

**Brooklyn Board of Education
Special Meeting Agenda
Virtual & BMS Auditorium**

February 28, 2024

6:30 PM*

Please click the link [HERE](#) to join the Google Meet

Telephone: 1-225-522-1986 PIN: 802 067 689#

Mission: The Brooklyn Schools will foster a drive for learning within each student to reach his/her greatest potential. To achieve this mission, the school will continually improve its educational programs and services to meet this community's expectations for a quality education for all.

To support public participation the documents will be posted on the [Town of Brooklyn Website](#) as well as the [Brooklyn Public Schools Website](#). You are encouraged to send questions or comments to buell@brooklynschools.org prior to the meeting.

1. Attendance, Establishment of a Quorum, Call to Order
2. The National Anthem performed by members our BMS Band in place of our Pledge of Allegiance
3. Public Comment
4. Approval of Minutes*
 - a. January 24, 2024
5. Correspondence and Communication*
 - a. Fall and Winter Athletics Recognition
 - b. Woodstock Academy: January Head of School Award
 - c. Thank you - Dan Landry Electric
 - d. Appointment of Brooklyn's Next Superintendent of Schools
6. Administrative Reports
 - a. FY23 Financial Reports
 - b. Enrollment Report
 - c. Brooklyn's Best
7. Board of Education Committee Reports
8. Board Representatives to other Committees
9. Old Business*
 - a. Approve Increasing Educator Diversity Plan*
10. New Business
11. Public Comment
12. Adjournment

*Action Item

The Board of Education

Town of Brooklyn
119 Gorman Road
Brooklyn, CT 06234

Mae Lyons, Board Chair
Justin Phaiah, Secretary
Ailla Wasstrom-Evans

Melissa Perkins-Banas, Vice-Chair
Kayla Burgess
Deb Metzger

Mission: The Brooklyn Schools will foster a drive for learning within each student to reach his/her greatest potential. To achieve this mission, the school will continually improve its educational programs and services to meet this community's expectations for a quality education for all.

The Brooklyn Board of Education held a meeting in the Central Office Community Room and virtually on January 24, 2024 via Google Meet. In attendance were Mrs. Lyons, Dr. Perkins-Banas, Mr. Phaiah, Mrs. Burgess, Mrs. Wasstrom-Evans, and Mrs. Metzger. Mrs. Buell, Superintendent was also present.

To support public participation the documents will be posted on the Town of Brooklyn Website as well as the Brooklyn Public Schools Website. You are encouraged to send questions or comments to buell@brooklynschools.org prior to the meeting.

1. Attendance, Establishment of a Quorum, Call to Order

Mrs. Lyons stated that a Quorum has been established. Board members that were present: Melissa Perkins-Banas, Justin Phaiah, Kayla Burgess, Ailla Wasstrom-Evans, Deb Metzger, and Mae Lyons.

Mrs. Lyons called the meeting to order at 6:30 p.m.

2. Pledge of Allegiance

3. Public Comment

None

4. Approval of Minutes

a. December 20, 2023 Regular Meeting Minutes

Dr. Perkins-Banas made a motion to approve the regular meeting minutes for December 20, 2023.

(Perkins-Banas/Burgess)

No Discussion

Vote Count: 6, 0
Unanimous vote to approve

5. Correspondence and Communication

a. Review District Advancement Plan by Administration

Mrs. Buell stated that the Administrators will give a presentation on the mid-year Assessment Data Universal Screenings that they assess students throughout the school year.

Mrs. Graef discussed the Brooklyn Elementary School DIBELS Composite Scores for grades kindergarten through grade four. She stated that they can also take the data and look at it more closely to see where each of the students are struggling and then be able to work on where the students are having the biggest struggle. One of the areas a cohort of students are struggling with is phonemic awareness, nonsense word fluency. The instructional coaches and reading interventionists will be working on reading interventions with students. Mrs. Graef reviewed the fall and winter data with the Board.

Mr. Weaver discussed the iReady Mathematics Diagnostic data, which replaces the STAR Assessment for the Brooklyn Elementary School. He reviewed the fall and winter data with the Board. Mr. Weaver stated that there has been significant growth that deserves celebration. Students set goals for themselves and are excited when they achieve them. Teachers are also able to show students where they are and what their next goals will be. Students are responding to instruction and intervention with iReady Mathematics.

Mrs. Tamsin discussed the ELA data for Brooklyn Middle School. She stated that the STAR assessment is utilized for grade five through eight ELA and Math. Mrs. Tamsin reviewed the fall and winter data with the Board. She discussed how they look at individual students where they can see significant improvement in individuals, and are able to tell which students did not do their best. Mrs. Tamsin did state that there has been some growth in the ELA assessment.

Mrs. Tamsin discussed the Math data for the Brooklyn Middle School as well. She stated that the middle school will be looking at using the iReady Mathematics, since there has been great data from the elementary school and it will help in creating a learning pathway. Mrs. Tamsin stated that they are ready to implement the iReady Mathematics program. They are excited to implement this program for the remainder of the school year and get the students into a pathway and begin monitoring growth.

