

# **GRISWOLD PUBLIC SCHOOLS**

**2020-2021  
INITIAL BUDGET PROPOSAL**

**February 10th, 2020  
Sean P. McKenna,  
Superintendent of Schools**



# MOVING FORWARD TOGETHER

## LEARNERS, DISTRICT & COMMUNITY



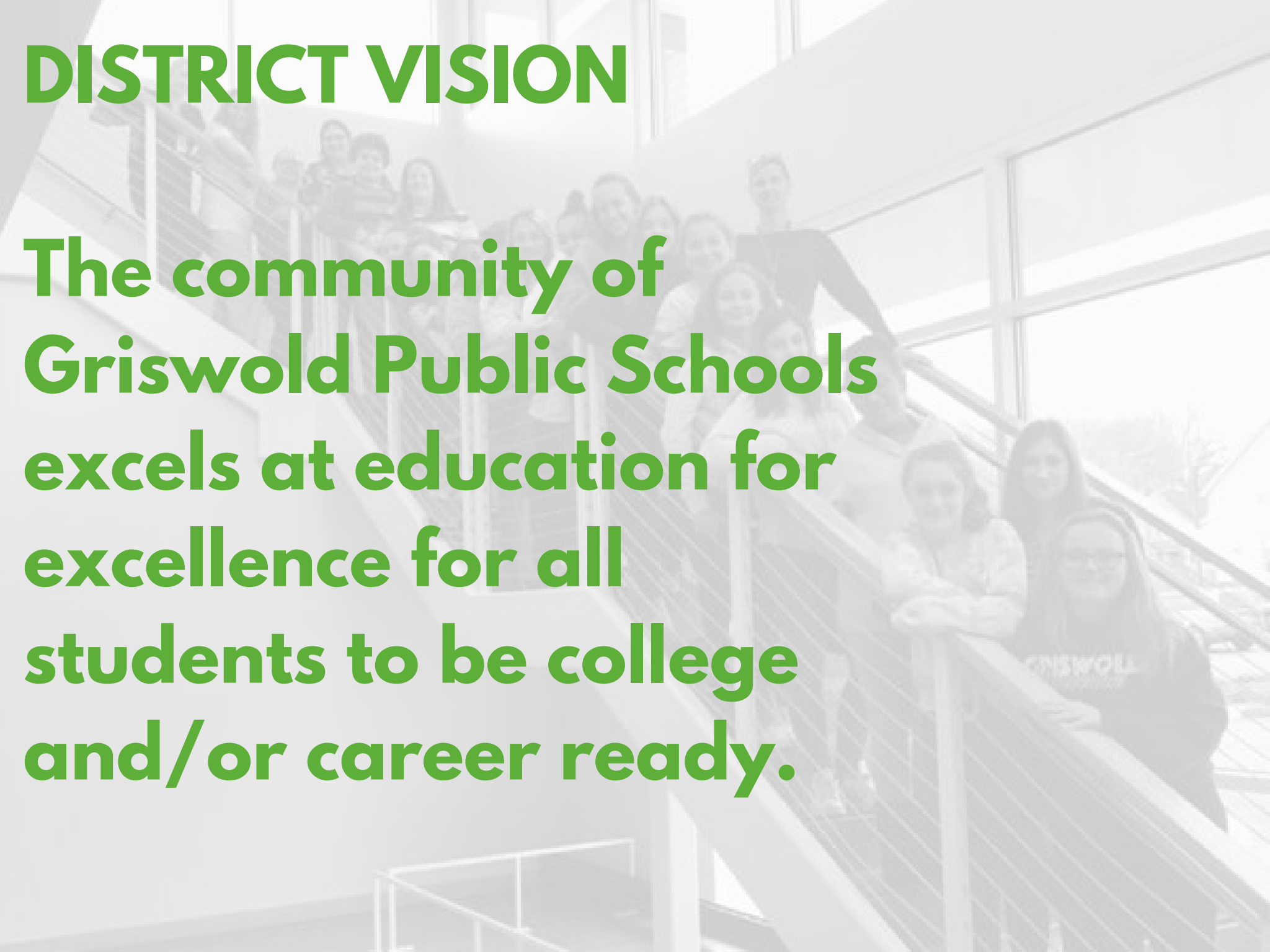
# DISTRICT MISSION



The community of  
**Griswold Public Schools**  
educates for excellence by  
empowering students to  
become compassionate,  
confident, creative and  
resourceful members of  
society.

