

**ENFIELD BOARD OF EDUCATION  
ENFIELD, CONNECTICUT**

**Time-Place:**

**Council Chambers  
820 Enfield Street  
Enfield, CT**

**Date: 01-10-23**

**7:00 PM Regular Meeting**

<https://youtu.be/DszKoWEyCcg>

1. **Call to Order – 7:00 PM**
2. **Invocation or Moment of Silence – Amanda Pickett**
3. **Pledge of Allegiance – Amanda Pickett**
4. **Fire Evacuation Announcement**
5. **Roll Call**
6. **Board Guest(s)**
  - a. **United Sound**
7. **Superintendent’s Report**
  - a. **Student Representative Update**
  - b. **JFK Grand Re-Opening**
  - c. **EPS Update**
8. **Audiences**
9. **Board Members’ Comments**
10. **Unfinished Business**
  - a. **Adopt Policy Revisions – Second Reading**
11. **New Business**
12. **Board Committee Reports**

<ul style="list-style-type: none"><li>- <b>Curriculum Committee</b></li><li>- <b>Finance, Budget Committee</b></li><li>- <b>Policy Committee</b></li><li>- <b>Leadership Committee</b></li><li>- <b>Joint Facilities Committee</b></li></ul>	<ul style="list-style-type: none"><li>- <b>JFK Building Committee</b></li><li>- <b>Joint Security Committee</b></li><li>- <b>Enfield Mental Health Wellness Workgroup</b></li><li>- <b>Enfield Cultural Arts Commission</b></li><li>- <b>Any Additional Committees</b></li></ul>
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13. **Approval of Minutes:**
  - **Regular BOE Meeting Minutes: December 13, 2022**
14. **Approval of Accounts and Payroll:**
  - **For the Month of November & December 2022**
  - **Line Item Transfers, if any**
15. **Correspondence and Communications**
16. **Executive Session**
17. **Adjournment**



**Date:** January 10, 2023  
**To:** Enfield Board of Education  
**From:** Mr. Christopher J. Drezek  
**Re:** Board Guest(s)

- a. **United Sound:** We welcome our PK-12 Music Coordinator Mark Reppucci, and United Sound – Voice4Change Advisors Ashley Schell and Daniel Berman. Ashley and Daniel will introduce any students that are present. Enclosed in your packet is information about the Voice4Change program.



**Date:** December 13, 2022  
**To:** Enfield Board of Education  
**From:** Mr. Christopher J. Drezek  
**Re:** Superintendent's Report

- a. **Student Representative Update:** Each of our Enfield High School Student Representatives may have some information or comments to share with the Board regarding events/happenings at Enfield High.
- b. **JFK Grand Re-Opening:** The John F. Kennedy Building Committee will hold a grand re-opening ceremony on January 12<sup>th</sup> at JFK at 6:00 PM. Enclosed in your packets is a copy of the invitation.
- c. **EPS Update:** I will update the Board regarding our schools at this time.



**Date:** January 10, 2023  
**To:** Enfield Board of Education  
**From:** Mr. Christopher J. Drezek  
**Re:** Adopt Policy Revisions – Second Reading

Board members approved a first Reading on the December 13<sup>th</sup> for the four (4) current policies with proposed revisions. These policies have been placed on the website for public input.

**Policy Revisions:**

- 5113.2 Truancy
- 5141.4 Reporting of Child Abuse, Neglect and Sexual Assault
- 5145.511 Sexual Abuse Prevention and Education Program (*this policy has been completely rewritten*)
- 9325.2 Order of Business and Meeting Conduct

Policy Committee Chair Scott Ryder and/or Policy Committee Liaison Assistant Superintendent Longey can address any Board member questions regarding these proposed policy revisions.

Therefore, the Enfield Board of Education may take any action(s) deemed appropriately regarding approving the proposed policy revisions as presented for a Second Reading.



### Outline of Program: Curriculum Key Points

- Meet weekly: Mondays from 2:15-3pm.
- Chapter Presidents build the lesson plans and conduct each meeting.
- Each United Sound meeting follows a specific format:
  - Getting to Know You circle activity to begin
  - Ice Breaker game
  - Note Reading/Instrument playing time
- Music literacy and beginning song books, as well as flashcards, are in the process of being mailed to the school momentarily.
- Students receive re-written music for a song on the concert to perform with the rest of the band.
  - Re-written music matches musical notation in method books provided by United Sound.
  - Re-written music also matches current skill levels of the students.
  - New Musician modified music is written by the peer mentors.

### Performance Opportunities

- Students marched with the EHS Marching Band for the Torchlight Parade on Sunday, December 4, 2022.
- Our Winter concert was held Wednesday, December 14, 2022, and our New Musicians played for the first time on stage.
- We are potentially attending a Musical Alliance District Sharing Day on March 14, 2023.
- Our Spring concert is scheduled for Thursday, May 18, 2023.

### Next Steps for Program

- Proposal for United Sound being placed into the school day to provide more equitable access for students and families who have difficulty with transportation.
- Potential meeting with the Commissioner of Education—date and time to be determined.

### Interested in Learning More?

- <https://www.unitedsound.org/>



- <https://portal.ct.gov/Voice4Change/V4C/Voice4Change-Program>





**Background on Program Implementation**

- As part of the Covid-19 Relief funding (ESSER), Connecticut implemented the Voice4Change program. Students were given the opportunity to draft a proposal for an area of need they'd like to see supported with a \$20,000 grant.
- Seven Enfield High School students wrote a proposal for United Sound, an inclusive, peer-mentoring program that provides access to ensemble music education to students with learning and developmental disabilities.
- Proposals were approved by a building committee at EHS and the State. Students created videos pitching their proposals to the student body, and all students were given the chance to vote for what program they'd like to see at the school.
- United Sound was the recipient of the \$20,000 grant, and the program began Fall 2022 with three new musicians and 13 peer mentors.

**Names of Advisors:** Ashley Schell, Enfield High School Band Director, and Daniel Bergman, Enfield High School Special Education Teacher.

**New Musicians and Mentors:**

New Musicians	Peer Mentors
William Bergman Autumn Leduke Conlan Shaw	Charlotte Poltronieri- Chapter President Kallianna Zaugg- Chapter President Alexa Babbitt Charise Barbara Christopher Barbara Olivia Eugenio James Gannon Harley Griffin Katherine Knapp Ari Swanger Aiden Tetreault Sara Voneisengrein Kalee Xiong

**Outline of Program: Goals**

- Teach students with learning and developmental disabilities music instruments often found in ensembles.
- Bridge the gap between students with disabilities and their peers by developing a positive community and bringing all students into the traditional ensemble.

Item #76.

# The Members of the Enfield Town Council and Board of Education Invite You...

To participate with us in the Grand Re-Opening Ceremony for  
the newly Renovated John F. Kennedy Middle School on



Thursday January 12, 2023  
6:00 PM

John F. Kennedy Middle School  
Auditorium  
155 Raffia Road  
Enfield, CT 06082

There will be a public walk thru as part of the ceremony

Please enter through the Auditorium & Gym Entrance located on the east side /  
athletic field side of the building

\*For more information on the JFK Middle School Renovation, please visit  
<https://www.facebook.com/JFKMiddleSchoolBuildingCommittee>



ENFIELD PUBLIC SCHOOLS  
Enfield, Connecticut**Students**

5113.2

**Truancy****Introduction and Definitions**

The District's policy on student truancy shall stress early prevention and inquiry leading to remediation of absences rather than imposition of punitive measures for students. Referral to legal authorities normally shall be made only when local resources are exhausted. For purposes of implementing this policy and for reporting purposes regarding truancy, the District will utilize the State Board of Education approved definitions of "excused," "unexcused," and "disciplinary" absences (*see policy #5113*).

**"Truant"** shall mean a student age five to eighteen, inclusive, who has four unexcused absences in any one month, or ten unexcused absences in one school year.

**"In attendance"** shall mean a student if present at his/her assigned school, or an activity sponsored by the school (e.g., field trip), for at least half of the regular school day. A student who is serving an out-of-school suspension or expulsion should always be considered absent.

**"Chronically absent child"** is an enrolled student whose total number of absences at any time during a school year is equal to or greater than ten percent of the total number of days that such student has been enrolled at such school during such school year.

**"Absence"** means an excused absence, unexcused absence or disciplinary absence, as those terms are defined by the State Board of Education pursuant to C.G.S. 10-198b.

**"Mental health wellness day"** means a school day during which a student attends to his/her emotional and psychological well-being in lieu of attending school. Such days must be nonconsecutive.

**"District chronic absenteeism rate"** means the total number of chronically absent children in the previous school year divided by the total number of children under the jurisdiction of the Board of Education for such school year.

**"School chronic absenteeism rate"** means the total number of chronically absent children for a school in the previous school year divided by the total number of children enrolled in such school for such school year.

**Remediation of Truancy**

School personnel shall seek cooperation from parents or other persons having control of such child and assist them in remedying and preventing truancy. The Superintendent of Schools shall develop regulations which will detail the following school district obligations under the district's truancy policy.



