08 p.m. All in attendance participated in the Pledge of Allegiance to the Flag, led by Mr. Thames.

A.3. Approval of Minutes of Previous Meeting

APPROVED – Minutes Regular Meeting of the Board of Education of February 22, 2021. Secretary Pattacini moved and Ms. Luna seconded the motion.

8/0 – Voted in favor.

B. COMMITTEE REPORTS

None.

C. CONSENT CALENDAR

Mr. Geary presented four items on the Consent Calendar for Board approval.
C.1. Personnel Action
Details had already been provided to the Board members with their agenda.

C.2. Transfer of Funds
● Transfer from System-wide Plant Operations Other Purchased Services account in the amount of $1,225. Transfer to System-wide Plant Operations Professional Development account in the amount of $320 and transfer to System-wide Plant Operations Dues and Fees account in the amount of $905 for a total transfer of $1,225.

C.3. Establish an appropriation for The Connecticut Recovery Oriented Support System (CROSS) Grant for the FY 20-22 in the amount of $5,000

C.4. Establish an appropriation for an increase to the General Improvements to Alliance Districts’ School Buildings Grant Program for the FY 20-22 in the amount of $848 to a total final grant award of $1,080,000

The Chairman called for a motion.

Secretary Pattacini moved and Mr. Heinrich seconded the recommendation to adopt the Consent Calendar.

DISCUSSION:
Mr. Pattacini asked Mr. Geary to elaborate on item C3. Mr. Geary reported that for the last 5-6 years the district has employed Pam Hall at MHS (who is paid through the Alliance Grant) to support students in the Substance Abuse Recovery Program. Prior to this there were consequences for students caught with substances, but no supports in place. This grant supports those efforts.

The vote was called.

8/0 - Voted in favor.
D. STUDENT REPRESENTATIVE REPORT
Tiffany Henry reported that the Senior Class Board is starting to finalize the final Senior send off, special events to reminisce and close of a very hectic ending to the high school experience.

She reported that this week staff and teachers are getting covid vaccinations and it is exciting to see progress of the pandemic in Manchester.

Ms. Henry noted the Student Equity Advisory Team is currently working on gathering pictures and quotes from important figures from all generations of women in honor of Women’s History Month. They are also using the announcements as a way to further spread the message.

Leila Affini mentioned that Spring sports are starting soon, and they are beginning to have informational meetings.

Ms. Affini also reported The Young Women’s Leadership Group created a newsletter which was sent out to all students with their reflections on Black History month and highlights of black figures. One of the figures happened to be an artist at MHS who is a junior named Jeannai Plummer.

Alexandra Hamza pointed out that Ms. Hall (the Substance Abuse Counselor mentioned earlier in the meeting) runs the FACTS Group, which stands for Fighting Against Common Teen Substances.

E. PUBLIC COMMENTS
None.

F. SUPERINTENDENT’S REPORT – PART I

F.1. Manchester High School Improvement Plan
Mr. Thames introduced the team from MHS, which included Katelyn Miner, Principal; Amanda Navarra, Instructional Coach; and Owen Carroll and Roy Roberts, Assistant Principals. Their very comprehensive presentation is available for viewing on the website.
Mr. Pattacini thanked the team for their in-depth presentation, noting it was appreciated. To Mr. Roberts, he asked what strategic scheduling for Freshmen looks like. Mr. Roberts reviewed that in Spring MHS and Illing administrators and support staff meet to discuss 504s, IEPs, behaviors, families and other facets of the incoming 9th graders. They try to also match students with teachers whose personalities will gel. The MHS staff separate the Freshmen into five teams and try to keep them diverse and similar in experiences to each other. Mr. Roberts wants kids to look at MHS as their home away from home. Mr. Pattacini felt this approach underscores the connections being made between each student and staff members, which is even more important with \( \frac{1}{3} \) of the students not physically in the building.

To Ms. Navarra, Mr. Pattacini asked what cornerstone tasks are. Ms. Navarra described how a team of teachers identifies tasks in curriculum and then narrow down to the cornerstone tasks, which are used across the board (ie. critical thinking, problem solving) and do not just apply to one subject. Ms. Miner added it was narrowing key elements to tell to the community and colleges what we hold students accountable for.