# **DISTRICT VISION**

**The community of  
Griswold Public Schools  
excels at education for  
excellence for all  
students to be college  
and/or career ready.**



# GRISWOLD'S VISION OF THE GRADUATE

## GRISWOLD Public Schools

### Vision of the Graduate



**Resilient  
Problem  
Solver**



**Engaged  
Citizen**



**Effective  
Communicator**



**Critical  
Thinker**

*The Griswold graduate demonstrates an ability to achieve goals by taking risks, and solving problems with flexibility, strategic planning, attention to detail and perseverance.*

*The Griswold graduate demonstrates an ability to engage in service-oriented and civic-minded activities and to utilize cultural literacy and integrity to make responsible and culturally-sensitive decisions.*

*The Griswold graduate demonstrates an ability to communicate effectively and confidently through writing, speaking, listening, presenting, collaborating and other forms of creative expression.*

*The Griswold graduate demonstrates an ability to gather and evaluate information, analyze objectively, form a judgment, develop a hypothesis, and initiate inquiry through the mastery of multiple literacies.*

# GOALS



- **DESIGN A BUDGET TO RESPOND TO OUR STUDENTS' NEEDS AND THEIR SUCCESS.**
- **PRESENT A BUDGET TO SUPPORT OUR MISSION, VISION, VISION OF THE GRADUATE, AND OUR COMMUNITY.**
- **MAKE INFORMED DECISIONS SO WE CAN BE TRANSPARENT & RESPONSIBLE.**



**ABOVE ALL ELSE,  
WE WANT TO  
CELEBRATE OUR  
STUDENTS, THEIR  
SUCCESS, THEIR  
FUTURE, AND OUR  
PROGRESS AS A  
SCHOOL DISTRICT  
AND COMMUNITY.**

# **GRISWOLD PUBLIC SCHOOLS**

An aerial photograph of a town, likely Griswold, Michigan. The image shows a mix of residential houses with gabled roofs, large trees, and several commercial or institutional buildings. A main road runs through the center of the town. The overall scene is a typical small-town landscape.

**Griswold Public Schools is  
a school district, a  
community center, and a  
tuition revenue magnet.**



# GRISWOLD PUBLIC SCHOOLS

As a school district, we

- Prepare all students for college and/or career.
- Offer a strong early childhood education, a challenging middle years program, and a rigorous, comprehensive secondary school experience.
- Emphasize personalized learning and social and emotional learning to meet the needs of the individual student.
- Offer advanced learning opportunities at all levels.
- Support and celebrate extra-curricular opportunities.
- Embrace family and community partnerships.

# GRISWOLD PUBLIC SCHOOLS

**As a tuition magnet, we**

- **Partner with neighboring communities (Canterbury, Lisbon, Norwich, Voluntown, and Sprague) to offer a highly personalized high school education.**
- **Want to remain a competitive presence in the region as a high school choice.**
- **Originally projected 2 million in tuition revenue for this year; we are currently generating over 2 million in revenue.**
- **Want to continue to bring in tuition revenue to the town while assuring appropriate resources for GHS.**

# GRISWOLD PUBLIC SCHOOLS

**As a community center, we**

- **Take pride in our campus as the heart of the community for all Griswold residents to enjoy year round.**
- **Make available, as appropriate, facilities and fields to youth sports teams, and the Griswold recreation department year round.**
- **Employ approximately 140 Griswold taxpayers in various positions in our district.**



# GRISWOLD PUBLIC SCHOOLS: MOVING FORWARD TOGETHER

**Sean P. McKenna, Superintendent**

**Susan E. Rourke, Director of Curriculum, Instruction & Assessment**

**Christopher Champlin, Director of Special Education & Pupil Services**

**Alisha Stripling, Business Manager**

**Jill Curioso, Director of Technology**

**Stephen Cravinho, Campus-wide Activities & Athletic Director**

**Tom Verville, Director of Grounds & Facilities**

**Tom O'Connor, Director of Food Services**



## OUR MISSION

The community of Griswold Public Schools educates for excellence by empowering students to become compassionate, confident, and resourceful members of society.

## OUR VISION

The community of Griswold Public Schools at education for excellence for all students college and/or career ready.