## **Students**

### **Truancy**

#### **Remediation of Truancy (continued)**

1. Notify parents annually of their obligations under the attendance policy.
2. Obtain telephone numbers for emergency record cards or other means of contacting parents or other persons having control of the child during the school day.
3. Establish a system to monitor student attendance.
4. Make a reasonable effort by telephone and by mail to notify parents or other persons having control of the child, enrolled in grades one through eight, inclusive, when a child does not arrive at school and there has been no previously approval or other indication which indicates parents are aware of the absence. *(Note: Persons who in good faith give or fail to give notice pursuant to this section shall be immune from any liability, civil or criminal, which might otherwise be incurred or imposed and shall have immunity with respect to any judicial proceeding which results from such notice or failure to give notice.)*
5. Identify a student as “truant” when the student accumulates four unexcused absences in any month or ten in a school year.
6. Identify a student as “chronically absent” when the student accumulates a total number of absences at any time during a school year that is equal to or greater than ten percent of the total number of days that such student has been enrolled at the school during the school year.
7. Appropriate school staff meet with parents of a child identified as truant or chronically absent to review and evaluate the situation, within ten days of such designation. Such meeting may involve the school or District Attendance Team.

Students so identified may be subject to:

- (a) retention in the same grade to acquire necessary skills for promotion or retention.
  - (b) a requirement to complete a summer school program successfully before being promoted to the next grade.
8. When a petition is filed, an educational evaluation of the truant student shall be done by appropriate school personnel if no such evaluation has been performed within the preceding year.
  9. Provide coordination of services and refer “truants” to community agencies which provide child and family services.
  10. If in existence, refer the child to the children’s probate court truancy clinic.

## Students

### Truancy

#### Remediation of Truancy (continued)

- 11. Provide notice to the parents/guardian the information concerning the 2-1-1 Infoline and other pediatric mental and behavioral health screening sources and tools provided by the State Department of Education.***

The Board shall implement a truancy intervention model identified by the Connecticut State Department of Education (SDE) for any school within the District that has a disproportionately high rate of truancy, as identified by the Commissioner of Education. The intervention models must also address the needs of students with disabilities. Parents or other persons having control of each child shall be notified of such truancy model.

#### Chronic Absenteeism

The Board of Education, in compliance with statute, requires the establishment of attendance review teams when chronic absenteeism rates in the District or at individual schools in the District meet the following circumstances:

1. A District team must be established when the District's chronic absenteeism rate is 10 percent or higher.
2. A school team must be established when the school chronic absenteeism rate is 15 percent or higher.
3. A team for either the District or each school must be established when (a) more than one school in the District has a school chronic absenteeism rate of 15 percent or higher or (b) a District has a District chronic absenteeism rate of 10 percent or higher and one or more schools in the District have a school chronic absenteeism rate of 15 percent or higher.

The membership of attendance review teams may consist of school administrators, guidance counselors, school counselors, school social workers, teachers, chronically absent children, parents or guardians of chronically absent children, and representatives from community-based programs who address issues related to student attendance by providing programs and services to truants.

Each attendance review team shall be responsible for reviewing the cases of truants and chronically absent children, discussing school interventions and community referrals for such truants and chronically absent children and making any additional recommendations for such truants and chronically absent children and their parents or guardians. Each attendance review team shall meet at least monthly.

In the calculation of the District's chronic absenteeism rate and the school chronic absenteeism rate, a student's engagement, in grades 9-12, in remote virtual learning shall be excluded if such engagement accounts for not less than one-half of the school day. In addition, the calculation of

## Students

### Truancy

#### **Chronic Absenteeism (continued)**

chronic absenteeism rates shall exclude absence resulting from a student taking a mental health day pursuant to P.A. 21-46.

The District shall utilize the chronic absenteeism prevention and intervention plan developed by the State Department of Education when it becomes available. Such plan must include the means for collecting and analyzing data relating to student attendance, truancy and chronic absenteeism. The data must be disaggregated by school district, school grades and subgroups such as race, ethnicity, gender, eligibility for free and reduced priced lunches, students whose primary language is no English, and student with disabilities.

The District shall annually include in information for the strategic school profile report for each school and the District that submitted to the Commissioner of Education, data pertaining to truancy and chronically absent children.

The Principal or his/her designee of any elementary or middle school located in a town/city designated as an alliance district may refer to the children's truancy clinic established by the Probate Court serving the town/city, a parent/guardian with a child defined as a truant or who is at risk of becoming a truant. (An attendance officer or a police officer shall deliver the citation and summons and a copy of the referral to the parent/guardian.)

(cf. 5113 – Attendance)

Legal Reference: Connecticut General Statutes  
10-184 Duties of parents. (~~as amended by PA 98-243, PA 00-157 and PA 18-15~~)  
10-198a Policies and procedures concerning truants (~~as amended by PA 00-157, PA 11-136 and PA 16-147~~)  
10-198b State Board of Education to define “excused absence”, “unexcused absence”, and “disciplinary absences”  
10-198c Attendance review teams (~~as amended by PA 17-14~~)  
10-198d Chronic absenteeism (~~as amended by PA 18-182~~)  
10-198e Identification of truancy identification models (~~as amended by PA 18-182~~)  
10-199 through 10-202 Attendance, truancy in general. (~~Revised, 1995, PA 95-304~~)  
45a-8c Truancy clinic. Administration. Policies and procedures. Report. (~~as amended by PA 15-225~~)  
10-220(c) Duties of boards of education (~~as amended by PA 15-225~~)  
10-202e-f Policy on dropout prevention and grant program.  
10-221(b) Board of education to prescribe rules.



**Students**

**Truancy** (continued)

*Campbell v New Milford, 193 Conn 93 (1984).*

***PA 22-47 An Act Concerning Children's Mental Health***

*Action taken by the State Board of Education on January 2, 2008, to define "attendance."*

*Action taken by the State Board of Education on June 27, 2012, to define "excused and "unexcused" absences.*

**Policy Adopted: January 27, 2022**

**Policy Revised:**

**ENFIELD PUBLIC SCHOOLS  
Enfield, Connecticut**

**Students**

**P5141.4**

**Reporting of Child Abuse, Neglect and Sexual Assault**

~~In furtherance of CGS 17a-101 et. seq., and its purpose, it is the policy of the Board of Education to require ALL EMPLOYEES of the Board of Education to report suspected abuse and/or neglect, or imminent risk of serious harm, in accordance with the procedures set forth in this policy.~~

*The Board of Education (Board) recognizes its legal and ethical obligations in the reporting of suspected child abuse, neglect and sexual assault. Any person applying for employment with the Board shall submit to a record check of the Department of Children and Families Child Abuse and Neglect Registry before the person may be hired. Mandated reporters include all school employees, specifically Superintendent, Administrators, teachers, substitute teachers, guidance counselors, school counselors, paraprofessionals, coaches of intramural and interscholastic athletics, as well as licensed nurses, physicians, psychologist and social workers and licensed behavior analysts either employed by the Board or working in one of the district schools, or any other person who, in the performance of his or her duties, has regular contact with students and who provides services to or on behalf of students enrolled in district schools. Such individual(s) who have reasonable cause to suspect or believe that a child has been abused, neglected, placed in imminent risk of serious harm, or sexually assaulted by a school employee is required to report such abuse, neglect or risk and/or sexual assault.*

*The Board shall annually distribute the mandated reporter policy electronically to all school employees. The Board shall annually distribute electronically, to all school employees, Board members, parents and guardians of enrolled students, (1) guidelines on identifying, and reporting child sexual abuse and assault awareness and prevention program.*

*A mandated reporter's suspicions may be based on factors including, but not limited to, observations, allegations, facts by a child, victim or third party. Suspicion or belief does not require certainty or probable cause.*

*In furtherance of CGS 17a-101 et. seq., and its purpose, it is the policy of the Board of Education to require ALL EMPLOYEES of the Board of Education to report suspected abuse and/or neglect, or imminent risk of serious harm, in accordance with the procedures set forth in this policy.*

Furthermore, the Board of Education requires all personnel who have reasonable cause to suspect or believe that a child, under the age of eighteen (18), except in the case of sexual assault by a school employee, has been abused, neglected, has had non-accidental physical injury, or injury which is at variance with the history given of such injury, is placed in imminent danger of serious harm or has been sexually abused by a school employee to report such cases in accordance with the law, Board policy and administrative regulations. The mandatory reporting requirement regarding the sexual assault of a student by a school employee applies based on the person's status as a student, rather than his or her age.



## Students

### Reporting of Child Abuse, Neglect and Sexual Assault (continued)

A mandated reporter shall make an oral report, by telephone or in person, to the Commissioner of Children and Families or a law enforcement agency as soon as possible, but no later than twelve (12) hours after the reporter has reasonable cause to suspect the child has been abused, or neglected *or placed in imminent risk of serious harm.*

In addition, the mandated reporter shall inform the building principal or his/her designee that he/she will be making such a report. Not later than forty-eight hours of making the oral report, the mandated reporter shall file a written *or electronic* report with the Commissioner of Children and Families or his/her designee. (The Department of Children and Families has established a 24-hour Child Abuse and Neglect Hotline “*Careline*” at 1-800-842-2288 for the purpose of making such oral reports.)