Mr. Bender discussed student growth percentile for math data and reported a strong increase from the fall data. All students are working in interventions during flex periods on iReady for at least 20 minutes. If a student is not understanding a

concept, iReady will give them a lesson rather than more questions on the topic to ensure students are understanding the skill and concepts.

Mrs. Tamsin discussed the DESSA results for the Brooklyn Middle School. She stated that they are focusing on social, emotional learning with goal directed behavior.

Mrs. Graef stated that the winter data for DESSA will be completed within the first weeks of February. She discussed the fall DESSA results for the Brooklyn Elementary School. This data is used during BMT meetings weekly and look at the behavior referrals they received and discuss what supports are needed with the social worker staff to provide interventions based on the data.

Mr. Bender stated that DESSA breaks down each percentage by grade level and in different areas. It shows the strengths and weaknesses of each group and which techniques are most effective in that group. This also helps to set up grade level awards and interventions with students to shape behaviors.

Mrs. Hyatt discussed the special education data for the elementary school. She stated that they use the same universal screens that the elementary school uses for students with IEPs. She reviewed the ELA goals and objectives, and stated that the math assessments have not been completed for the winter data. Students made progress on their goals. Mrs Hyatt also stated that they have been working with teachers on the students that may have stabilized or decreased from their goals.

Mrs. Toth discussed the special education data for the middle school. She stated 83% of students with IEPs progressed to mastery of IEP goals and objectives in ELA and 100% of students with IEPs progressed on math goals and objectives. Students have been working very hard on their math goals.

b. Woodstock Academy: Samuel Clark December Head of School Award

Mrs. Buell stated she received a letter from Woodstock Academy's Head of School, Christopher Sandford, stating that Samuel Clark was chosen to receive the Head of School Award for December. Mrs. Buell and the Board congratulated Samuel.

c. Thank you to Beagary Charitable Trust

Mrs. Buell stated that she sent a letter to the Beagary Charitable trust for their generous donation of \$5,000 for enrichment programs at Brooklyn Public Schools, specifically for field trips and other enrichment activities along with a \$30,000 donation towards the acquisition of an electronic sign for Brooklyn Public Schools. The donation for the electronic sign will play a crucial role in enhancing the visibility and communication with the community.

6. Administrative Reports

a. FY23 Financial Reports

Mrs. DiBenedetto discussed the expenditure report. There are no changes in expenditures from last month and remaining on track. She also was excited to announce that both financial assistant positions for the school and the Town have been filled and are expected to start within the next week or two.

b. Enrollment Report

Mrs. Buell discussed the enrollment report. The Brooklyn Elementary School had no changes. The Brooklyn Middle School increased by three. High School Students decreased by one. Total student enrollment went from 1,256 to 1,258.

c. Brooklyn's Best

Brooklyn Elementary School:

- PBIS incentive to read to principals has been well received.
- We had an excellent assembly to celebrate our healthy choices and positive behaviors for the month of December.
- Mr. March put on an impressive concert with our 3rd and 4th grade students. The BMS auditorium was packed with families.
- Our kindergarten readers earned their superhero capes. Throughout the first part of the year they have been working hard to become super readers. Thank you to the PTO for continuing to support this work by purchasing the capes.
- Our greenhouse has left California and should be arriving at BES on January 12th. Thank you to Mr. Barrette for your help in coordinating the delivery with the freight company.

Brooklyn Middle School:

- Mrs. Paille is beautifying our building with painted murals painted by students across grade levels. They are currently working on 2 murals in the social work conference room after completing two murals in the 6th grade hallway. We appreciate the effort put in by the students to have such a positive impact on our community.
- Thank you to the members of the band that played the National Anthem at our recent basketball game.
- Thank you to the students that stepped up to sing the National Anthem at the basketball game when our regular recording was not working.
- Thank you to the KHS Robotics team for presenting to STEAM students about the program and opportunities in robotics at the high school level.
- Good Cookie October 2024:
 - 5th - Lucie Ledogar, Caolan Curran
 - 6th - Oliva Hunton, Rocco Asermelly

- 7th - Brinley Blake, Declan Harman
- 8th - Aaron Mesick, Brynn Choruxek

7. Board of Education Committee Reports

None to Report

8. Board Representatives to Other Committees

Mrs. Burgess stated that there was a Northeast Early Childhood Council (NECC) meeting on Monday. She stated there are many resources for parents with children up to age eight. Anyone interested in learning more, please visit <https://www.neccouncil.org/> for more information.

9. Old Business

a. NESDEC Update

Mrs. Buell gave an update on NESDEC.

- 1/27/2024 (Saturday): Superintendent Candidates 1st Round Interviews (top 5-8 candidates)
- 1/29/2024 - 2/16/2024: Committee selects Superintendent candidate finalists
- 2/7/2024 (5-9:00PM): Superintendent Candidates 2nd Round Interviews
- 2/21/2024 (possible date): Superintendent Finalist(s) Day Long Visit
- 2/29/2024: Final checks and agreements for Superintendent Finalist
- 03/01/2024: BOE Appoints new Superintendent

10. New Business

a. Review residency information

Mrs. Buell stated she wanted to review the residency information. She stated that a few residency matters have occurred this year. When a parent comes to enroll a student, there are documents that are required. In addition, it is required to present information to prove residency in Brooklyn. Examples include leasing documents, or signed documents, utility bills, etc. In order to prove residency, parents need to provide documentation that indicates they receive mail in Brooklyn and that they pay their bills in Brooklyn. Mrs Buell stated there have been a few problems encountered where lease documents may not be legitimate. She stated that it has been very challenging for the school secretaries to confirm the legitimacy of residency in Brooklyn. Mrs Buell stated that they will review sample enrollment and residency requirements. They will be standardizing the forms and conducting random audits where proof of ID, lease, mortgage, or photo ID may be required to prove residency in Brooklyn. She stated that all students should be residing in Brooklyn in order to attend Brooklyn Public Schools.