## CORE VALUES

The Griswold Public Schools:

- ensures the physical, social, and emotional safety of students;
- values the contributions and resources of its students, parents, staff, and the community;
- inspires all through learning experiences that are relevant, challenging, and meaningful;
- develops a culture that promotes responsibility, respect, honesty, and integrity;
- welcomes the multiple perspectives of its diverse community based on race, ethnicity, gender, and ability;
- cultivates global perspectives and cultural understandings through world studies;
- advances learning through the relevant use of technology in a digitally connected world;
- ignites a passion for learning that drives students toward postsecondary success.

# GRISWOLD PUBLIC SCHOOLS: MOVING FORWARD TOGETHER

## ACCOMPLISHMENTS & DEVELOPMENTS

- Celebrate student success and achievements
- New tuition partnership with Norwich Public Schools
- New Student Information System--Infinite Campus
- Implemented Griswold's Vision of the Graduate
- Implemented Griswold's definition of High Quality Instruction
- Continue to add courses and experiences at GHS
- Continue to partner with the town and town agencies on a range of initiatives



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The community of Griswold Public Schools provides a high quality education for excellence for all students, preparing them for college and/or career ready.

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- ignites a passion for learning that drives students toward postsecondary success.

# **GES: MOVING FORWARD TOGETHER**

**Joseph Bordeau, Principal  
Jacqueline Love, Assistant  
Principal**



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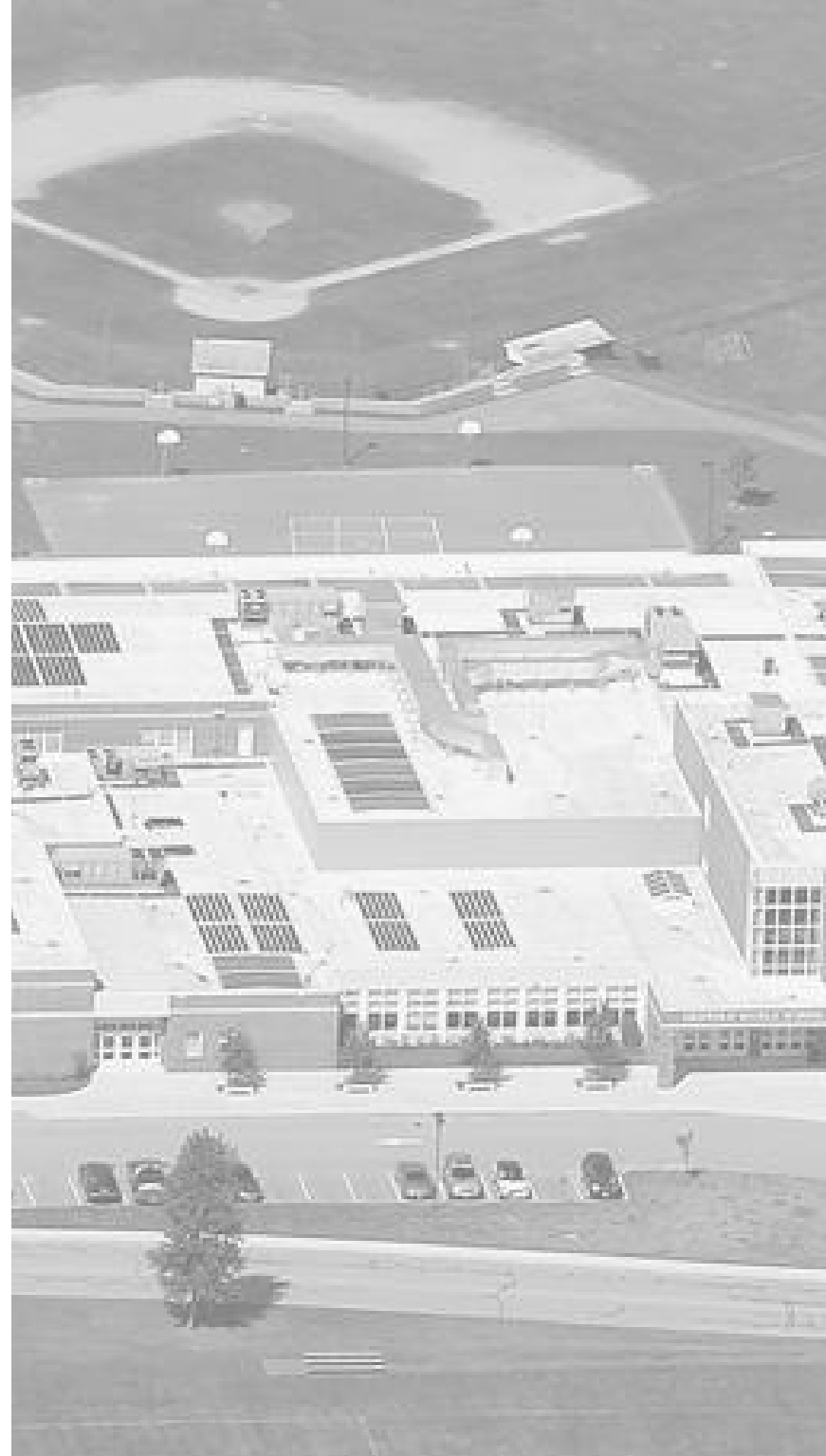
## ACCOMPLISHMENTS & DEVELOPMENTS