*A mandated reporter may make the required oral report electronically, in the manner prescribed by the Commissioner of Children and Families. An employeemaking an electronic report shall respond to further inquiries from the Commissioner of Children and Families or designee made within twenty-four hours. Such employee shall inform the Superintendent or his/her designee as soon as possible as to the nature of the further communication with the Commissioner or designee.*

*Online reports may be made to the Careline by mandated reporters if the report is of non-emergent nature. A non-emergent situation is one in which a report is mandated by the child is not in immediate risk. (Note: Mandated reporters reporting electronically when they reasonably suspect that a child has been abused, neglected or placed at risk of imminent harm in a “non-emergent” situation, can do so without risk that they will be subject to a failure to report finding and subsequent penalties.)*

The oral and written reports shall include, if known: (1) the names and addresses of the child and his/her parents/guardians or other persons responsible for his/her care; (2) the child’s age; (3) the child’s gender; (4) the nature and extent of the child’s injury or injuries, maltreatment or neglect; (5) the approximate date and time the injury or injuries, maltreatment or neglect occurred; (6) information concerning any previous injury or injuries to, or maltreatment or neglect of, the child or his/her siblings; (7) the circumstances in which the injury or injuries, maltreatment or neglect came to be known to the reporter; (8) the name of the person(s) suspected to be responsible for causing such injury or injuries, maltreatment or neglect; (9) the reasons such person or persons are suspected of causing such injury or injuries, maltreatment or neglect; (10) any information concerning any prior cases in which such person or persons have been suspected of causing an injury, maltreatment or neglect of a child; and (11) whatever action, if any, was taken to treat, provide shelter or otherwise assist the child. (For purposes of this section pertaining to the required reporting, a child includes any victim under eighteen years of age educated in a technical high school or District school. Any person who intentionally and unreasonably interferes with or prevents the making of the required report or attempts to conspire to do so shall be guilty of a class D felony, unless such individual is under eighteen years of age or educated in the technical high school system or in a District school, other than part of an adult education program.)



## **Students**

### **Reporting of Child Abuse, Neglect and Sexual Assault** (continued)

If the report of abuse, neglect or sexual assault involves an employee of the District as the perpetrator, the District may conduct its own investigation into the allegation, provided that such investigation shall not interfere with or impede any investigation conducted by the Department of Children and Families or by a law enforcement agency.

The Board recognizes that the Department of Children and Families is required to disclose records to the Superintendent of Schools in response to a mandated reporter's written or oral report of abuse or neglect or if the Commissioner of Children and Families has reasonable belief that a school employee abused or neglected a student. Not later than five (5) working days after an investigation of child abuse or neglect by a school employee has been completed, DCF is required to notify the school employee and the Superintendent and the Commissioner of Education of the investigation's results. If DCF has reasonable cause, and recommends the employee be placed on DCF's Child Abuse and Neglect Registry, the Superintendent shall suspend such employee.

The Board, recognizing its responsibilities to protect children and in compliance with its statutory obligations, shall provide to each employee in-service training regarding the requirements and obligations of mandated reporters. District employees shall also participate in training offered by the Department of Children and Families. Each school employee is required to complete a refresher training program, not later than three years after completion of the initial training program and shall thereafter retake such refresher training course at least once every three years.

The Principal of each school in the district shall annually certify to the Superintendent that each school employee working at such school has completed the required initial training and the refresher training.

State law prohibits retaliation against a mandated reporter for fulfilling his/her obligations to report suspected child abuse or neglect. The Board shall not retaliate against any mandated reporter for his/her compliance with the law and Board policy pertaining to the reporting of suspected child abuse and neglect.

In accordance with the mandates of the law and consistent with its philosophy, the Board in establishing this policy directs the Superintendent of Schools to develop and formalize the necessary rules and regulations to comply fully with the intent of the law.

This policy will be distributed annually to all employees. Documentation shall be maintained that all employees have, in fact, received the written policy and completed the required initial and refresher training related to mandated reporting of child abuse and neglect as required by law.

The Board of Education will post the telephone number of the Department of Children and Families' child abuse hotline, Careline, and the Internet web address that provides information about the Careline in each District school in a conspicuous location frequented by students. Such posting shall be in various languages most appropriate for the students enrolled in the school.

## **Students**

### **Reporting of Child Abuse, Neglect and Sexual Assault**

#### **Establishment of the Confidential Rapid Response Team**

The Board of Education shall establish a confidential rapid response team to coordinate with DCF to (1) ensure prompt reporting of suspected child abuse or neglect; or 1st, 2nd, 3rd, or 4th degree sexual assault; 1st degree aggravated sexual assault; or 3rd degree sexual assault with a firearm of a student not enrolled in adult education by a school employee and (2) provide immediate access to information and individuals relevant to DCF's investigation of such cases.

The confidential rapid response team shall consist of (1) a local teacher and the Superintendent, (2) a local police officer, and (3) any other person the Board of Education deems appropriate.

DCF, along with a multidisciplinary team, is required to take immediate action to investigate and address each report of child abuse, neglect or sexual abuse in any school.

#### **Hiring Prohibitions**

The Board of Education will not employ anyone who was terminated or resigned after a suspension based on DCF's investigation, if he or she has been convicted of (1) child abuse or neglect or (2) 1st, 2nd, 3rd, or 4th degree sexual assault; 1st degree aggravated sexual assault; or 3rd degree sexual assault with a firearm of a student who is not enrolled in adult education.

The Board of Education will not employ an individual who was terminated or resigned, if he or she (1) failed to report the suspicion of such crimes when required to do so or (2) intentionally and unreasonably interfered with or prevented a mandated reporter from carrying out this obligation or conspired or attempted to do so. This applies regardless of whether an allegation of abuse, neglect, or sexual assault has been substantiated.

(cf. 4112.6/4212.6 – Personnel Records)

(cf. 5145.511 – Sexual Abuse Prevention and Education Program)

Legal Reference: Connecticut General Statutes

110-151 Teacher Tenure Act.

0-220a Inservice training. Professional development committees. Institutes for educators. Cooperating teacher program, regulations (~~as amended by PA 11-93~~)

10-221d Criminal history records check of school personnel. Fingerprinting. Termination or dismissal (~~as amended by PA 11-93~~)

## Students

### Reporting of Child Abuse, Neglect, and Sexual Assault

Legal Reference: Connecticut General Statutes (continued)

10-221s Investigations of child abuse and neglect. Disciplinary action. (as amended by PA 16-188)

17a-28 Definitions. Confidentiality of and access to records; exceptions. Procedure for aggrieved persons. Regulations (as amended by PA 11-93 and PA 14-186)

17a-101 Protection of children from abuse. Reports required of certain professional persons. When child may be removed from surroundings without court order ***Educational and training program. Model mandated reporting policy.*** (as amended by PA 96-246, PA 00-220, PA 02-106, PA 03-168, PA 09-242, PA 11-93, PA 15-205, PA 18-15 and PA 18-17)

17a-101a Report of abuse or neglect by ***or injury of child or imminent risk of serious harm to the child. Penalty for failure to report. Notificaiton of Chief Sate's Attorney.*** mandated reporters. (as amended by PA 02-106, PA 11-93, and PA 15-205, PA 18-15 and PA 18-17)

***17a-101b Report by mandated reporters. Notification of law enforcement agency when allegation of sexual abuse or serious physical abuse. Notification of person in charge of institution, facility or school when a staff member suspected of abuse or neglect.***

***17a-101c Written or electronic report by mandated reporter.***

***17a-101d Contents of reports.***

***17a-101e Employer prohibited from discriminating or retaliating against employee who makes a good faith report or testifies regarding child abuse or neglect. Immunity from civil or criminal liability. False report of child abuse. Referral to Office of the Chief State's Attorney. Penalty.***

***17a-101g Classification and evaluation of reports. De3termination of abuse or neglect of child. Investigation. Notice, entry of recommended finding. Referral to local law enforcement authority. Home visit. Removal of child in imminent risk of harm. Family assessment response program. Development of service plans and plans of care. Monitoring. Disclosure of information to community providers. Annual report.***

***17-101i Abuse or neglect by school employees or staff member of public or private institution or facility providing care for children. Notice. Adoption of policy. Employee training program.***



**Students**

**Reporting of Child Abuse, Neglect, and Sexual Assault**

Legal Reference: Connecticut General Statutes (continued)

*17a-101o School Employee failure or delay in reporting child abuse or neglect. Policy regarding delayed report by mandated reporters.*

~~17a-102 Report of danger of abuse. (as amended by PA 02-106)~~

~~17a-106 Cooperation in relation to prevention, identification and treatment of child abuse/neglect.~~

*DCF Policy 22-1-3 Mandated Reporter's Failure to Report.*

*PA 22-87 An act Concerning the Identification and Prevent of and Response to Adult Sexual Misconduct Against Children.*

~~P.A. 11-93 An Act Concerning the Response of School Districts and the Departments of Education and Children and Families to Reports of Child Abuse and Neglect and the Identification of Foster Children in a School District.~~

~~P.A. 15-205 An Act Protecting School Children.~~

~~P.A. 14-186 An Act Concerning the Department of Children and Families and the Protection of Children.~~

**Policy Adopted: February 23, 2021**

**Policy Revised:**

**ENFIELD PUBLIC SCHOOLS  
Enfield, Connecticut**

**Students**

**P5145.511**

*Exploitation: Sexual Harassment*

*Sexual Abuse Prevention and Education Program*

*Definitions*

*Sexual violence is a multi-layered oppression that occurs at the societal and individual level and is connected to and influenced by other forms of oppression, in particular, sexism, racism and heterosexism. On the societal level, it is the preponderance of attitudes, actions, social norms that perpetuate and sustain environments and behaviors that promote a cultural tolerance, acceptance, and denial of sexual assault and abuse. On an individual level, sexual violence is a wide range of sexual acts and behaviors that are unwanted, coerced, committed without consent, or forced either by physical means or through threats.*

