



East
Hartford
Public
Schools



BOARD OF EDUCATION MEETING

March 11, 2024

7:00 PM



East
Hartford
Public
Schools

SUPERINTENDENT'S UPDATE

Thomas Anderson

March 11, 2024



VISION

Schools that are the
Pride of our
Community

MISSION

To deliver a high-quality
learning experience for
Every Child, Every Day



CORE BELIEFS



East
Hartford
Public
Schools

Expectations
Matter

Effort
Matters

Competence
Matters

Solutions
Matter

Relationships
Matter

Results
Matter

SUPERINTENDENT'S *Key Items*

- Recognition / Spotlights
- EHPS Highlights
- General Updates
- Increasing Educator Diversity Plan





East
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RECOGNITION AND CELEBRATORY POINTS





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Student Highlights

EHHS ATHLETES:

Basketball, Wrestling
and Indoor Track



Dominick LaDuca
Drayvn Roberts
Isaac Quiles
Samuel Montovani
Jaেকেz Mendez
Yaxier Rivera
Queen Lewis
Keira Stewart
Kyrarah Smith
Nya Cohen



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EHPS STAFF SPOTLIGHT

JAMIE WHITE

Secretary

Sunset Ridge School





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Every Child Every Day

EHPS STAFF SPOTLIGHT

AMY CANCELLIERI

Third Grade Teacher

Langford Elementary School



Connecticut IB Academy 2023-2024 Rankings

Connecticut IB Academy is ranked #254 in the [National Rankings](#). Schools are ranked on their performance on state-required tests, graduation and how well they prepare students for college. Read more about [how we rank the Best High Schools](#).

All Rankings

- 📌 #254 in National Rankings
- 📌 #3 in Connecticut High Schools
- 📌 #1 in Hartford, CT Metro Area High Schools
- 📌 #58 in Magnet High Schools



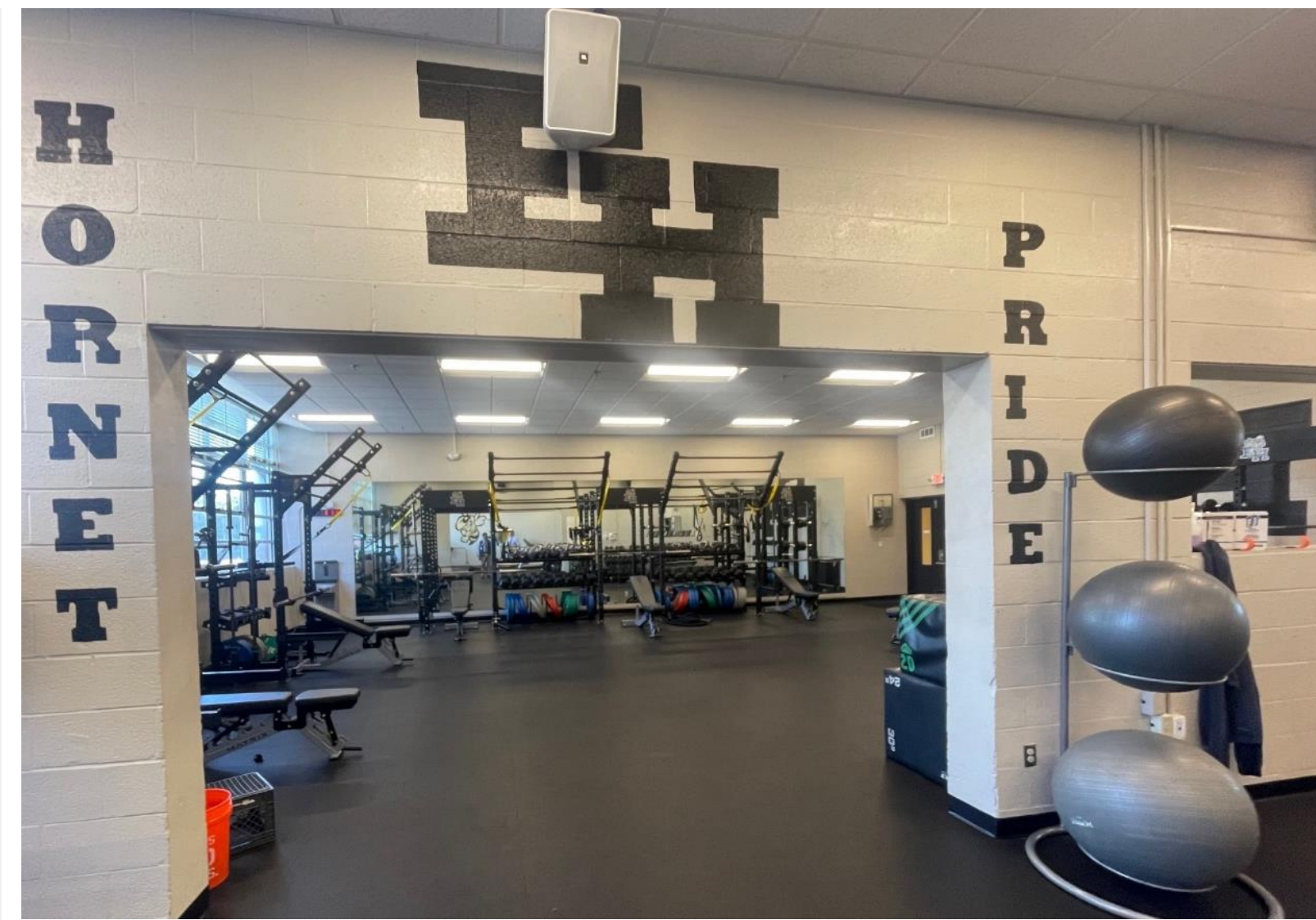
[high school rankings](#)