- Celebrate student success and achievements
- Implement & monitor Reader's Workshop model
- Provide continuous professional development to teaching faculty in Reader's Workshop model
- Implement and monitor Foundations program in grades k-3
- Continue with Learning Walks and Instructional Data Team Work



# **GMS: MOVING FORWARD TOGETHER**

**Glenn LaBossiere, Principal  
Louis Zubek, Assistant Principal**





# GMS: MOVING FORWARD TOGETHER

## ACCOMPLISHMENTS & DEVELOPMENTS

- **GMS was one of 2 schools in Eastern Connecticut to receive a category 2 on the school accountability index.**
- **GMS students performed well above state average on NGSS science assessment.**
- **Created new monthly Learning Walk model on monitoring High Quality Instruction.**
- **Forty-two 5th graders are participating in EASTCONN program on forensic investigations.**
- **Several English/LA Teachers are piloting Writer's Workshop Model.**



# **GHS: MOVING FORWARD TOGETHER**

**Erin Palonen, Principal**  
**Marceline Macrino, Assistant  
Principal**



# GHS: MOVING FORWARD TOGETHER

## ACCOMPLISHMENTS & DEVELOPMENTS

- **GHS spearheaded the creation and implementation of the district's Vision of the Graduate**
- **Implemented Community Service component**
- **Thirty-eight GHS students are enrolled in UCONN ECE Courses**
- **GHS Senior offered Early Acceptance and full scholarship to Princeton University**
- **Will offer UCONN ECE Physics next school year**
- **Students who take Advanced Spanish 5 are now eligible to participate in the Bilingual Certification Program.**





**INITIAL BUDGET  
PROPOSAL FOR  
2020-2021**

# **BUDGET PROPOSAL & IMPORTANT CONSIDERATIONS**

- **We must meet the needs of our students.**
- **We must remain competitive as a school district.**
- **We must continue to move forward as a learning community.**



# **BUDGET PROPOSAL & IMPORTANT CONSIDERATIONS**

**In this budget proposal, we have had to take on significant budget drivers including:**

**the Special Education Teacher funded by the town, BOF account;**

**the PK teacher funded by the PDG grant;**

**portions of teachers' salaries funded by grants;**

**and necessary maintenance work.**



# BUDGET PROPOSAL AND IMPORTANT CONSIDERATIONS

- **We want to continue to support our district mission, vision, and our vision of the graduate.**
- **We have now on-boarded an additional tuition partnership and want to remain competitive.**
- **We still remain a town community center, but we are responsible for the maintenance of our facilities and grounds**



# BUDGET PROCESS

- Encouraged all budget proposals to be grounded in student needs
- Reviewed all budget lines carefully
- Worked with our Insurance Broker to contain costs
- Analyzed enrollment, staffing, and other data points including fuel usage
- Reviewed historic data to justify decisions





# USING DATA TO DESIGN THE BUDGET PROPOSAL

- **GPS Budget History of Increases**
- **Per Pupil Expenditure Data**
- **Enrollment Data**
- **Staffing Data**
- **Tuition Obligation Data**
- **Initial Budget Proposal Increase**
- **Fixed Costs Increases**

# **GPS BUDGET HISTORY OF INCREASES**

### **GPS BUDGET HISTORY INCREASE**

<b>SCHOOL YEAR</b>	<b>PERCENTAGE INCREASE</b>
<b>2009-2010</b>	<b>0%</b>
<b>2010-2011</b>	<b>.41%</b>
<b>2011-2012</b>	<b>0%</b>
<b>2012-2013</b>	<b>1.52%</b>
<b>2013-2014</b>	<b>1.85%</b>
<b>2014-2015</b>	<b>.09%</b>
<b>2015-2016</b>	<b>1.35%</b>
<b>2016-2017</b>	<b>2.62%</b>
<b>2017-2018</b>	<b>2.12%</b>
<b>2018-2019</b>	<b>0%</b>
<b>2019-2020</b>	<b>2.1%</b>
<b>AVERAGE</b>	<b>1.10%</b>