*Sexual abuse refers to coerced or forced sexual contact or activity that may be ongoing or occurs over time, often within a trusting relationship. Most victims know their perpetrators. Perpetrators are usually older than their victims and may trick or force them into gradually doing the sexual behavior. The sexual behavior may not be violent and may even be pleasurable to the child, who doesn't necessarily know it is wrong. Perpetrators of ongoing sexual abuse control the child/youth through secrecy, shame, or threats. Children cannot consent to sexual contact with adults or older youth, and sexual contact is considered abuse, regardless of whether it includes touching or not.*

*Sexual assault usually refers to forced or unwanted sexual contact or activity that occurs as a single incident, as opposed to ongoing sexual abuse that may continue over time. It may also involve verbal or visual behaviors, or any type of pressure designed to coerce or force someone to join in the unwanted sexual contact or activity. The assault may involve a similar range of behaviors that are attempted or perpetrated against a victim's will or when a victim cannot consent because of age or lack of capacity, , disability, or the influence of alcohol or drugs. Sexual assault may involve actual or threatened physical force, use of weapons, coercion, intimidation or pressure. The offender usually takes advantage of the victim's vulnerability. Anyone can perpetrate this type of abuse – a trusted friend or family member, a stranger, a casual acquaintance, or an intimate partner.*

*Program*

*The Enfield Public Schools shall implement the Sexual Abuse and Assault Awareness and Prevention Program identified or developed, in compliance with C.G.S 17a-101q, by the Department of Children and Families, in collaboration with the Department of Education and other assisting entities, with the goal of informing students and staff about child sexual abuse and assault awareness and available resources. The District's implementation of the Sexual Abuse and Assault Awareness and Prevention Program, per statute, shall be not later than*



*Students*

*Exploitation: Sexual Harassment*

*Sexual Abuse Prevention and Education Program (continued)*

*Program (continued)*

*October 1, 2016. The program, for students in Grades K-12, inclusive, shall include, but not be limited to:*

- 1. Providing teachers instructional modules that may include, but not be limited to:*
  - a. Training regarding the prevention and identification of, and response to, child sexual abuse and assault, and*
  - b. Resources to further student, teacher and parental awareness regarding child sexual abuse and the prevention of such abuse and assault.*
- 2. Providing mandatory training to all District staff to ensure they are fully informed on:*
  - a. The warning signs of sexual abuse and sexual misconduct involving a child, including recognizing and reporting child sexual abuse,*
  - b. Mandatory reporting requirements,*
  - c. Prevention and identification of, and response to, child sexual abuse and assault,*
  - d. Bystander and appropriate interaction with children and training programs,*
  - e. School District policies pertaining to sexual abuse and sexual misconduct,*
  - f. Establishing and maintaining professional relationships with students,*
  - g. Available resources for children affected by sexual abuse or misconduct, and*
  - h. Appropriate follow-up and care for abused students as they return to the classroom setting.*
- 3. Providing students age-appropriate educational materials designed for children in grades kindergarten to twelve, inclusive, regarding child sexual abuse and assault awareness and prevention that may include, but not be limited to:*
  - i. The skills to recognize:*
    - i. Child sexual abuse and assault,*
    - ii. Boundary violations and unwanted forms of touching and contact, and*
    - iii. Ways offenders groom or desensitize victims.*
  - j. Strategies to promote disclosure, reduce self-blame and mobilize bystanders.*
  - k. Actions that child victims of sexual abuse and assault may take to obtain assistance.*
  - l. Intervention and counseling options for child victims of sexual abuse and assault.*
  - m. Access to educational resources to enable child victims of sexual abuse and assault to succeed in school.*



*Students*

*Exploitation: Sexual Harassment*

*Sexual Abuse Prevention and Education Program (continued)*

- n. Uniform procedures for reporting instances of child sexual abuse and assault to school staff members.*

*The lessons should be evidence-informed, developmentally and age appropriate and informed by the required curricula standards and performance indicators contained in the SDE Guidelines (Section Three).*

*[Note: Above items a, b, c, d, e, and f are required per P.A. 14-196.]*

- 4. Implementing a child sexual abuse curriculum to provide age-appropriate information to teach students the difference between appropriate and inappropriate conduct in situations where child sexual abuse or sexual assault could occur, and to identify actions a child may take to prevent and report sexual abuse or sexual assault. Students will be:*
- a. Provided with resources and referrals to handle these potentially dangerous situations.*
  - b. Provided access to available counseling and educational support.*

*The Board of Education directs the Superintendent develop administrative regulations to address the issues of students obtaining assistance, intervention and counseling options, access to educational resources and procedures for reporting instances of child sexual abuse and assault.*

*A student shall be excused from participating in the sexual abuse, assault awareness and prevention program offered within the school, in its entirety or any part thereof, upon receipt by the Principal or his/her designee, of a written request from the student's parent/guardian.*

*Any student exempted from the sexual abuse and assault awareness and prevention program shall be provided, during the period of time in which the student would otherwise be participating in such program, an opportunity for other study or academic work.*

*Students shall be encouraged to disclose abuse to a trusted adult member of the staff, including, but not limited to, teachers, administrators, nurses, coaches, and counselors. Child abuse reporting procedures will be followed for all acts of violence and sexual abuse against children as delineated in policy #5141.4, "Reporting of Suspected Child Abuse," and its accompanying regulations.*

*Connecticut General Statutes §17a-101, as amended, requires all school employees including the Superintendent of Schools, school teachers, substitute teachers, administrators, school guidance counselors, school paraprofessionals, licensed nurses, physicians, psychologists, social workers, coaches of intramural or interscholastic athletics, or any other person, who in the performance of his/her duties, has regular contact with students and who provides services to District students, who have reasonable cause to suspect or believe that a child has been abused, neglected, or placed in imminent risk of serious harm to report such abuse and/or neglect in compliance with applicable state statutes.*

*Students*

*Exploitation: Sexual Harassment*

*Sexual Abuse Prevention and Education Program (continued)*

*Reporting Child Sexual Abuse and Assault (continued)*

*An oral report by telephone or in person shall be made as soon as possible but no later than 12 hours to the Commissioner of Children and Families and to the Superintendent of Schools or his/her designee followed within 48 hours by a written report to the Department of Children and Families.*

*Reporting suspected abuse and/or neglect of children, in addition to the requirements pertaining to staff training, record keeping and dissemination of this policy, shall be in accordance with the procedures established and set forth in the Administrative Regulation #5141.4.*

*(cf. 5131.911 – Bullying)*

*(cf. 5141.4 – Reporting of Suspected Child Abuse)*

*(cf. 5145.5 – Sexual Harassment)*

*Legal Reference: Connecticut General Statutes  
17a-101q Statewide sexual abuse and assault awareness and prevention program  
A Statewide K-12 Sexual Assault and Abuse Prevention and Awareness Program developed by DCF, SDE, and Connecticut Alliance (The Alliance) to End Sexual Violence.  
PA 22-87 An Act Concerning the Identification and Prevention of and Response to Adult Sexual Misconduct Against Children*

**Policy Adopted:** April 27, 1998  
**Policy Revision:** September 22, 2009  
**Policy Adopted:** February 23, 2021  
**Policy Revision:**

**ENFIELD PUBLIC SCHOOLS  
Enfield, Connecticut**

**Bylaws of the Board**

**9325.2**

**Order of Business and Meeting Conduct**

This policy generally describes the items to be discussed and actions to be taken at Board Meetings. The sequence of the agenda is defined below:

1. Call to Order
- ~~2. Invocation or Moment of Silence~~
2. Pledge of Allegiance
3. Fire Evacuation Announcement
4. Roll Call
5. Board Guests
6. Superintendent's Reports
7. Audiences
8. Board Members' Comments
9. Unfinished Business
10. New Business
11. Board Committee Reports
12. Approval of Minutes
13. Approval of Accounts and Payroll
14. Correspondence & Board Communications
15. Executive Session
16. Adjournment

**Type of Meeting**

Define whether this is a regularly scheduled meeting where agenda items can be added; a special meeting where, according to the Freedom of Information Commission only items listed on the agenda may be discussed; or an Emergency meeting where only those items listed on the agenda may be discussed

**Place of Meeting**

Self-explanatory.

**1. Call to Order:**

The Chair declares the meeting started.

~~**2. Invocation or Moment  
of Silence:**~~

~~Self-explanatory.~~

**2. Pledge of Allegiance:**

Self-explanatory.

**3. Fire Evacuation Announcement:**

A fire/safety announcement must be made after the meetings called to order. This is required for any public meetings held per fire regulations.