Mr. Pattacini asked about what the student experience looked like with 25th credit planning. Ms. Navarra spoke about the student profile development, which is worked on over four years. This culminates in their Senior Story, which is a presentation of their learning. This is worked on in mentoring sessions, teachers will often suggest items that might work well in the profile. It is how students share their strengths and which adults they are connected to. Mr. Pattacini noted that when he was in school it was all about the grades, bottom line. There were things, such as community service, that one did because it was expected, but he didn’t have a sense of self-awareness of his own strengths beyond the grade. For students now it is not just about the numbers on the transcripts anymore.

Mr. Thames told Mr. Robertsnhe appreciated the efforts to start Freshmen off strong and support them from the get go. He noted that he often feels that the way one starts dictates the way they will end.

To Mr. Carroll, Mr. Thames asked how we help parents navigate the FASFA and how the pandemic impacted the process of helping kids get to college. Mr.
Carroll noted this is difficult, especially with remote students. Counselors are relentless in chasing kids down and following up with them. This year has been hard on mental health. There is a list of seniors whose goal includes a 2 or 4 year college experience and they keep tabs on those students to be sure applications are submitted and the FASFA completed. There is a parent information night related to FASFA. The team will also reach out to parents if they notice they have not completed their FASFA yet.

**F.2. Update on Return to School**

Mr. Geary noted that staff vaccinations are underway. Thus far, challenges to bringing students back into buildings full time has been staff shortages due to quarantines, and social distancing requirements. Over 250 staff members were vaccinated last week, 200 more are scheduled to be vaccinated tomorrow and there are 1400 doses of vaccine available for staff this weekend. Unless a vaccinated staff member shows symptoms of COVID they will not have to quarantine if exposed.

Students in grades 5-12 are set to return to schools full time after vacation on April 19. The CDC has stated that in areas with low community spread social distancing may be reduced to 3 feet instead of 6 feet. Other safety protocols such as masks and desk shields will continue to be implemented.

Elementary students will attend school 9:10 am - 3:00 p.m.
Middle school students will attend 8:15 a.m. - 2:00 p.m.
MHS students hours will be 7:30 a.m. - 1:15 p.m.

This represents approximately 40 minutes less than “normal” school hours. Wednesdays will be a 90 minute late start for all schools. This will allow teachers time for collaboration and professional development.

Of course, Mr. Geary pointed out that this plan is all contingent on community spread remaining low. This will allow students approximately 8 weeks in buildings full time before the end of the year. Students currently remote (which is about \( \frac{1}{3} \) of students) will remain remote the rest of the year.

Mr. Geary is excited to get kids back in school. He envisions close of school events, 4th grade celebrations and end of year events at Bennet and Illing. At
MHS there will be end of year activities though graduation will look different. It will not go back to a “normal” graduation of past years, nor the extremely individual graduations that happened last year. More information will be forthcoming regarding graduation plans in April.

Winter sports are ongoing and Spring sports will take place at MHS and Illing. We are planning a busy summer with two summer school sessions. The goal will be to engage kids and their interest in learning, while giving the sessions a camp-like atmosphere to address the whole child.

Mr. Thames wondered which brand of vaccine staff were and will be given. Mr. Geary stated those vaccinated at the XFinity Center are Pfizer brand and the closed clinics used Moderna. Second doses for Pfizer are due in 3 weeks and for Moderna it is a 4 week wait for the second dose. J&J vaccines were not available. Mr. Thames looks forward to allowing students a somewhat normal experience. He already feels more at ease after having his first vaccine, though he reminds people we still need to be vigilant about masks and stay safe.

G. UNFINISHED BUSINESS

G.1. Equity Policy

Secretary Pattacini moved for the Board of Education to adopt the Manchester Public School's Equity Policy #8002. Ms. Patterson seconded the motion.

8/0 - Voted in favor.

H. NEW BUSINESS

H.1. Acceptance of the Waddell Elementary School Roof Replacement Project #077-0231 RR as complete

Mr. Geary explained that this and the following item relate to roof replacements done many years ago and the accounts are being closed out. This is not new work.
Secretary Pattacini moved for the Board of Education to accept the Waddell Elementary School Roof Replacement Project #077-0231 RR as complete. The scope of work included a roof replacement. The total cost of the project was $618,281. Reimbursement from the State Office of School Construction Grants & Review to the Town of Manchester for this project is estimated at $388,870. Mr. Heinrich seconded the motion.