Mrs. Buell also stated it is required by law to live in Brooklyn to get an education in Brooklyn. If there is a question about whether or not a student lives in Town, Mrs Buell will be inclined to contact the parents about the concern and verify residency. Mrs. Buell stated that Brooklyn Schools uses a residency officer to help with the verification process. If it comes to Mrs. Buell's attention that a student does not live in Brooklyn, they will have to withdraw from Brooklyn Schools and attend the school in the Town they reside in.

b. Review and approve Increasing Educator Diversity Plan

Mrs. Buell stated that there is an increase in the Educator Diversity Plan from the State. The State's goal is for students to have equal representation in the school. The goal for the State of Connecticut is to increase educator diversity, which Mrs. Buell stated that Brooklyn Schools will be creating a plan to increase diversity of educators in the school. She also stated that Brooklyn Schools goal is to hire the best qualified employees for the position being filled and to expand the diversity of staff to reflect diversity of students. Mrs. Buell stated that she will be working on the Educator Diversity Plan and will bring it to the Board for approval.

11. Public Comment

No comment

12. Adjournment

Dr. Perkins-Banas made a motion to adjourn at 7:43 p.m.

(Perkins-Banas/Phaiah)

No Discussion

Vote Count: 6, 0

Unanimous vote to approve

Respectfully Submitted,

Rebecca S. DiBenedetto

Rebecca S. DiBenedetto

Justin Phaiah, Board of Education Secretary

Date



January 19, 2024

Brady Ericson
91 Maynard Road
Brooklyn, CT 06234

Dear Brady:

It is with great pleasure that I inform you that you have been chosen to receive the January Head of School Award. This award is based on your commitment to The Woodstock Academy and our community, trustworthiness, and respect for peers and staff, as well as leadership and dedication. A student must also be in good academic standing and maintain good or improving grades by passing all classes and be in good disciplinary standing.

The Academy is very fortunate to have you as a member of its community, and we are extremely proud of your accomplishments. Congratulations!

Sincerely,

Christopher Sandford
Head of School

Cc. Patricia Buell, Superintendent of Brooklyn Public Schools
The Woodstock Academy Board of Trustees
Counseling Department

The Brooklyn School

119 Gorman Road
Brooklyn, CT 06234
Phone: (860) 774-9153
Fax: (860) 774-6938

Patricia L. Buell
Superintendent
buell@brooklynschools.org

February 23, 2024

Dan Landry Electric, LLC.
119 Needles Eye Road
Pomfret Center, CT 06259

Dear Mr. Landry,

On behalf of the Brooklyn Board of Education and the Brooklyn Elementary School, I want to express our deepest gratitude for your contribution of time, skills and materials towards the installation of the motors for the backboards at our Brooklyn Elementary School gymnasium.

Your willingness to donate your precious time, materials and your expertise (valued at approximately \$500) demonstrates a deep commitment to our community and has not gone unnoticed.

Your generosity will be recognized at the Board of Education meeting on February 28, 2024 at 6:30pm. Thank you for your continued support of the Brooklyn Public Schools and our community!