## **Bylaws of the Board**

### **Order of Business and Meeting Conduct** (continued)

- 4. Roll Call:** Self-explanatory.
- 5. Board Guests:** The Board will receive invited guests (individuals and/or groups) who have been invited to attend the meeting by the Board. These invitations may be related to recognition awards presentations to the Board, or consultant reports to the Board.
- 6. Superintendents' Report:** During this portion of the meeting, the Superintendent or his/ her designee will report to the Board items listed on the agenda or of interest concerning the school system or education in general.
- 7. Audience:** During this period any resident or taxpayer of Enfield, employee of the Board, or Citizen with an interest in our school system may address the Board on issues concerning the school. When addressing the Board, the member of the audience will state their name and address; refrain from making personal attacks on individuals. Since the Board meetings are held to conduct the Boards' business in public, and are not meetings with the public, the Chair, acting on behalf of the Board, has the right to limit the overall length of time devoted to the audience participation, and/or the length of time individuals may spend when addressing the Board.
- 8. Board Members' Comments:** During this portion of the meeting any Board member may bring up verbal communications they have received, communicate ideas or concerns to other Board Members of the Administration, or any one member may request that an item be placed on a future agenda for reaction by the Administration and/or discussion by the Board. With the permission of the Chair, the Superintendent, or designee, may answer Board members' questions and/or concerns.
- 9. Unfinished Business:** In this portion of the meeting those agenda items left over from previous meetings are discussed and/or acted upon.
- 10. New Business:** In this portion of the meeting new items to be discussed and/or acted upon are handled.

## **Bylaws of the Board**

### **Order of Business and Meeting Conduct** (continued)

- 11. Board Committee Reports:** During this portion of the meeting Committees of the Board on various committees will report on the significant activities of these committees. When a Board Committee submits their final report to the Board during this portion of the meeting, the report may be discussed during this time, and the Board may act to accept or reject the report during this portion of the meeting.
- 12. Approval of Minutes:** See: Approval of Minutes in Policy.
- 13. Approval of Account and Payroll:** During this portion of the Board's Finance Committee reports on the amount of expenditures during previous periods and the Board acts upon this report.
- 14. Correspondence and Board Communications:** The Secretary reads, or highlights letters and petitions received by the Board or members of the Board that are of general interest to the community.
- 15. Executive Session:** During this portion of the meeting only the Board and those individuals the Board requests to attend are present. Only those matters listed on the agenda and permitted by the Freedom of Information Act (i.e. personnel, negotiations, pending litigation, real estate, etc.) are discussed.
- 16. Adjournment:** The End of the Meeting. This will be no later than 10:30 PM unless the Board is in Executive Session or six members of the Board vote to extend the meeting.

Procedural issues not defined in this or other Board Policies, will be determine by Federal, State or Local Statutes if addressed there or Roberts Rules of Order.

**Bylaw adopted by the Board: October 24, 2017**  
**Policy Revised:**

**BOARD OF EDUCATION  
REGULAR MEETING MINUTES  
DECEMBER 13, 2022**

DRAFT

A regular meeting of the Enfield Board of Education was held in Council Chambers on December 13, 2022.

1. **CALL TO ORDER:** The meeting was called to order at 7:00 PM by Madam Chair LeBlanc.
2. **INVOCATION OR MOMENT OF SILENCE:** Tina LeBlanc
3. **PLEDGE OF ALLEGIANCE:** Tina LeBlanc
4. **FIRE EVACUATION ANNOUNCEMENT:**
5. **ROLL CALL:**

**MEMBERS PRESENT:** Jean Acree, Dr. Gerald Calnen, Janet Cushman, Joshua Hamre, Jonathan LeBlanc (arrived at 7:44 PM), Amanda Pickett, Scott Ryder, John Unghire and Tina LeBlanc

**MEMBERS ABSENT:** None

**ALSO PRESENT:** Mr. Christopher J. Drezek, Superintendent; Mr. Andrew B. Longey, Assistant Superintendent; Student Representative Kayla Surprenant and Morgan DiFronzo

Madam Chair stated Mr. LeBlanc will arrive a little late tonight.

6. **BOARD GUEST(S)**
  - a. **Lori Gates & Pam Townsend**

Mr. Drezek welcomed Lori and Pam.

Ms. Townsend stated this year's Wreaths Across America will be held on Wednesday, December 14<sup>th</sup>. Our motto is Remember, Honor and Teach. We will be going by each school in Enfield. We love doing this and volunteering. She is a 27 year veteran. We made a promise to never forget our Veteran's.

Ms. Gates stated teaching the next generation about this program and about the sacrifices our Veteran's have made is so important. This is our 7<sup>th</sup> convoy in Enfield. They will start at Walmart and will pass by every school. This year our students have sent in video's about sacrifice and honor. The convoy will start at 10:00 AM and we will end at the Enfield Town Hall at 11:00 AM. The truck drivers are very excited to be back in Enfield.

Ms. Townsend reminded everyone about the Wreath Laying Ceremony that will be held at St. Patrick's Cemetery on Saturday, December 18<sup>th</sup> at noon. We have enough wreaths to place one at every Veteran's final resting place. We will take any extras to other cemeteries. Please join us and help us lay the wreaths.

Mr. Ryder reminded everyone to bundle up tomorrow. The principals have been sending out messages to families about tomorrow. He has participated in this event every year and he thanked them for everything they are doing for our Veteran's.

Ms. Gates added Fire, EMS and Police from Enfield and Somers will be at each school and



when the convoy passes, they will be sounding their sirens in support.

Mrs. Pickett thanked them for their dedication. She loves the collaboration you bring to our school and the connection you are making with our students. Is it okay for the students to bring signs to show their support.

Ms. Gates stated yes, other convoys have heard about what Enfield does and they want to come here. Getting our kids excited is a teachable moment.

Mr. Hamre thanked both Ms. Gates and Ms. Townsend.

Mrs. Acree thanked them for all you are doing and for remembering and honoring our Veteran's.

Madam Chair stated you also held the Cookies for Camouflage for our service men and woman that are actively serving overseas. She remembers last year the wreath laying ceremonies was a snowy day and it is amazing to see how many community members come out to lay wreaths on the Veteran's graves. Involving all our schools is important. Who will be riding in the convoy this year.

Ms. Gates stated Guy Bourassa will ride in one of the trucks, Pam Townsend's husband Lucian LaFave will ride in one of the trucks. Pam was in DC during 9/11. She will be riding in the truck that is headed to Shanksville, PA crash site.

Madam Chair thanked them for sharing this moment with us. She recently attended a funeral service with military honors and Lucian was there at the Agawam Cemetery. Thank you both for your service. She also thanked our service men and woman, and we are forever grateful. We will be waiving to you both tomorrow.

Mr. Drezek added this is our seventh time doing this and he hopes everyone doesn't take this for granted. It happens because of everything Pam and Lori are doing. Thank you for this amazing partnership you have made with our students. Our students have a blast doing this and we look forward to the next convoy. Thank you.

**b. Chief Academic Officer**

Mr. Drezek welcomed our Chief Academic Officer Michelle Middleton. He reminded the Board about how we have been conducting our Board meetings. We defined our district's equity statement that the Board has adopted as well as the Town Council. We then provided the Board a presentation on Social, Emotional Learning (SEL) Program. This is what we believe in and are working towards. He also made changes structurally in the district in order for us to adapt to what our kids need. He thanked Ms. Middleton for taking on more and more. She is focusing on what our kids need academically from the last two years. Next, he provided the Board with state data about who we are and our high needs. Ms. Middleton's presentation is the next phase of our rollout process. Members of the Curriculum Committee have seen this presentation. It is important for the entire Board to hear this as well as the community about what we are doing to meet the needs of our students.

Ms. Middleton reviewed the goals for 2022-23; Assessments used for Data Monitoring; the Monitoring Process; Assessment Scores for 2022 that include Smarter Balanced Assessments, SAT School Day, Next Generation Science Standard Assessments and Graphs; Smarter Balanced Assessments for grades 3-5 – ELA; Smarter Balanced Assessments, grades 3-5 – Math; Smarter Balance Assessments for grades 6-8 – ELA; Smarter Balanced Assessments, grades 6-8 Math; SAT School Day – ELA and Math Gr. 11; Next Generation Science Assessment for grades 5, 8 & 11; Smarter Balance Assessments Cohort Comparison 2018-19 and 2021-22; SAT Assessment Comparison from 2018-19 and 2021-22; NGSS Assessment Comparison 2018-19 and 2021-22;

Ms. Middleton reviewed comparisons between 2020-21 and 2021-22; Ms. Middleton added during this time we were hybrid and remote testing was allowed by the state. The state allowed for a remote testing option due to so many schools being remote during this time.

Ms. Middletown reviewed Smarter Balanced Assessments for grades 3-5 – ELA Cohort Comparison 2020-21 and 2021-22; Smarter Balanced Assessment for grades 3-5 – Math Cohort Comparison 2020-21 and 2021-22; Smarter Balanced Assessment for grades 6-8 Cohort Comparison 2020-21 and 2021-22; Smarter Balance Assessments for grades 6-8 Cohort Comparison 2020-21 and 2021-2022; SAT School Day – ELA and Math Grade 11 comparison 2020-21 and 2021-22; Next Generation Science Assessment for grades 5, 8 & 11 Comparison 2020-21 and 2021-22.

Ms. Middleton reviewed strategies for 2022-23; English Language Arts (ELA) Using Assessments to help guide instruction at all levels; Grades 1-5 are in 2<sup>nd</sup> year of using LLI for Tier II Intervention; and all levels using a model of teaching that allows time for student practice and application of skills.

Ms. Middleton reviewed Math; using assessments to help guide instruction at all levels; K-8 using the teaching of prerequisite skills as a proactive approach to ensure all students are getting better access to grade level materials; and High School Level.