8/0 - Voted in favor.

H.2. Acceptance of the Bowers Elementary School Roof Replacement Project #077-0232 RR as complete

Secretary Pattacini moved for the Board of Education to accept the Bowers Elementary School Roof Replacement Project #077-0232 RR as complete. The scope of work included a roof replacement. The total cost of the project was $742,402. Reimbursement from the State Office of School Construction Grants & Review to the Town of Manchester for this project is estimated at $428,329. Mr. Gundersen seconded the motion.

8/0 - Voted in favor.

I. PUBLIC COMMENTS (Limited to items on tonight’s agenda)
Mr. Tom Stringfellow, 183 Hillstown Road, spoke about this being the 34th Women’s History Month, which was made law in 1987. He noted women have contributed to history in many ways and he recommended several books and articles about women. Mr. Stringfellow pointed out an article from Dr. Cardona, the Secretary of Education, regarding how to safely reopen schools.

J. COMMUNICATIONS
None.

K. ITEMS FOR FUTURE AGENDAS
March 22 - Martin School Improvement Plan
April 8 - Highland Park Improvement Plan
April 26 - Verplanck School Improvement Plan

L. ADJOURNMENT
Mr. Thames called for a motion to adjourn.

Secretary Pattacini moved and Ms. Patterson seconded the motion to adjourn the meeting.

8/0 - Voted in favor.

Adjournment 8:55 p.m.

Respectfully submitted,
Christopher Pattacini
Board Secretary
PERSONNEL ACTIONS

APPOINTMENTS

RESIGNATIONS
Mr. James Grandpre, Science Teacher at Manchester High School, has submitted his letter of intent to retire at the end of the 2020-2021 school year. Mr. Grandpre has been with Manchester Public Schools since January 29, 2007. It is recommended that his letter of retirement be accepted.

Ms. Emily Nason, School Social Worker for Manchester Public Schools, has submitted her letter of resignation effective end of business on April 9, 2021. Ms. Nason has been working in this capacity for Manchester Public Schools since August 29, 2011. It is recommended that her letter of resignation be accepted.
To:        Manchester Board of Education
From:      Mr. Matthew Geary, Superintendent of Schools
Subject:   Transfer of Funds
Date:      March 5, 2021

Background:  In accordance with Board of Education Policy 3160, Transfer of Funds between Categories, I am requesting the Board approve the following transfers in the FY2020-2021 Budget.

Discussion/Analysis:  Transfer from System-wide Social Work Instructional Supplies and Materials in the amount of $80.00.  Transfer to System-wide Social Work Dues and Fees in the amount of $80.00.

Financial Impact:  None

Other Board/Commission Action:  None

Recommendation:  The Superintendent of Schools recommends that the Board of Education approve these transfers in the FY2020-2021 Budget.

Matthew Geary
Matthew Geary
Superintendent of Schools
Manchester, CT
March 22, 2021
Manchester Public Schools
Manchester, Connecticut

TO: Accounting Department       School/Department: Social Work

Date of Request: 03/05/2021       Approver: Sarah Burke

Date Approved: 03/05/2021

JUSTIFICATION (Required Field): To replenish funds in Dues/Fees to purchase an online subscription for a social worker.

SUBJECT:
TRANSFER BUDGET MONIES FROM ONE LINE ACCOUNT TO ANOTHER

DECREASE - In whole dollars only:

$ 80.00  Account #32699210 5611  Description: Sys. Social Work Instr. Supplies
$  Account #  Description:
$  Account #  Description:

$ 80.00  TOTAL DECREASE

INCREASE - In whole dollars only:

$ 80.00  Account #32699210 5810  Description: Sys. Social Work Dues/Fees
$  Account #  Description:
$  Account #  Description:

$ 80.00  TOTAL INCREASE (Must match total decrease)

Accounting Department Only

Board Approval Needed: Yes X No ___

Date of Board Approval: ______________________

Date Transfer Completed: ______________________   Name: ______________________
To: Manchester Board of Education

From: Matthew Geary, Superintendent of Schools

Subject: Item for Appropriation Enfield Head Start Training FY 21-22

Date: March 9, 2021

**Background:** The Manchester Board of Education receives an annual grant from the Federal government in order to provide operating funds for its delegate, the Enfield Board of Education’s Head Start Training and Technical Assistance activities. This new award will be for the period 3/1/21 - 2/28/22.