COLLEGE ACCEPTANCES

AMERICAN INTERNATIONAL COLLEGE
APPALACHIAN STATE UNIVERSITY
ARIZONA STATE UNIVERSITY
CCSU
CLARK ATLANTA UNIVERSITY
CT STATE COMMUNITY COLLEGE
EASTERN CONNECTICUT STATE UNIVERSITY
ECSU
FORDHAM UNIVERSITY
HAMPSHIRE COLLEGE
HOWARD UNIVERSITY
HUSSON UNIVERSITY
MARIST COLLEGE
MASSACHUSETTS COLLEGE OF ART AND DESIGN
NEW ENGLAND COLLEGE
NEW ENGLAND INSTITUTE OF TECHNOLOGY
NEW YORK INSTITUTE OF TECHNOLOGY
NORTH CAROLINA CENTRAL UNIVERSITY
PENN STATE
POST UNIVERSITY
PROVIDENCE COLLEGE
QUINNIPIAC UNIVERSITY
ROANOKE COLLEGE
RUSSELL SAGE COLLEGE
SAINT LOUIS UNIVERSITY
SCSU
SHAW UNIVERSITY

SPELMAN COLLEGE
ST JOHN'S UNIVERSITY
UMASS BOSTON
UNIVERSITY OF BRIDGEPORT
UNIVERSITY OF HARTFORD
UNIVERSITY OF MAINE
UNIVERSITY OF MEMPHIS
UNIVERSITY OF MINNESOTA- TWIN CITIES
UNIVERSITY OF NEW HAVEN
UNIVERSITY OF RHODE ISLAND
UNIVERSITY OF SAINT JOSEPH
UNIVERSITY OF VERMONT
WCSU
WESTERN NEW ENGLAND UNIVERSITY
WHEATON COLLEGE

updated 1/5/24



HIGHLIGHTS

Governor and CSDE Commissioner at EHHS: *Learner Engagement Attendance Program (LEAP) Attendance Recognition*



- East Hartford High School: Chronic absenteeism reached about 20% during the height of the pandemic
- dropped to 14% last year

HIGHLIGHTS: Farm to School



Agriculture Commissioner Bryan P. Hurlburt, sits with students during lunch during the launch of Connecticut Grown for Connecticut Kids Week, a celebration of Connecticut farms, school meals, and locally produced food finding its way to the children on Monday at the Goodwin Elementary School in East Hartford.