Ms. Middleton explained our next steps. Our grade 8 scores dipped in all three subject areas. What impacted grade 8 last year?

Mr. Drezek added chronic absenteeism has been reported and data that has been released by the State of Connecticut. Board members have also asked about our absenteeism. What was our district chronic absenteeism rate pre-pandemic. Ms. Middleton stated as a district, it was 10%. Mr. Drezek asked what was it last year. Ms. Middleton stated 21%.

Mr. Drezek asked what was JFK's chronic absenteeism was pre-pandemic. Ms. Middleton stated 8.4%. Mr. Drezek asked was it last year. Ms. Middleton stated 32.9%.

Mr. Drezek stated he mentioned this because the 32.9% at JFK does not differentiate why those kids at JFK were absent. He disagrees with the state about how they calculated this. They are not taking into consideration what happened last year and the year before. If you were considered a close contact of someone who had Covid, you were required to quarantine for 10 days. If you are a student and needed to quarantine twice, you were following the guidelines created by the State Department of Public Health and Department of Education. Students would be considered chronically absent and would run the risk of losing credit.

Mr. Drezek stated we do not have hard data for grade 8 yet but when you look at the absenteeism numbers, we know why are numbers are high. It doesn't tell us what was Covid, what was quarantine or an actual truancy. The reason the numbers are so high is because we were sending students home because the state directed us to do so. During last year, we could not allow remote learning or hybrid learning per instructions from the state. It was considered illegal.

Mr. Drezek asked Student Representative Ms. DiFronzo what happens on SAT testing days. Ms. DiFronzo stated we spend time in the auditorium. Mr. Drezek stated you can be excused if you are visiting a college or working at a job. During the hybrid year, we made an announcement that seniors could work at home using asynchronous learning. Last year, we sent out the same message by an accident. Within one hour, the Commissioner's office contacted us and told us this was illegal. Any remote learning done is illegal.

Mr. Drezek added when our kids were not in school, they were missing instruction. He commends our teachers for everything they did for our students during this time. Nothing can

replace real time instruction from our teachers. He knew as a parent with all the absences, his own child would not have the same level of understanding as other students and would not be as academically as successful as other students. He also received the letter regarding his child being chronically absent and was in jeopardy. When you look at the absenteeism rates, there is a legitimate reason these numbers are so high. We knew when we closed school on March 13, 2020, this would affect our students. We need to make sure we are meeting our student's needs.

Mr. LeBlanc arrived at 7:44 PM.

Ms. Middleton stated absenteeism has impacted our grade 8 students. We added another team for grade 8 students.

Mr. Drezek stated our JFK students also were using the library as a swing space during construction. There were more kids in this area and most likely, more kids needed to quarantine because of this.

Mrs. Middleton added these grade 8 students are now in grade 9. We are offering tiered instruction supports and are looking at the students that are struggling. Ms. Clark is also adding in additional supports and meet regularly with the students. We are working on instructional supports at all grade levels. Our department coordinators are now all K-12 coordinators now and are looking at what was working before the pandemic and seeing if it is in place now, and if it isn't then why not. We are improving tiered instruction time for students.

Mr. Drezek added our department coordinators are now K-12 and are 12 month employees now. We have realigned our staff to meet the needs of our kids.

Mr. Drezek stated his budget presentation will be presented in January or February depending on the weather and it will also look different. We know where our priorities are and identified the needs of our kids. The budget will reflect the needs of our kids to help them academically.

Mr. Drezek thanked Ms. Middleton. We cannot look at this the same way. We have hard proof of what our kids went through, and he commends Ms. Middleton's efforts.

Mrs. Pickett thanked Ms. Middleton for your presentation. Data is near and dear to her. How can we be helpful. We know what has impacted our students. We have efforts in place. She looks forward to your budget presentation. We have our district road map and know what our needs are for students. Now we need to get everyone on board moving forward. She is an advocate for tiered instruction. A better understanding of the supports will help. She doesn't want to add more work to our teachers workload. How is this working and how are we informing parents about what our priorities are. She also has questions about attendance and absences and student needs. On a positive note there was some growth. We are here to support our students. Thank you.

Mrs. Acree thanked Ms. Middleton for your informative presentation. The data shows where are students are at. All we can do as mentioned by Mr. Drezek is by meeting them right where they are coming from, using learning strategies and specialized curriculum that will meet the needs of the students now so they can start progressing. She has faith in our staff, teachers and administrators in our district and that our students will grow and master these skills. It will take time. What was the retention rate in our district.

Ms. Middleton stated K-8 was low. She will get the numbers from the principals and will bring it to the January Curriculum meeting. After summer school was completed, the percent of retentions were in grade 9 – 10.7; grade 10 – 10.43; grade 11 – 3.69 and grade 12 – 0.

Ms. Middleton stated the four year graduation rate in 2018-19 was 89.6%. During 2021-22 we



were 91.1%. We were higher than the state in both years. Our six year graduation rate was 81.2% before the pandemic and 85% last year. We were just below the state for six year graduation rates. Those are pretty positive numbers.

Mr. Drezek added we could not retain any students in grades K-8 during the pandemic. That was another directive from the state.

Mr. LeBlanc apologized for being late. He will watch the presentation tomorrow. You mentioned how grade 9 students are struggling and have been grouped into caseloads and will be tracked throughout the year to get them back on track. Can you explain what the solution for a lot of our struggling students has to do with attendance. More often than not, struggling students have a higher absenteeism rate. We need to get these students back into school on a more consistent basis. He has seen this in another school district. There was a large list of students that needed to be tracked down. This seems like a daunting task.

Ms. Middleton explained that each school has an attendance team. Schools are meeting weekly or bi-weekly depending on the amount of absences. The high school is meeting weekly and are contacting families and have conducted home visits. They also have social services involved. The high school is doing a lot. They are checking on the grade 9 students because of drop and to get them any supports they might need. We are not really sure of the cause. It could be behavioral, mental health or the lack of learning. The administrators and counselors have caseloads of students they are working with. Not all grade 9 students need this additional support. The primary grades are using the Family Resource Center to help reach out to families. Every building has an attendance team that is meeting regularly.

Mrs. Cushman thanked Ms. Middleton for the presentation. She has learned so much by attending the last 2 curriculum committee meetings. She asked about the grade 11 Next Generation Science Assessment scores, and they were very good. She knows there is something that is already in place that has influenced this.

Ms. Middleton stated our Science Coordinator Chris Ponte started a pathways program of courses several years ago so by the time students were in grade 11 they had exposure to all the standards they are being assessed on. He thoughtfully put this together. He has worked with the teachers to increase student engagement in their classes and performance based assessments and how the students are accessing the materials. She believes this has played a huge part and we are now seeing the payout.

Mr. Unghire thanked Ms. Middleton for her presentation. He stated absenteeism is a major factor. Mr. Drezek mentioned there were other contributing factors like swing spaces at JFK. Are there any other additional contributing factors?

Ms. Middleton stated grade 6 students were sent home in March 2020, then the next year they went back a couple of days of week during our Hybrid time in smaller groups and then came back in grade 8, they missed out socially as well as academically. There is an article in the New York Times about this. It is not just us, it is statewide that scores have dropped. She is not sure if mental health and or social health plays a part in this. She taught middle school for years and knows how much students change from the start of middle school until they leave middle school. She is not sure if this has impacted them physically, emotionally, and behaviorally. Our secondary students seemed to have a harder time coming back to school than our elementary students. Socialization plays a big part.

Mr. Unghire asked about the tiered supports and the difference for Tier III and II.

Ms. Middleton stated Tier II students receive some supports and will meet less frequently. Tier III are the smallest group. They will meet 4 days a week and the teachers monitor them, and it is more intense.

Mr. Unghire stated going back before the pandemic how did we compare to state. Were we higher or lower? Ms. Middleton stated we were higher in some areas and some areas lower. The gap was a lot less.

Mr. Unghire asked if you are making any curriculum changes. Ms. Middleton stated yes, we made changes in math before the pandemic and that has helped.

Dr. Cainen stated Tier III students will receive support up to 4 days. All students will receive Tier I supports. Ms. Middleton added those students are taught by consultants in language arts or math. They will be pulled from the classroom when the teachers is teaching Tier II instruction. The small group work is being done outside of the Tier I instruction.

Madam Chair thanked Ms. Middleton for the presentation. She recently attended Prudence Crandall's family engagement day and they were working on fractions. Our teachers are making math and learning fun for our students. Our teachers felt the struggle during the pandemic. We need to look forward and recognize the needs of our students and staff. Having our coordinators now as K-12 is a good thing. Our kids have dealt with a lot emotionally. We have seen this with our secondary students that are struggling.

Madam Chair added curriculum meetings are excellent. It is great to hear what is going on with changes and how we are adapting to the needs of our students. Thank you.

Madam Chair stated she cannot wait for our budget presentation next.

## **7. SUPERINTENDENT'S REPORT**

### **a. Student Representative Update**

Student Representative Morgan DiFronzo reported the Enfield High Student Council has started their door decorating contest for teachers. Teachers will receive a trophy and gift cards. Wearing PJ's was a big hit for students. The EHS Jazz Band & Concert Band will have a concert tomorrow night. We held a blood drive and collected 47 units. We will have a holiday spirit day on Friday, December 23<sup>rd</sup>. Everyone will wear holiday spirit wear. Cap and gowns measurements will be taken Thursday during all lunch waves. Seniors can purchase an additional tassel for \$6. We will also take our senior class photo in the gym. She also gave an update on the midterm schedule that will take place on January 18-24. She congratulated all of the early graduates and wished them good luck.