**Discussion/Analysis:** These funds are used to pay for the various training activities for all certified and non-certified staff.

**Financial Impact:** Without these supplemental funds, Head Start would need funding support from its program operating budget.

**Other Board/Commission Action:** None

**Recommendation:** The Superintendent recommends that the Board of Education request the Board of Directors to create an Enfield Head Start Training and Technical Assistance appropriation for the fiscal year 2021-2022, in the amount of $11,241.

**Attachments:** None

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Matthew Geary
Superintendent of Schools
Manchester, CT
March 22, 2021
To: Manchester Board of Education

From: Matthew Geary, Superintendent of Schools

Subject: Item for Appropriation Enfield Head Start FY 21-22

Date: March 9, 2021

Background: The Manchester Board of Education receives an annual grant from the Federal Government in order to provide operating funds for its delegate, the Enfield Board of Education’s Head Start Program. This award is for the period 3/1/21-2/28/22.

Discussion/Analysis: These funds are used to prepare three and four-year-old students for kindergarten.

Financial Impact: Grant funds cover 80% of the cost of implementation for this program, with the remaining 20% coming from the Enfield Board of Education, in the form of real dollars and in-kind services.

Other Board/Commission Action: None

Recommendation: The Superintendent recommends that the Board of Education request the Board of Directors to create the Enfield Head Start appropriation for fiscal year 2021-2022 in the amount of $949,646.

Attachments: None

Matthew Geary
Superintendent of Schools
Manchester, CT
March 22, 2021
To: Manchester Board of Education

From: Matthew Geary, Superintendent of Schools

Subject: Item for Appropriation Manchester Head Start Training FY 21-22

Date: March 9, 2021

**Background:** The Manchester Board of Education receives an annual grant from the Federal Government in order to provide operating funds for the Manchester Head Start program’s Training and Technical Assistance activities. This award is for the period 3/1/21 - 2/28/22.

**Discussion/Analysis:** These funds are used to pay for the various training activities for all certified and non-certified staff.

**Financial Impact:** Without these supplemental funds, Head Start would need funding support from its program operating budget.

**Other Board/Commission Action:** None

**Recommendation:** The Superintendent recommends that the Board of Education request the Board of Directors to create the Manchester Head Start Training and Technical Assistance appropriation for the fiscal year 2021-2022 in the amount of $15,208.

**Attachments:** None

Matthew Geary
Superintendent of Schools
Manchester, CT
March 22, 2021
To: Manchester Board of Education

From: Matthew Geary, Superintendent of Schools

Subject: Item for Appropriation Manchester Head Start FY 21-22

Date: March 9, 2021

Background: The Manchester Board of Education receives an annual grant from the Federal Government in order to provide operating funds for the Manchester Head Start program. This award is for the period 3/1/21-2/28/22.

Discussion/Analysis: These funds are used to prepare three and four-year-old students for kindergarten.

Financial Impact: Grant funds cover 80% of the cost of implementation for this program, with the remaining 20% coming from the Manchester Board of Education, in the form of real dollars and in-kind services.

Other Board/Commission Action: None

Recommendation: The Superintendent recommends that the Board of Education request the Board of Directors to create the Manchester Head Start appropriation for fiscal year 2021-2022 in the amount of $1,284,815.

Attachments: None.