Jim Michaud / Hearst Connecticut Media

HIGHLIGHTS: Senators Blumenthal & Murphy Announce \$730,000 for New Manufacturing Lab (Synergy School)

On January 4, Senators Richard Blumenthal and Chris Murphy visited to announce a \$730,000 federal grant to pay for renovations and equipment.



HIGHLIGHTS: Athletics

- Fall All-State (Boys Soccer and Football)
- Wrestling Team: FIVE Class LL State Individual Champions (Wrestlers) / State Open #3 / 2 State Open Champs
- Girls Indoor Track: State LL Long Jump Champ and #2 State Open /4X200 relay #3 State Open and Team #10 State Open

EHHS Athlete Highlight

VARSITY FOOTBALL

DRAVYN ROBERTS

All-State
All-Conference



EHHS Athlete Highlight

BOYS SOCCER

**NATHANIEL
BALDERRAMA**

All-State
All-Conference



School record 5 LL STATE CHAMPIONS 🏆



Increasing Educator Diversity



**Diversify
and Grow**

RETENTION

	Goal (What are we trying to do?)	Who Manages the Goal? (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress (How will we know if we are on track for success?)
			What?	Who Owns This?	By When?	
<h2>Increasing Educator Equity and Diversity</h2>	Enhance current onboarding practice for new hires that will allow new educators to feel welcomed, valued and excited for a successful and meaningful experience.	Nicole Damiata, Director, Human Resources	Update onboarding process to provide all new hires with a consistent and meaningful experience that highlights the vision and mission of the EHPS culture. Provide new hires with a new hire packet consisting of district information related to various district contacts, professional development, mentorship opportunities and building level information for first day arrival.	Nicole Damiata, Director, Human Resources	Jun-24	All onboarding will be automated and new hires will all receive customized onboarding packets related to their positions. We will implement a 90 day survey for all new hires to allow for feedback on initial EHPS employment experience, asking for feedback on what they love about working at EHPS and what can be improved.
	Strengthen current professional development practices to include culturally diverse programs that intentionally build inclusive cultures and allow educators to continue to develop cultural responsiveness and apply it to their instructional practice	Nicole Damiata, Director, Human Resources	Continue to implement and develop diverse professional development offerings to staff that intentionally builds an interactive, collaborative and culturally conscious engagement which helps educators feel a sense of belonging and foster a sense of belonging for their students.	Executive Leadership Team, Sonya Stemmer, Supervisor of PD	Jun-25	Collecting feedback from educators on the various professional development offerings throughout the school year. Collaborating with district administrators and staff to strategize about future offerings. Using retention survey data to discover areas of improvement and/or need.
	Build a culturally responsive retention program that includes regular "stay" surveys/interviews in addition to exit surveys/interviews	Nicole Damiata, Director, Human Resources	Develop and implement stay interviews/surveys for each position type for primary, middle and high school staff. Conduct surveys/interviews on a regular basis. Implement exit surveys and issue to each exiting employee.	Nicole Damiata, Director of Human Resources	Jun-24	Analyze data received from stay surveys/interviews and exit surveys/interviews. Take feedback from surveys/interviews to DLC. Collaborate and strategize on areas of improvement and action items.