Student Representative Kayla Surprenant reported the girls basketball won their first game yesterday and will have another game on Wednesday at home against East Hartford. Indoor track will have a track meet on December 16<sup>th</sup> & 17<sup>th</sup> at Hill House High School. We are selling fan shirts for anyone that is interested. We will hold the Rachel's Challenge Pancake Breakfast on December 18<sup>th</sup> from 7-11 AM. She congratulated HOBY (Hugh O'Brien Youth, winners Alicia Lizotte & William Bergman. They will attend a leadership conference in June. The EHS hockey team held a holiday jamboree last Saturday at the Enfield Twin Rinks and will play their first home game on December 23<sup>rd</sup>. The boys basketball team will have their first home game on December 15<sup>th</sup> against Maloney High School.

- b. Rachel Challenge Events - as presented**
- c. Early Release & Winter Vacation – as presented**
- d. EPS Update**

Mr. Drezek stated save the dates for the Superintendent Advisory will be sent out by email.

Mr. Drezek congratulated the Enfield High School Football Team for their victory game against South Windsor and for bringing back the Route 5 Rivalry Trophy.

## **8. AUDIENCES**

Madam Chair read a prepared statement about expectations for audience participation. We will continue to utilize a 4-minute time limit for audience participation tonight. She added that you will need to sign up to talk and she will not call up anyone from the audience to speak. Thank you.

Rob Anderson, Bass Drive – Mr. Anderson agrees with the superintendent that we need to think differently.

Madam Chair asked Mr. Anderson to address the Board and not the superintendent.

Mr. Anderson wonders if the surrounding towns have the same absenteeism problem. He sent an e-mail to Board members about the books. These books are in our schools. You are wrong. You insulted an audience member. You owe her an apology. You have tried to silence Board members. This is happening. In the future before you speak, you should make sure you are correct. The pizza and milk issue both happened. Thank you.

Liz Davis, North Maple Street – Mrs. Davis asked if the free lunch would come to an end or has it been extended. She thanked a Board member for speaking up and having a voice. Our leadership is doing an amazing job. She is happy that our Board members are looking out for our kids and standing by them every day.

Madam Chair asked audience members to refrain from making comments.

Mrs. Davis stated if audience members had kids in our school system, they would know this. She is glad for our Board members that are looking out for our kids. She wished everyone a Merry Christmas and Happy New Year. Please put our kids first in the new year. Thank you.

## **9. BOARD MEMBER COMMENTS**

Mrs. Acree stated the Crandall Parent Engagement Day that was held before Thanksgiving, and over 150 families participated. PJ day was a great way to honor the courage of children with cancer. The December 15<sup>th</sup> PTO meeting has been cancelled. They will next meet on January 13<sup>th</sup> at 6:30 PM in the Henry Barnard library. Although schools will be closed during our winter vacation, the teachers and staff will continue to engage our students academically.

Dr. Calnen stated Head Start held their policy meeting on December 2<sup>nd</sup>. He is pleased to announce that Enfield Head Start has received their 5 year accreditation from NAEYC. He thanked Jaelyn Valley and her team. He reviewed the scores they received. We have a great program in Enfield. He gave an update about DRDP at Head Start, Ready Rosie and referral services provided. All students are required to have a flu vaccine, or they will not be allowed back to Head Start on January 3<sup>rd</sup>. Proof of vaccines is required unless other arrangements have been made with the nurse. Plans are being made for the circle of security.

Dr. Calnen stated Kite held their monthly meeting on December 7<sup>th</sup>. Leann Beaulieu will be leaving us and is being replaced by Carol LaLiberte. She will work with Leann for 6 months during a transition period. Carol will do a great job for us. He thanked Leann for everything she has done for us.

Dr. Calnen stated Kite has received a \$50K grant from the fund for Greater Hartford to continue family engagement. We will be offering 2 sessions in the spring on equity, inclusion and diversity. The first session will be held on March 29<sup>th</sup>.

Dr. Calnen stated the Family Resource Center has also been awarded a small grant to promote the Sparkler application. They will be working with the Enfield Food Shelf.



Dr. Calnen stated the Parent Leadership Academy will hold their first meeting on February 24<sup>th</sup>. The PEP program is in need of Spanish speaking facilitators. Please contact the Enfield Public Schools if you are interested.

Dr. Calnen stated the 3:3 program focuses on playful learning. The First Readers will hold a trivia night on February 25<sup>th</sup> at Mount Carmel at 7 PM. You can go to the first readers website for additional information.

Dr. Calnen added the Rocking Chair Readers are coming back. Retirees will read stories to preschoolers.

Mrs. Cushman stated the Edsight presentation on school and district performance can be seen at 5 PM on the state website for anyone that is interested tomorrow.

Mr. Hamre stated the JFK PTO meeting will be held on Teams Wednesday at 6 PM. The Winter Band Concert will be held on Thursday at 6:30 PM. JFK Term II progress reports will be coming out on December 16<sup>th</sup>. They will also hold a JFK fundraiser event at Red Robin on Thursday. He thanked both Dr. Berrios and Mrs. Lawlor for running the JFK PTO so successfully.

Mr. Hamre attended the Enfield Community Chorus at the JFK Auditorium last weekend. Several EPS students participated. He also attended the EHS chorus and orchestra winter concert. All these performances were outstanding.

Mr. Hamre thanked Eric Griffin for telling him about the United Sound Program. This is a program where high school students teach special needs students how to read music and play instruments. His own child was part of this program when she was at EHS last year that he was not aware of. He congratulated Mr. Griffin's daughter Haley who is part of this program. Kudos to everyone involved.

Mr. Hamre congratulated Enfield Head Start on their NYEAC Accreditation and everyone involved with this process.

Mr. Hamre stated it is amazing to attend the curriculum committee meetings to see how these courses and programs are being developed and adjusted to meet the needs of our students. He commends our teachers for bringing out the best in our students so they can achieve.

Mr. Hamre stated he works with the homeless population, and this is also concern at the high school level and all levels as well at the Head Start level. Resources are not as available as they were last year. The warming center, Loaves & Fishes and St. Patrick's church are available for those in need of service.

Mr. LeBlanc attended a couple of Park & Recreation travel boys and girls basketball games at the Annex and noticed the court needs some attention and waxing.

Mr. Unghire spoke about the JFK Best Buddies program and how they spread kindness through inclusion. There are 44 students in this chapter. There are around 500 chapters in the country. He thanked the teachers and counselors that work on projects with the students to show kindness and promote inclusion. The students gave other JFK students strips of paper with kind sayings on them. The students also organized a food drive and collected 2,619 pounds of food that were given to the Enfield Food Shelf to benefit the families in our Enfield community.

Mr. Unghire added when he heard about what the students at JFK were doing, it reminded him about a story he read in Readers Digest. He read the story. This lesson left the students feeling good about themselves. The teacher's list of good things each student wrote about their classmates left a positive impact in their lives. Our words are powerful.

Mr. Unghire wished all Enfield Public School students, Teachers and staff a Merry Christmas and a happy holidays and all the best in 2023.

Mrs. Pickett stated she did this exercise at an organization she worked at. She still has her piece of paper.

Madam Chair thinks this is something we should do. We all have positive qualities.

Mrs. Pickett stated 10 years ago the tragedy at Sandy Hook occurred. If you would like to support the families, you can read about them at [mysandyhookfamily.org](http://mysandyhookfamily.org). This is a great website to check out. She is looking forward to Wreaths Across America. This is already a heavy day for families. We will be celebrating and remembering all their lives on Wednesday.

Mrs. Pickett thanked Chef O and high school students for their partnership. Her kids cannot wait to go make cookies next week. Thank you EHS for your partnership with Enfield Street.

Mrs. Pickett stated the food shelf boat is at Enfield Street school. She encouraged families to bring in donations. She also encourages families to look at the principal's newsletter for upcoming events and also look at the [enfieldpto.com](http://enfieldpto.com) website. ESS will hold a spirit day on Friday. Students can wear their favorite holiday headwear. The PTO will hold a Winter Festival on Friday at 6:30 PM and students will attend school half a day on December 23<sup>rd</sup> and students in each grade level will wear a different color.

Mrs. Pickett also congratulated Head Start and Stowe. The Stowe Early Learning Center is a gem. She thanked Ms. Valley and the staff for everything you do. Your accreditation and outstanding data accomplishments does not surprise her.

Mrs. Pickett added the Enfield Adult and Continuing Education flyer that all Enfield residents received has some amazing programs listed in it. Please check out the winter and spring programs they are offering.

Mrs. Pickett attended the Torchlight Parade and Carol Sing with her children. It was a lot of fun, and the turnout was great. She would like to see the same turnout for all of our parades.

Mrs. Pickett thanked Mrs. Cushman for the Edsight information. Anyone that is interested about this information can access the data at [cpacinc.org](http://cpacinc.org) and click on the events tab to register. They are offering translation services for families that speak other languages.