Matthew Geary
Superintendent of Schools
Manchester, CT
March 22, 2021
Welcome to Martin School
<table>
<thead>
<tr>
<th>01</th>
<th>The New Frontier</th>
<th>02</th>
<th>Home on the Range</th>
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<tbody>
<tr>
<td></td>
<td>New Whole School Initiatives created during Covid.</td>
<td></td>
<td>Whole School Initiatives created prior to Covid that will continue once safe to do so.</td>
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<tr>
<td>03</td>
<td>Horsepower</td>
<td>04</td>
<td>Back on Track</td>
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<td>How is our Equity work is impacting our school community.</td>
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<td>Data and a glance at our future.</td>
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CHAPTER 1

The New Frontier
New Initiatives this School Year:

1. Virtual Learning Walk for Teacher Professional Development
2. The Acceleration Block
3. Communication to Families
4. Whole School Virtual Activities
   a. Black History Month Assembly
   b. Reading Rally Month
   c. Balloon Parade
   d. Variety Show
Virtual Learning Walk for Teacher Professional Development

On the next slide we'll watch a highlight video!
# The Acceleration Block

<table>
<thead>
<tr>
<th>Time</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
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<tbody>
<tr>
<td>12:30-12:50</td>
<td>Holder - Math Intervention Mark Campfield</td>
<td>Hrenko Book Club- Level N/O Chris Tracy</td>
<td>Dieterle Phonics Darryl/Mark</td>
<td>Holder - Math Intervention Mark Campfield</td>
<td>Hernandez - SEL Chris Tracy</td>
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<td>Dieterle Guided Reading Level M Scott Peter</td>
<td>Holder Guided Reading Level N Emily Melanie</td>
<td>Dreambox Math Tiffany/Tracy</td>
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<td>Percy - Reading service hours Darryl Tiffany Leila</td>
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<td>Independent Reading/Write about Reading of Book Club Book Melanie/Leila</td>
<td>Dieterle Guided Reading Level M Scott Peter</td>
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<td>Book Club Campfield/Chris</td>
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Miss Holder hosts an acceleration group.
communication to Families

-Memo
-Blackboard
-Progress Reports
-Mr. Hardy’s Virtual Art Portfolio

The Monthly Memo sent out to all families
Whole School Activities: Black History Month

-Black History Month Town Meeting: virtual presentation where all classes shared what they learned throughout Black History Month

-Black Hero Awards: Students were nominated based on characteristics they shared with a Black Hero

-Awards and Town Meeting were sent virtually to all parents

-All classes were able to view during the school day

On the next slide we'll watch the intro video!
Whole School Activities: Reading Rally Month

- **Month Long Activities**
- **Virtual Activities** (ex. Read Alouds with related crafts) to get Remote Students Involved
- **Dress Like a Book Character Day**
- **Guest Readers**- Virtually and Recordings

On the next slide we’ll watch a clip of the read aloud!

Ms. Hrenko dresses up like her favorite book character, Escargot.
Reading Rally Month: Dress Like a Book character Day

Second Graders dress up as their favorite book characters
Whole School Activities: Balloon Parade

- Students were given materials to make their own balloon that represented their favorite character just like at the Macy’s Day Parade

- All hybrid students could participate in 2020

- Video created with pictures of creations

- Other schools decided to participate in a similar activity

Watch the intro to the virtual balloon parade on the next slide!
Matthew
from Mrs. Eagleson’s Grad
Whole School Activities: Variety Show

- 2020 Variety Show ECHO Preparation

- 2021 Students can send in a video of their talent to be compiled for a video to be sent out virtually to be viewed by all families

Students perform during in-school variety show (Spring 2019)
Chapter 2

Home on the Range
Home on the Range

Initiatives to be Implemented Again:

1. Kindergarten First Day
2. The FRC and MELC Partnership
3. The Everyday Program Integration
4. Whole School Activities
   a. Field Trip
   b. Concert and Learning Celebrations
   c. Science Fair
Kindergarten First Day

- Families sent a postcard over the summer
- Two grown ups invited per child
- Join students for an abbreviated day to foster guardian-school partnership
- If guardian cannot attend, staff is assigned to be that student’s support for the day
- Coffee Hour in Library once they say goodbye to students

First Day of School
(Fall 2019)
Kindergarten First Day Testimonials

“Our family enjoyed the first day of kindergarten program. It was a very comfortable transition for [our son] and us. I don’t really have any constructive criticism to offer but thank you for reaching out.”

“We enjoyed the first day of school activities for Kindergarten, although I wish there was a part in which all grades were together outside on the blacktop. I felt rushed spending time with my other child even though it wasn’t his first time at Martin, it was still his first day also.”