Sincerely,



Patricia L. Buell

PB/tm

cc: Justin Phaiah, Board of Education Secretary

Acct	Account Description	Budget FY23-24	Transfers	Budget FY23-24	YTD Expended	Encumbrance	Exp/Encum	Balance	% Exp/Encum
51100	Salaries Administration	\$ 902,498.00	\$ -	\$ 902,498.00	\$ 570,092.66	\$ 327,688.38	\$ 897,781.04	\$ 4,716.96	99%
51103	Salaries- Substitute Teachers	\$ 95,000.00	\$ -	\$ 95,000.00	\$ 58,990.20	\$ -	\$ 58,990.20	\$ 36,009.80	62%
51104	Salaries-Substitute Instructional Aides	\$ 22,000.00	\$ -	\$ 22,000.00	\$ 23,980.40	\$ -	\$ 23,980.40	\$ (1,980.40)	109%
51110	Salaries-Support Staff	\$ 1,201,175.00	\$ -	\$ 1,201,175.00	\$ 652,991.83	\$ 432,015.59	\$ 1,085,007.42	\$ 116,167.58	90%
51111	Salaries-Teachers	\$ 5,969,725.03	\$ (15,225.57)	\$ 5,984,950.60	\$ 3,276,102.50	\$ 2,645,197.02	\$ 5,921,299.52	\$ 48,425.51	99%
51112	Salaries-Instructional Aides	\$ 1,181,682.00	\$ -	\$ 1,181,682.00	\$ 667,773.43	\$ 507,486.41	\$ 1,175,259.84	\$ 6,422.16	99%
51119	ESY Teacher	\$ 20,471.59	\$ 5,086.59	\$ 15,385.00	\$ 20,471.59	\$ -	\$ 20,471.59	\$ -	133%
51129	ESY Paraprofessional	\$ 25,293.20	\$ (501.80)	\$ 25,795.00	\$ 25,293.20	\$ -	\$ 25,293.20	\$ -	98%
51130	Salaries-Custodial O/T	\$ 6,000.00	\$ -	\$ 6,000.00	\$ 5,358.94	\$ -	\$ 5,358.94	\$ 641.06	89%
51151	Additional Compensation-Teachers	\$ 49,656.00	\$ -	\$ 49,656.00	\$ 25,439.50	\$ 10,525.50	\$ 35,965.00	\$ 13,691.00	72%
51152	IT Summer Salaries	\$ 7,500.00	\$ -	\$ 7,500.00	\$ 7,038.72	\$ -	\$ 7,038.72	\$ 461.28	94%
	Total Salaries	\$ 9,481,000.82	\$ (10,640.78)	\$ 9,491,641.60	\$ 5,333,532.97	\$ 3,922,912.90	\$ 9,256,445.87	\$ 224,554.95	98%
52110	Health Ins Employer	\$ 1,762,464.29	\$ -	\$ 1,762,464.29	\$ 1,145,644.85	\$ 541,072.30	\$ 1,686,717.15	\$ 75,747.14	96%
52115	Dental Ins. Employer	\$ 86,438.97	\$ -	\$ 86,438.97	\$ 70,101.94	\$ 17,869.87	\$ 87,971.81	\$ (1,532.84)	102%
52120	HSA	\$ 172,500.00	\$ -	\$ 172,500.00	\$ 163,333.34	\$ -	\$ 163,333.34	\$ 9,166.66	95%
52200	Fica/Medicare Employer portion	\$ 250,000.00	\$ -	\$ 250,000.00	\$ 185,015.56	\$ 123,829.32	\$ 308,844.88	\$ (58,844.88)	124%
52300	Pension/Retirement Expenses	\$ 283,522.00	\$ -	\$ 283,522.00	\$ 229,346.00	\$ -	\$ 229,346.00	\$ 54,176.00	81%
52510	Tuition Reimbursement	\$ 15,000.00	\$ -	\$ 15,000.00	\$ 9,649.00	\$ -	\$ 9,649.00	\$ 5,351.00	64%
52600	Unemployment	\$ 25,000.00	\$ -	\$ 25,000.00	\$ 2,116.54	\$ -	\$ 2,116.54	\$ 22,883.46	8%
52700	Workers Compensation	\$ 90,240.00	\$ -	\$ 90,240.00	\$ 67,665.08	\$ 22,557.64	\$ 90,222.72	\$ 17.28	100%
52800	Life Insurance	\$ 15,544.00	\$ -	\$ 15,544.00	\$ 12,625.90	\$ 5,927.22	\$ 18,553.12	\$ (3,009.12)	119%
	Total Benefits	\$ 2,700,709.26	\$ -	\$ 2,700,709.26	\$ 1,885,498.21	\$ 711,256.35	\$ 2,596,754.56	\$ 103,954.70	96%
53020	Legal Services	\$ 40,000.00	\$ -	\$ 40,000.00	\$ 18,226.43	\$ 17,288.50	\$ 35,514.93	\$ 4,485.07	89%
53200	Professional Educational Services	\$ 182,099.00	\$ 55,810.00	\$ 126,289.00	\$ 48,503.26	\$ 101,132.90	\$ 149,636.16	\$ 32,462.84	118%
53230	Pupil Services	\$ 2,500.00	\$ -	\$ 2,500.00	\$ -	\$ -	\$ -	\$ 2,500.00	0%
53400	Other Professional Services	\$ 49,800.00	\$ -	\$ 49,800.00	\$ 20,622.61	\$ 5,450.00	\$ 26,072.61	\$ 23,727.39	52%
53410	Audit	\$ 29,000.00	\$ -	\$ 29,000.00	\$ 11,850.00	\$ -	\$ 11,850.00	\$ 17,150.00	41%
53500	Technical Services	\$ 31,830.00	\$ -	\$ 31,830.00	\$ 16,791.00	\$ 12,432.58	\$ 29,223.58	\$ 2,606.42	92%
53520	Other Technical Services	\$ 14,972.00	\$ -	\$ 14,972.00	\$ 9,500.00	\$ 5,472.00	\$ 14,972.00	\$ -	100%
53540	Sports Officials	\$ 5,195.00	\$ -	\$ 5,195.00	\$ 2,523.80	\$ -	\$ 2,523.80	\$ 2,671.20	49%
	Total Prof Services	\$ 355,396.00	\$ 55,810.00	\$ 299,586.00	\$ 128,017.10	\$ 141,775.98	\$ 269,793.08	\$ 85,602.92	90%
54101	Refuse Removal	\$ 16,000.00	\$ -	\$ 16,000.00	\$ 9,242.15	\$ 3,791.92	\$ 13,034.07	\$ 2,965.93	81%
54300	Equipment Repairs	\$ 25,075.00	\$ -	\$ 25,075.00	\$ 21,243.88	\$ 2,209.54	\$ 23,453.42	\$ 1,621.58	94%
54301	Building Maintenance	\$ 45,000.00	\$ -	\$ 45,000.00	\$ 37,665.35	\$ 15,401.00	\$ 53,066.35	\$ (8,066.35)	118%
54302	Fire/Security Maintenance	\$ 17,000.00	\$ -	\$ 17,000.00	\$ 16,115.64	\$ 1,940.00	\$ 18,055.64	\$ (1,055.64)	106%
54303	Grounds Maintenance	\$ 20,000.00	\$ -	\$ 20,000.00	\$ 27,599.59	\$ 168.98	\$ 27,768.57	\$ (7,768.57)	139%
54320	Technology Related Repairs	\$ 5,000.00	\$ -	\$ 5,000.00	\$ -	\$ -	\$ -	\$ 5,000.00	0%
54411	Water/Sewer	\$ 29,000.00	\$ -	\$ 29,000.00	\$ 20,117.78	\$ 12,464.22	\$ 32,582.00	\$ (3,582.00)	112%
54430	Rental of Equipment - Copiers	\$ 57,349.24	\$ -	\$ 57,349.24	\$ 22,473.21	\$ 17,621.26	\$ 40,094.47	\$ 17,254.77	70%
	Total Contracted Services	\$ 214,424.24	\$ -	\$ 214,424.24	\$ 154,457.60	\$ 53,596.92	\$ 208,054.52	\$ 6,369.72	97%