**PER PUPIL  
EXPENDITURE  
DATA**

## PK-12 DISTRICTS—DRG F & LOCAL AREA DISTRICTS

DISTRICT	PER PUPIL EXPENDITURE		
	<i>2018/2019</i>	<i>2019/2020</i>	<i>Change</i>
Wolcott*	\$14,105	\$14,709	\$604
Enfield*	\$14,422	\$15,239	\$817
Plymouth*	\$14,526	\$15,192	\$666
Plainfield	\$14,410	\$15,233	\$823
Griswold*	\$15,541	\$15,562	\$21
Plainville*	\$15,624	\$17,352	\$1,728
Montville*	\$15,196	\$16,399	\$1,203
Ledyard	\$14,882	\$14,613	(\$269)
North Stonington	\$15,711	\$16,901	\$1,190
Stonington	\$17,413	\$18,606	\$1,193
Thompson*	\$18,077	\$18,137	\$60
Stafford*	\$17,086	\$17,630	\$544
Killingly	\$18,795	\$18,824	\$29
Windsor Locks*	\$19,399	\$19,786	\$387
East Windsor*	\$22,324	\$21,632	(\$692)

## PK-8 NEIGHBORING DISTRICTS

DISTRICT	PER PUPIL EXPENDITURE		
	<i>2018/2019</i>	<i>2019/2020</i>	<i>Change</i>
Preston	\$16,443	\$16,744	\$301
Lisbon	\$17,557	\$17,226	(\$331)
Canterbury	\$17,422	\$18,049	\$627
Voluntown	\$18,735	\$20,766	\$2,031

# **ENROLLMENT DATA**

**GRISWOLD ELEMENTARY SCHOOL ENROLLMENT**

<b>GRADE LEVEL</b>	<b>As of 10/1/16</b>	<b>As of 10/1/17</b>	<b>As of 10/1/18</b>	<b>As of 10/1/19</b>	<b>2020-2021 PROJECTIONS</b>	<b>Projected Average Class Size</b>
<b>PK</b>	<b>87</b>	<b>88</b>	<b>87</b>	<b>71</b>	<b>90</b>	<b>15 (6 sections)</b>
<b>K</b>	<b>118</b>	<b>119</b>	<b>136</b>	<b>124</b>	<b>120</b>	<b>17.1 (7 teachers)</b>
<b>1</b>	<b>108</b>	<b>110</b>	<b>116</b>	<b>137</b>	<b>124</b>	<b>17.7 (7 teachers)</b>
<b>2</b>	<b>121</b>	<b>113</b>	<b>109</b>	<b>114</b>	<b>137</b>	<b>19.6 (7 teachers)</b>
<b>3</b>	<b>146</b>	<b>123</b>	<b>118</b>	<b>108</b>	<b>114</b>	<b>22.8 (5 teachers)</b>
<b>4</b>	<b>139</b>	<b>144</b>	<b>129</b>	<b>116</b>	<b>108</b>	<b>21.6 (5 teachers)</b>
<b>Total for GES</b>	<b>719</b>	<b>697</b>	<b>695</b>	<b>670</b>	<b>688</b>	

**GRISWOLD MIDDLE SCHOOL ENROLLMENT**

<b>Grade Level</b>	<b>As of 10/1/16</b>	<b>As of 10/1/17</b>	<b>As of 10/1/18</b>	<b>As of 10/1/19</b>	<b>2020-2021 PROJECTIONS</b>	<b>Projected Average Class Size</b>
<b>5</b>	<b>146</b>	<b>134</b>	<b>152</b>	<b>133</b>	<b>116</b>	<b>19.3</b>
<b>6</b>	<b>120</b>	<b>134</b>	<b>127</b>	<b>148</b>	<b>133</b>	<b>22.2</b>
<b>7</b>	<b>129</b>	<b>119</b>	<b>140</b>	<b>140</b>	<b>148</b>	<b>24.7</b>
<b>8</b>	<b>142/1</b>	<b>132</b>	<b>117</b>	<b>138</b>	<b>140 1 GAHS</b>	<b>23.3</b>
<b>Total for GMS</b>	<b>538</b>	<b>519</b>	<b>536</b>	<b>559</b>	<b>537 (1 GAHS)</b>	