RECRUITMENT

Increasing Educator Equity and Diversity

Goal (What are we trying to do?)	Who Manages the Goal? (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress (How will we know if we are on track for success?)
		What?	Who Owns This?	By When?	
Enhance district's "Grow Your Own" program	Sonya Stemmer, Supervisor of PD	Increase course offerings with CCSU so that students earn more credits toward degree in education program; expose students to Ed Rising curricula and organization	Matthew Ryan, EHHS Principal	Jun-25	course enrollment; credits earned; CCSU enrollment
Strengthen district's partnership program	Sonya Stemmer, Supervisor of PD	Continue to leverage partnerships with IHEs to place and recruit diverse candidates for possible hire upon completion of program.	Sonya Stemmer, Supervisor of PD	Annually by May	# of student teachers placed in district; number of interns placed in district; # of candidates requesting placement for 2 consecutive yrs; increased # of TEAM trained cooperating teachers of color
Improve current job descriptions to ensure they demonstrate awareness of racial, ethical and linguistic diversity	Nicole Damiata, Director of Human Resources	Review/rewrite job descriptions for each position category to attract and engage a diverse pool of candidates. Updated job descriptions should incorporate inclusion-related knowledge, skills and experiences.	Nicole Damiata, Director of Human Resources	Jun-25	Feedback from district administrators and staff that can be used to create new/updated job descriptions for each position category
Enhance current marketing strategies with a focus on showcasing EHPS priority to attract, hire and retain a diverse workforce.	Nicole Damiata, Director of Human Resources	Continue and expand current marketing strategies to show that EHPS values and prioritizes the impact that a diverse workforce has on staff and student achievement.	Nicole Damiata, Director of Human Resources & Laura Roberts, Director of Communications	Jun-25	Increased interest in EHPS employment opportunities. Community support and assistance with this initiative. Analytical data review from all posting sources
Improve current recruitment strategies by expanding the reach of our position postings	Nicole Damiata, Director of Human Resources	Continue and expand current marketing strategies to reach additional candidates from diverse backgrounds and experiences.	Nicole Damiata, Director of Human Resources & Laura Roberts, Director of Communications	Jun-25	Increased number of overall candidates and diverse candidate pool. Increased interest in EHPS employment opportunities. Analytical data review from all posting sources
Increase the pool of available teachers from a broader, more diverse background	Nicole Damiata, Director of Human Resources	Expand outreach to a diverse candidate pool to educators who are trained in specially-designed programs (e.g., Clemson's Call Me Mister program) and connecting with HBCU;s with teacher education programs	Nicole Damiata, Director of Human Resources, School Principals & Sonya Stemmer, Director of Office of Equity, Partnership & Achievement	Jun-25	Increased number of overall candidates and diverse candidate pool. Increased interest in EHPS employment opportunities. Analytical data review from all posting sources

HIRING and SELECTION

Increasing Educator Equity and Diversity

Goal (What are we trying to do?)	Who Manages the Goal? (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress (How will we know if we are on track for success?)
		What?	Who Owns This?	By When?	
Increase opportunities for current EHPS employees and potential new hires to participate in a Teacher Residency Program that ultimately leads to certification and hiring in high needs areas.	Nicole Damiata, Director of Human Resources	Develop a Residency Program with CCSU, USJ, and UCONN with a focus on building candidate pools in high needs areas.	Nicole Damiata, Director of Human Resources, Building Administrators; Department Supervisors	Jun-25	Enrollment in residency programs
Retain, recruit, hire, develop, and support a racially, ethnically and linguistically diverse workforce.	Nicole Damiata, Director of Human Resources	Continue to implement culturally responsive hiring practices (e.g., require anti-bias training; ensure representation from all backgrounds); implement new culturally responsive hiring practices (e.g., minimize bias in interview practices)	Nicole Damiata, Director of Human Resources, Building Administrators	Jun-25	Increased diversity of new teacher candidate pool; increased diversity of interview committees; attendance at minority recruitment fairs
Refine, streamline and enforce a consistent hiring practice at all buildings to ensure a fair and equitable experience for all applicants throughout the district.	Nicole Damiata, Director of Human Resources	Enhance current interview processes and protocols that address the cultural competency of all candidates. Ensure that there is diverse representation at every level of the hiring process. Create candidate review sheet that requires interview committee members to explain their rationale for candidate recommendation or rejection for hire.	Nicole Damiata, Director of Human Resources, Building Administrators	Jun-25	Data analysis from candidate scoring sheets, increased number of diverse candidates selected and/or moved to multiple rounds of the interview process.
Expand current hiring practice with regard to interview committees ensuring that various students, staff and families are represented with each hiring process.	Nicole Damiata, Director of Human Resources	Provide increased opportunities for students, families and staff members to serve on interview committees for multiple position types in district. Provide training on culturally responsive candidate selection to new committee members.	Nicole Damiata, Director of Human Resources, HR Team, Building Administrators	Jun-25	All stakeholders are more engaged in EHPS operations. Stakeholders feel more ownership in the educational opportunities that EHPS provides. Increased perspective on candidate qualifications, increased selection of quality diverse candidates.

QUESTIONS / COMMENTS



THANK YOU