55100	Pupil Transportation-Local/High	\$ 827,441.00	\$ -	\$ 827,441.00	\$ 343,679.00	\$ 485,568.00	\$ 829,247.00	\$ (1,806.00)	100%
55110	Student Transportation-Spec. Ed In-State	\$ 308,560.00	\$ -	\$ 308,560.00	\$ 121,100.00	\$ 156,310.00	\$ 277,410.00	\$ 31,150.00	90%
55130	TRANS. SPECIAL ED - ESY	\$ 28,398.00	\$ (12,253.00)	\$ 40,651.00	\$ 28,398.00	\$ -	\$ 28,398.00	\$ -	70%
55150	Transportation-Athletics/Field Trips	\$ 30,019.00	\$ -	\$ 30,019.00	\$ 3,407.50	\$ 166.00	\$ 3,573.50	\$ 26,445.50	12%
55200	Property & Liability Insurance	\$ 76,985.29	\$ -	\$ 76,985.29	\$ 58,934.55	\$ 19,620.50	\$ 78,555.05	\$ (1,569.76)	102%
55300	Communications	\$ 12,840.00	\$ -	\$ 14,080.00	\$ 8,537.20	\$ 4,750.00	\$ 13,287.20	\$ (447.20)	94%
55301	Postage	\$ 4,000.00	\$ -	\$ 4,000.00	\$ 3,917.92	\$ 82.08	\$ 4,000.00	\$ -	100%
55400	Advertising	\$ 7,200.00	\$ -	\$ 7,200.00	\$ 7,880.07	\$ -	\$ 7,880.07	\$ (680.07)	109%
55600	Tuition-High School	\$ 4,873,441.21	\$ -	\$ 4,873,441.21	\$ 3,179,749.00	\$ 1,586,256.50	\$ 4,766,005.50	\$ 107,435.71	98%
55610	Tuition-Vo Ag	\$ 57,920.00	\$ -	\$ 57,920.00	\$ 50,035.36	\$ 25,017.64	\$ 75,053.00	\$ (17,133.00)	130%
55630	Tuition-Spec. Ed Private	\$ 696,632.25	\$ -	\$ 696,632.25	\$ 388,053.17	\$ 270,759.66	\$ 658,812.83	\$ 37,819.42	95%
55640	Tuition-Spec. Ed-in State LEA	\$ 1,161,855.24	\$ -	\$ 1,161,855.24	\$ 820,601.67	\$ 380,408.43	\$ 1,201,010.10	\$ (39,154.86)	103%
55650	Tuition-Spec. Ed-Private Out of State	\$ 75,464.18	\$ (32,916.22)	\$ 108,380.40	\$ 29,001.05	\$ 23,308.90	\$ 52,309.95	\$ 23,154.23	48%
55800	Travel Reimbursement	\$ 14,500.00	\$ -	\$ 14,500.00	\$ 4,363.88	\$ 692.36	\$ 5,056.24	\$ 9,443.76	35%
55910	ADULT EDUCATION	\$ 30,850.00	\$ -	\$ 30,850.00	\$ -	\$ 30,850.00	\$ 30,850.00	\$ -	100%
	Total Other Services	\$ 8,206,106.17	\$ (45,169.22)	\$ 8,252,515.39	\$ 5,047,658.37	\$ 2,983,790.07	\$ 8,031,448.44	\$ 174,657.73	97%
56100	General Supplies	\$ 68,519.76	\$ -	\$ 68,519.76	\$ 35,112.00	\$ 3,060.99	\$ 38,172.99	\$ 30,346.77	56%
56110	Instructional Supplies	\$ 65,887.95	\$ -	\$ 65,887.95	\$ 36,174.17	\$ 363.00	\$ 36,537.17	\$ 29,350.78	55%
56120	Admin Supplies	\$ 25,660.26	\$ -	\$ 25,660.26	\$ 13,299.37	\$ 1,994.87	\$ 15,294.24	\$ 10,366.02	60%
56220	Electricity	\$ 55,000.00	\$ -	\$ 55,000.00	\$ 33,227.44	\$ 21,772.52	\$ 54,999.96	\$ 0.04	100%
56240	Fuel Oil	\$ 129,988.00	\$ -	\$ 129,988.00	\$ 72,212.21	\$ 57,775.79	\$ 129,988.00	\$ -	100%
56260	Gasoline/Diesel	\$ 88,321.40	\$ -	\$ 88,321.40	\$ 48,997.70	\$ 38,618.76	\$ 87,616.46	\$ 704.94	99%
56400	Books	\$ 5,500.00	\$ -	\$ 5,500.00	\$ 3,393.40	\$ -	\$ 3,393.40	\$ 2,106.60	62%
56410	Textbooks	\$ 875.00	\$ -	\$ 875.00	\$ 440.35	\$ -	\$ 440.35	\$ 434.65	50%
56420	Library Books	\$ 9,249.15	\$ -	\$ 9,249.15	\$ 1,299.08	\$ -	\$ 1,299.08	\$ 7,950.07	14%
56430	Periodicals	\$ 205.00	\$ -	\$ 205.00	\$ 76.50	\$ -	\$ 76.50	\$ 128.50	37%
56500	Supplies - Technology Related	\$ 5,000.00	\$ -	\$ 5,000.00	\$ 545.86	\$ -	\$ 545.86	\$ 4,454.14	11%
56900	Other Supplies	\$ 20,199.00	\$ -	\$ 20,199.00	\$ 2,010.28	\$ 248.97	\$ 2,259.25	\$ 17,939.75	11%
	Total Supplies	\$ 474,405.52	\$ -	\$ 474,405.52	\$ 246,788.36	\$ 123,834.90	\$ 370,623.26	\$ 103,782.26	78%
57345	Instructional Equipment	\$ 92,837.00	\$ -	\$ 92,837.00	\$ 23,520.11	\$ 2,106.00	\$ 25,626.11	\$ 67,210.89	28%
57350	Technology Software	\$ 66,681.00	\$ -	\$ 66,681.00	\$ 14,211.50	\$ -	\$ 14,211.50	\$ 52,469.50	21%
	Total Equipment	\$ 159,518.00	\$ -	\$ 159,518.00	\$ 37,731.61	\$ 2,106.00	\$ 39,837.61	\$ 119,680.39	25%
58100	Dues and Fees	\$ 33,440.00	\$ -	\$ 33,440.00	\$ 31,703.13	\$ 2,920.00	\$ 34,623.13	\$ (1,183.13)	104%
	Total Dues and Fees	\$ 33,440.00	\$ -	\$ 33,440.00	\$ 31,703.13	\$ 2,920.00	\$ 34,623.13	\$ (1,183.13)	104%
59140	Contingency	\$ 10,000.00	\$ -	\$ 10,000.00	\$ -	\$ -	\$ -	\$ 10,000.00	0%
	Total Other Services	\$ 10,000.00	\$ -	\$ 10,000.00	\$ -	\$ -	\$ -	\$ 10,000.00	0%
		\$ 21,635,000.01	\$ -	\$ 21,636,240.01	\$ 12,865,387.35	\$ 7,942,193.12	\$ 20,807,580.47	\$ 827,419.54	96%