“I was very pleased with the first day of school activities. It was great to have all of the grade-K students meet in the cafeteria for the first time and get to know several of the other parents. I enjoyed spending the... (cont.) morning in [my child’s] classroom as well. I think that it helped him feel comfortable to have someone familiar while he was getting to know all of the others in the room.”
In collaboration with MELC, Martin Family Resource has been responsible for the linkage of social services agencies and the school district in order to connect needed resources for students, families, and school-based interventions.

- Developed relationships with community partners, students and staff
- Plan, coordinate, and successfully execute center programs and
- Provide referral information to families
- Conduct mindfulness & wellness groups (K-4)
Lunch Bunch in the FRC Room
(Fall 2019)
Lunch Bunch in the FRC Room (Fall 2019)
Minute to Win It (2019)
Minute to Win It and Game Night (2019)
Everyday Program Integration
Whole School Activities: Field Trip

- Annually, the Martin School PTA funds a school wide inclusive (K-4) field trip
- Students have experienced plays and symphony performances
  - Miss Nelson is Missing
  - Magic School Bus: Get Lost in Outer Space
  - Lemony Snicket’s The Composer is Dead
Whole School Activities: concert & Learning celebrations

- Students performed in the gym singing songs they were learning in Music and their read aloud theater performance.

- Students and families went back to the classroom to share their reading, writing, and math portfolios.
Whole School Activities: Science Fair

Science Fair Participants:
March 2019

- Black: 21.4%
- Hispanic: 16.1%
- Asian: 12.5%
- White: 50.0%

February 2020

- Black: 21.6%
- Hispanic: 24.3%
- Asian: 10.8%
- White: 43.2%

Martin School Demographics (2019)

Science Fair Winners:
March 2019

February 2020

VS.
CHAPTER 3

Horsepower
“If non-white children are old enough to experience racism, then white children are old enough to learn about it.”

—Calvin Terrell
How is our Equity work impacting our school community?

Staff Testimonials

Feedback about SEL/Equity Curriculum
How is our Equity work impacting our school community?

Student Testimonials

Students share about the SEL and Equity Read Alouds.
Equity PD at Martin

- Create feedback forms and reflect on staff needs to plan next steps
- Offer opportunities to reflect on resources to stay engaged and continue the work in private settings
- Breakout rooms on Google Meet to continue small group discussions

### Martin Equity Choice Board

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<tr>
<th>Read</th>
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<th>Follow</th>
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<tr>
<td></td>
<td>Video clips from the Equity videos available in the main office.</td>
<td>Open up your own social media and follow some of these amazing profiles:</td>
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<td></td>
<td>Watch Video clips of several videos featuring interviews, stories, and resources.</td>
<td>@equityresources.org</td>
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How is our Equity work impacting our school community?

Staff Thoughts Based on Feedback from Surveys
CHAPTER 4

Back on Track
### Technical Exercise with a Focus on Data and Small Group Planning

Some questions about race and equity:
- How are you centering race and equity in your approach to teaching reading/writing/math.
- How are you planning using a race and equity lens?
- Is there a gap when reviewing the data?

Focus on: data, scores, and small group planning

---

### Adaptive Exercise with a focus on the personal, interpersonal, and operational

Lots of questions about race and equity:
- How do I define my racialized identity?
- How have you created relationships with students and families in your classroom, particularly those with marginalized identities?
- When designing your lessons, planning activities and thinking about your relationships with scholars and families, what is your level of consideration regarding the racial and other identities of the students in front of you?

Focus on: self, relationships, and data through the lens of systems and structures

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### How It Started

Data Reviews: Lens on Equity/ ELA & Math

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### How It's Going

Data Reviews: Lens on Equity/ ELA & Math

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Student and Staff Assistance Team

- Literacy/Numeracy/SEL
- Tier 2/3
- 6-8 week cycles
- SMART goals and progress monitoring
- Differentiated Tier 1
- Acceleration

**Updated SMART Goal Statement:**

By February, Marty will be able to read level G texts with at least 90% accuracy.
- He will be able to blend and segment words with up to 4 sounds, including digraphs.
- He will increase his sight word knowledge from 78 to 100.

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<th>Grade</th>
<th>Avg. Growth in months</th>
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At Martin, we celebrate our Mustangs
The End