Mrs. Pickett added on Thursday, the Enfield Public Library will have their festival of trees on display. She and her daughter have a tree there. She is very excited for the opening night activities. She wished everyone a happy holiday. There are many cultural and religious celebrations during this time of year. Her children are coming home with a better understanding of these celebrations. She hopes everyone has a safe, kind, responsible holiday season.

Mr. Ryder stated Eli Whitney has cancelled their December PTO meeting and hey will meet again in January. He thanks everyone that came out to the Pajama Jam last Friday night and those that purchased books for the Connecticut Children's Hospital. Students will also be filling a boat and Friday will be the last day to send in donations in that will go to Enfield Loaves & Fishes and the Enfield Food Shelf.

Mr. Ryder reminded students to dress warm for Wreaths Across America Convoy on Wednesday.

Mr. Ryder added both Eli Whitney and Hazardville Memorial will hold a spirit week that will start on Friday. Students will wear different holiday themed items each day ending with a PJ

day on Friday for Polar Express Day.

Mr. Ryder stated on [enfieldpto.com](http://enfieldpto.com) the calendars you will see Kite is bringing back Heritage Day on February 25<sup>th</sup> at JFK from 11:30 – 4 PM. If you are interested in being an exhibitor, please contact Kite.

Mr. Ryder gave an update about PJ Day. We raised \$10,329 and surpassed last years contributions. We are 3<sup>rd</sup> in the state. He is extremely proud of everyone and thanked everyone for their participation. He thanked the students for submitting flip grids that will be shared with the children at CT Children's. He will keep the link open until December 31<sup>st</sup>. Next year he will work closer with the high school and Friends of Rachel. He is looking forward to next year's PJ day. He wished everyone happy holidays.

Madam Chair would love to see pictures of the decorated doors at Enfield High School. We are available to judge if you need volunteers. Student Representative Ms. DiFronzo added you can see pictures of last year's doors on EHS Student Council Instagram page.

Madam Chair asked Mr. Hamre to share any additional information he receives about United Sound.

Madam Chair stated Wreaths Across America is just one of the many things Ms. Gate and Ms. Townsend are doing for our Veteran's and service men and women. She thanked them for everything they are doing. Two Moms on a Mission are working very hard on their Angel Tree. She thanked Lauren Andrews and Carrie Monteforte and the generosity of many that are buying gifts for Enfield Public School families. She also loves the Torchlight Parade. Tristen did a great job and is giving Mayor Cressotti a run for his money. She also loved hearing the carolers sing and seeing Santa & Mrs. Claus.

Madam Chair attended the EHS career day. They had so many amazing careers for the students to learn about. This was a very successful event, and she looks forward to next year's event.

Madam Chair would like to have the ECAC attend a meeting in February. She would love to hear about the partnerships. Mr. Reppucci is also very excited about this.

Madam Chair stated at Parkman, they will have a virtual snuggle and read event on December 19<sup>th</sup> at 6:30-7 PM. The PTO will hold a Disney on Ice event on January 7<sup>th</sup>. They will have a ROAR event on January 10<sup>th</sup> and it will also be crazy hair and hat day at that assembly. She received an email from a Parkman teacher about their class and since we are a one-to-one district, they feel there is too much paper waste in the Town of Enfield. They would like to make this a project. We don't need to send home some of the Park & Recreation flyers they are sending out. She thanked the grade 5 class at Parkman for this email.

Madam Chair congratulated Alicia Lizotte and William Bergman for being HOBY recipients. This is such a great program.

Madam Chair thanked Amanda Pickett for everything she has done for the Ana Grace project and for the families of Sandy Hook. You can go to the website at [anagraceproject.org](http://anagraceproject.org). Love does win.

Madam Chair wished the girls basketball team good luck with tonight's game. They won their game last night. One of the players is close to receiving her 1,000 points. The Route 5 Rivalry Trophy has been received. It really was a great football game to watch.

Madam Chair wished the entire district a safe, healthy and happy holiday. She hopes you all have some time to relax and unwind and spend time with your families and live in the moment of the holiday season. She extended holiday wishes to Jean, Janet, John, Jon, Josh, Dr. Jerry,



Amanda, Scott, Morgan and Kayla. Thank you for all the work you do on the Board and have a happy holiday and a safe happy new year.

**10. UNFINISHED BUSINESS: None**

**11. NEW BUSINESS:**

**a. Adopt Policy Revisions – First Reading**

Mrs. Pickett moved, seconded by Mr. Hamre that the Enfield Board of Education approves the policy revisions as presented as a First Reading.

**Discussion:**

Mrs. Cushman has concerns with some of the wording in Policy #5145.511 Exploitation: Sexual Harassment - Sexual Abuse Prevention and Education Program. She does not support this policy going forward for a first reading. The definitions on the first page should be rewritten. They need to be clear and concise and should be objective. She read the last sentence of the first paragraph about Sexual Violence and the entire paragraph. There are 3 terms that are defined in this policy that she believes is very verbose and they are not concise, and we should not draw social issues into the policy. She proposes this policy go back to the committee to be rewritten.

Mr. Hamre stated the title defines what the policy is about Sexual Abuse Prevention and Education Program. The paragraphs are definitions.

A vote by **roll call – 6-3-0** passed with Mrs. Acree, Mrs. Cushman and Mr. Unghire in decent.

**12. BOARD COMMITTEE REPORTS:**

Curriculum – Mrs. Pickett thanked Ms. Middleton for the last Curriculum meeting we held and for the revisions she made to tonight's data presentation. We discussed course adjustments, Program of Studies Night in February, Reading Program Curriculum, TAG and Budget Constraints. Our next meeting will be held on January 19<sup>th</sup>.

Mr. LeBlanc asked about the FACS and Business Courses that were deactivated. Mrs. Pickett stated some of the courses were redesigned. She will review her notes and respond later.

Finance – Dr. Calnen reported the Finance Committee did not meet on November 7<sup>th</sup>. Our next meeting is on January 9<sup>th</sup>.

Policy – Mr. Ryder reported the Policy Committee will not meet in December. Our next meeting will be held on January 31<sup>st</sup>.

Leadership – Madam Chair reported Board Leadership met before tonight's Board meeting and we have set dates for additional Leadership meetings. We will now meet on the Monday prior to our Board meetings

Joint Facility – Madam Chair reported the Joint Facility Committee met this week and approved some invoices. We are finishing our projects and there is not much to report.

JFK Building Committee – Mr. Ryder reported the JFK Building Committee is looking at January 12<sup>th</sup> for the grand re-opening and tours of John F. Kennedy at 6 PM. We will send out notification once this date has been confirmed.

Madam Chair added a lot of people are looking forward to this.

Joint Security – Mr. Ryder reported the Joint Security Committee will meet on December 15<sup>th</sup>.

Enfield Mental Health Wellness Workgroup – Dr. Calnen has nothing new to report.

Madam Chair asked Mr. Drezek could lead us in the right direction regarding school based mental health centers. Mr. Drezek will put together some information on this.

Enfield Cultural Arts Commission – Mr. Hamre reported ECAC met last week. We discussed the Torchlight Parade and expanding this to a longer day of events on the Town Green. The Heritage Fair will meet on December 19<sup>th</sup>. This is another opportunity for us to showcase everything at JFK including the auditorium. PEP is one of the organizations that will be at the Heritage Fair. There will be a wide variety of foods and cultures at this event.

Mr. Hamre stated he appreciates music and the theatre. He attended Riley’s dance recital. The students were amazing. He congratulated the students and staff for everything they did with this production. He stressed the importance of having the need for people to run the equipment at JFK and EHS and how important it is to these productions. He stepped in to assist. He would like to make sure we have personnel available for these events.

Mr. Hamre stated there is also some inconsistencies in the Facility Use Policy as it applies to different organizations for profit and non-profit.

Mr. Hamre stated the Festival of Trees event will be at the Enfield Public Library. The ECAC also has a tree on display. He encourages everyone to see the trees that are on display.

Mrs. Pickett addressed Mr. LeBlanc’s question. The new course is Interior Design II that creates a pathway option for students, and we removed some courses due to low enrollment numbers. We have added so many courses where the content of the deactivated courses are in other current courses.

Madam Chair reported the Safe Grad Committee has thanked everyone involved with their auction and for the donations and raffle prizes they received. It was an extremely successful event for our graduating seniors.

Mr. Unghire reported the Field Trip he is working with John Dague and Caroline Marr has been rescheduled for December 20<sup>th</sup>. We had the trip planned but yesterday with the snow delay, we needed to reschedule this event for our robotics students.

Madam Chair is excited to hear about this field trip. Please update us at our next meeting.

**13. APPROVAL OF MINUTES**

Mrs. Pickett moved, seconded by Mr. Ryder that the Regular Meeting Minutes of November 22, 2022, be approved. A vote by show-of-hands 8-0-1 passed with Mrs. Cushman abstaining.

**14. APPROVAL OF ACCOUNTS AND PAYROLL - None**

**15. CORRESPONDENCE & COMMUNICATION - None**

**16. EXECUTIVE SESSION - None**

**17. ADJOURNMENT**

Mr. Hamre moved, seconded by Mrs. Pickett to adjourn the Regular Meeting of December 13, 2022.

All ayes, motion passed unanimously. Meeting stood adjourned at 9:37 PM.

Jonathan LeBlanc  
Secretary  
Board of Education

Respectfully Submitted,  
Kathy Zalucki, Recording Secretary