February

Brooklyn Elementary School

- The Donors Choose items have been pouring in! The staff and students are thoroughly enjoying their new SEL materials.
- Multiple staff members have visited other schools to observe potential reading programs for our building. They are excited and eager to bring their findings back to our literacy committee.
- Our students have been racking up their PBIS tickets to be guest announcers for morning announcements. It has been wonderful to see so many BEARs!
- Sally Rodgers came to visit kindergarten. The students have enjoyed the Science of Sound activities and learned about sound waves and how they travel.

Brooklyn Middle School

Good Cookie October		
5th	Maahir Solanki	Maeve Sladewski
6th	Salvatore Deojay	Sahanna Bonafe
7th	Lillian Dumond	Asher Jarvis
8th	Ella Petersen	Peyton Loeber

Q2 Lions Club	
5th	Aaisley Torres
6th	Olivia Hunton
7th	Max Schaeffer
8th	Joseph Spring

- Congratulations to our Girls Basketball team for their perfect season and First place finish for the QVJC championship! Our Boys basketball team made nice progress in their skills and teamwork throughout the season. Cheerleaders improved their skills and team cohesiveness throughout the season!
- Congratulations to our 21 staff members who were awarded project grants from the CSDE. Their interest and willingness to develop ideas for new materials and opportunities in classrooms is commendable.
- Thank you to the teachers who have committed to offering Q3 after-school activities. There are 10 club offerings with 80 participants.
- The drama club continues to make great progress towards their performance of Lion King, Jr. The scheduled dates for that performance are April 5 and 6 from 6-8 pm. We look forward to enjoying the final product.
- Our NJHS is working to schedule a Red Cross blood drive in March. More details will be shared as they become available.

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Increasing Educator Diversity Plan Template



IMPORTANT NOTES:

- 1. Formal approval by your local or regional board of education, or equivalent governing body for schools must be obtained prior to submitting your Increasing Educator Diversity Plan. Be prepared to provide the day, month and year that the plan was approved by the board or equivalent governing body as part of the upload of your submission.**
- 2. In the absence of an original motion or a preexisting board or board equivalent policy expressly conferring authority on the superintendent or equivalent schools administrator to make any necessary Plan revisions, the school board or equivalent governing body will be expected to formally approve any necessary revisions to its Plan prior to resubmitting the revised Plan by May 15, 2024**

COVER PAGE	
District:	Brooklyn Public Schools
Vision:	The Brooklyn Schools will foster a drive for learning within each student to reach his/her greatest potential. To achieve this mission, the school will continually improve its educational programs and services to meet this community's expectations for a quality education for all.
Theory of Action	The Brooklyn Public Schools is committed to monitoring and minimizing achievement gaps by offering equitable recruitment, hiring and retention practices to maximize diverse learning opportunities. This will be achieved through recruiting and hiring the best employees, and expanding the diversity of staff to reflect the diversity existing in the student population. Brooklyn Public Schools uses recruitment and hiring practices that provide equity to applicants and is committed to open conversations with interview committees about possible unconscious bias that may impact equity in hiring practices. Once hired, all staff will be provided opportunities to engage in the supports that new teachers need to meet the learning needs of students in Brooklyn. All teachers will be listened to in a judgment free space and will have an opportunity to engage in discussion around how to increase cultural competency and maximize student outcomes.
Team Lead:	IED Lead: Adam Bender
Team Members:	Director of HR: Lori Gilpin; Elementary Principal: Paula Graef; Elementary Assistant Principal: Mark Weaver; Middle School Principal: Heather Tamsin; Middle School Assistant Principal: Adam Bender; Special Education: Barbara-Jean Toth; Special Education Supervisor: Karen Hyatt; Parent/School Secretary: Jill Hardacker; Superintendent: Patricia Buell Director of



Increasing Educator Diversity Plan Template

RECRUITMENT								
Goal	Who Manages the Goal?	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress	Resources Required	Risks and Mitigation	Communication/Engagement Efforts
(What are we trying to do?)	(name, position)	What?	Who Owns This?	By When?	(How will we know if we are on track for success?)	(What people, time, money, and technology will be needed?)	(What could go wrong? How will we make that less likely to happen?)	(Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
<p>*Increase educators of color to apply for positions posted in the Brooklyn Public Schools. Brooklyn Public Schools will include the vision statement when posting all positions. The vision will include the the district's Educator Diversity Plan's Theory of Action to ensure that educator diversity is intentionally considered when determining candidacy.</p>	<p>Administrator Team in charge of hiring</p>	<p>This will be added to the Frontline application process. TARGET: Look for career fair offerings that would get our positions communicated to a diverse applicant pool</p>	<p>Administrator Team and Human Resource Director</p>	<p>Update Current Application to allow for the collection of demographic data ASAP Distribute openings through venues more likely to be seen by applicants of color May 2024 Attend Job Fairs online and in person As opportunities present themselves effective immediately</p>	<p>The application will have updated language with the vision statement Recruitment opportunities will be attended by administration from one or both buildings</p>	<p>Time to attend, cost for attendance, updated recruitment flyer that reflects our diversity goal gear to hand out at recruitment fairs Flyers to post at the Community Center to increase engagement.</p>	<p>Problem:We could get no applicants of color. Continue efforts to communicate positions to diverse populations Foot traffic at locations could be less than anticipated Problem: Challenge to get interest while at a career fair. Bring Brooklyn swag to entice visitors to our booth.</p>	<p>The administrator team needs to be engaged in the efforts Our vision statement should be developed and communicated with anyone involved in hiring Clear efforts will be made for new hires that become involved in the hiring process.</p>

Increasing Educator Diversity Plan Template



HIRING & SELECTION								
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?)	Resources Required (What people, time, money, and technology will be needed?)	Risks and Mitigation (What could go wrong? How will we make that less likely to happen?)	Communication/Engagement Efforts (Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
		What?	Who Owns This?	By When?				
*Raise awareness about potential candidates that might enhance the diversity of staff at the Brooklyn Public Schools. During the hiring and selection process, the Brooklyn Public Schools will consider all applicants. Committees will consider how many educators of color were selected from the total applicants being considered for each position. For the next twelve months, the committee will actively respond to one or more questions about the potential for unconscious bias.	Lori Gilpin, Director of HR; Heather Tamsin, Middle School Principal; Paula Graef, Elementary Principal; Barbara-Jean Toth, Special Education Director; Patricia Buell, Superintendent or administrator leading the search committee.	Search committees will respond to questions: 1) Do we have an opportunity to increase diversity in the Brooklyn Public Schools during this search? 2) How can we support this candidate to be successful in the Brooklyn Public Schools? 3) Is there anything the committee would do differently during the hiring and selection portion of hiring to increase educator diversity? Other questions will be considered if appropriate regarding unconscious bias.	Administrator responsible for running the search committee will lead this discussion.	These reflection questions will be asked before, after or both before and after the search.	The administrator responsible will track the date and questions being asked. This will be discussed with the administrative team.	This questioning and reflection will take the committee 15-30 minutes depending on the depth of discussion. There are no additional resources needed, unless these discussions lead to the need for additional diversity training.	The administrator who is leading the search committee will need to ensure that they have carved out time to reflect on these questions. Questions should be provided to the administrator as part of the interview packet.	Human Resources Director will need to provide this information to the lead for the search committee. If this discussion is not occurring, it will be necessary to reinforce this through a reminder that this should be occurring after every interview committee.

Increasing Educator Diversity Plan Template



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?)	Resources Required (What people, time, money, and technology will be needed?)	Risks and Mitigation (What could go wrong? How will we make that less likely to happen?)	Communication/ Engagement Efforts (Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
		What?	Who Owns This?	By When?				
The Brooklyn Public Schools is aware of the challenges faced by new teachers. As part of the new teacher support meetings, we will add an equity agenda item for discussion or reflection to promote a space for all educators to be heard and to promote new learning for administrators and new teachers. Training topics will include the ongoing expectations about equality, diversity, equity, acceptance and belonging.	Direct supervisor of new hire. TEAM Faciliator Human Resource Director	<p>Mentorship Program:</p> <ul style="list-style-type: none"> * Establish mentorship programs pairing experienced educators with those from underrepresented backgrounds *Provide ongoing training for mentors to support the unique needs of diverse mentees *Foster a sense of community and connection among mentorship pairs <p>Professional Learning Opportunities:</p> <ul style="list-style-type: none"> *Offer targeted professional development opportunities addressing the needs and interests of educators from underrepresented backgrounds *Provide resources for continuous learning, including workshops, conferences, and online courses *Encourage educators to pursue leadership roles through development programs <p>Inclusive School Culture:</p> <ul style="list-style-type: none"> *Develop inclusive policies and practices that celebrate diversity within the school community *Promote a positive and inclusive school culture through awareness campaigns, events, and celebrations *Address any instances of bias or discrimination promptly and effectively <p>Wellness and Support Services:</p> <ul style="list-style-type: none"> *Provide wellness programs and support services to address the mental health and well-being of educators *Establish support groups or counseling services for educators facing challenges related to underrepresented backgrounds *Conduct regular check-ins to assess the needs and concerns of educators and provide resources accordingly 	Administrators Team TEAM Faciliator Human Resource Director	Upon hiring & Ongoing	<p>Retention Rates:</p> <ul style="list-style-type: none"> *Track the percentage increase in the retention of educators from underrepresented backgrounds over the two-year period <p>Mentorship Program Effectiveness:</p> <ul style="list-style-type: none"> *Evaluate the success of the mentorship programs through feedback from participants and assess any changes in retention rates <p>Professional Learning Participation:</p> <ul style="list-style-type: none"> *Measure the engagement and participation of educators in professional development opportunities <p>School Culture Assessment:</p> <ul style="list-style-type: none"> *Conduct regular assessments of the school culture to ensure it is inclusive and supportive 	<p>Mentorship Program Resources:</p> <ul style="list-style-type: none"> *Allocate funding for release time, training, materials and events <p>Professional Learning Budget:</p> <ul style="list-style-type: none"> *Allocate budget for targeted professional learning opportunities <p>Wellness and Support:</p> <ul style="list-style-type: none"> *Budget for wellness programs, counseling services, and support groups *Collaborate with external organizations or professionals to enhance support services <p>School Culture Initiatives:</p> <ul style="list-style-type: none"> *Allocate resources for awareness campaigns, events, and celebrations promoting an inclusive school culture *Invest in training programs for staff to address bias and discrimination effectively 	<p>Mentorship Program Resources:</p> <p>Despite the best intentions, mentors may unintentionally exhibit implicit bias, favoring mentees who share similar backgrounds or characteristics. This could undermine the program's goal of supporting individuals from underrepresented backgrounds. Mentors may not be adequately trained or aware of the unique needs and challenges faced by individuals from underrepresented backgrounds. This can result in ineffective support and guidance. Additionally, there is a lack of diversity among the experienced educators serving as mentors, it may limit the variety of perspectives and experiences available to mentees.</p>	<p>Who needs to be consulted/engaged? Experienced educators who will act as mentors. Educators from underrepresented backgrounds who will be mentees. School administrators and leadership involved in program implementation and professional learning.</p> <p>What needs to be communicated? To whom?</p> <p>To mentors: The goals and objectives of the mentorship program. The importance of addressing the unique needs of mentees from underrepresented backgrounds. Guidelines and expectations for effective mentorship.</p> <p>To mentees: Information about the mentorship program and its benefits. Expectations and responsibilities as mentees. How to communicate their needs and goals to their mentors. Specific professional learning opportunities available. The relevance of these opportunities to their needs and interests. Encouragement to pursue leadership roles and development programs. Availability of wellness programs and support services. Information about support groups or</p>