**GRISWOLD HIGH SCHOOL ENROLLMENT**

	<b>As of 10/1/16</b>	<b>As of 10/1/17</b>	<b>As of 10/1/18</b>	<b>As of 10/1/19</b>	<b>2020-2021 PROJECTIONS (inc. GAHS)</b>
<b>9</b>	<b>146/ 3 GAHS</b>	<b>141/ 4 GAHS</b>	<b>149/ 5 GAHS</b>	<b>137 6 GAHS</b>	<b>150</b>
<b>10</b>	<b>136/ 5 GAHS</b>	<b>123/ 2 GAHS</b>	<b>126/ 1 GAHS</b>	<b>129 2 GAHS</b>	<b>143</b>
<b>11</b>	<b>153/ 4 GAHS</b>	<b>130/ 5 GAHS</b>	<b>129/ 3 GAHS</b>	<b>122/ 3 GAHS</b>	<b>131</b>
<b>12</b>	<b>134/1 GAHS</b>	<b>141/ 6 GAHS</b>	<b>130/ 5 GAHS</b>	<b>127 3 GAHS</b>	<b>132</b>
<b>Total for GHS</b>	<b>582</b>	<b>535</b>	<b>548</b>	<b>522</b>	<b>545</b>
<b>GPS TOTAL STUDENTS</b>	<b>1,839</b>	<b>1,768</b>	<b>1,765</b>	<b>1,766</b>	<b>1,771</b>

# **STAFFING DATA**

## Griswold Elementary School

GES: Administration, Student Support & Classroom Teachers	
Administration	1 Principal 1 Assistant Principal
School Counselor	1
School Social Worker	1
School Psychologist	1
Pre- Kindergarten	3
Kindergarten	7
Grade 1	7
Grade 2	6
Grade 3	5
Grade 4	6

## Griswold Elementary School

GES: Special Areas	
Art	1
Health	1
Instructional Specialist	1
Librarian	1
Music	1
Physical Education	1
Reading Intervention	1
Technology Education	1
Special Education	7
Special Services Certified Support Staff *(shared within district)	*1 Physical Therapist *2 Occupational Therapist 1 COTA
Speech Pathologist	3

## Griswold Middle School

<b>GMS: Administration, Student Support, &amp; Grade Level</b>	
Administration	1 Principal 1 Assistant Principal
School Counselor	1
School Psychologist	2
Grade 5	6
Grade 6	6
Grade 7	6
Grade 8	6

### Griswold Middle School

GMS Special Areas	
Art	1
Health	1
Instructional Specialist	1
Library	1
Music	2
Physical Education	1.8
Reading Intervention	2
Special Education	6
Speech Pathologist	.4
Technology Education	1
World Language	1.5

## Griswold High School

<b>GHS: Administration, Student Support &amp; Subject Areas</b>	
Administration	1 Principal 1 Assistant Principal
School Counselor	3
School Psychologist	1
Social Worker	1
Art	1.6
English	6.6
Health	1.2
Math	7
Music	2
Physical Education	2.2
Science	6
Social Studies	6
World Language	3.5

## Griswold High School

GHS: Special Areas	
Business Education	2
Family & Consumer Science	2
Instructional Specialist	1
Library	1
Medical Professions	1
Special Education	7
Speech Pathologist	.4
Technology Education	2.2



**PARAEDUCATORS & PROFESSIONAL OFFICE SUPPORT**

LOCATION	PARAEDUCATORS	OFFICE SUPPORT
GRISWOLD ELEMENTARY	32 full-time 14 part-time	1 Nurse *3 - 2 Secretaries (12 month) *1 Secretary (10 month) 1 Nurse Assistant *Effective January 2020
GRISWOLD MIDDLE SCHOOL	17 full-time	1 Nurse 2 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
GRISWOLD HIGH SCHOOL	13 full-time (4.5 funded by tuition towns) 1 Part-time 1 Student Supervisor	1 Nurse *4 - 3 Secretaries (12 month) *1 Secretary (10 month) 1 Nurse Assistant  *Effective January 2020
CENTRAL OFFICE	N/A	Superintendent's Office 1 Business Office 2 Special Education 2 Technology .9

**SHARED PROFESSIONAL STAFF**

2 PPT FACILITATORS (.4 positions)
1 BOARD CERTIFIED BEHAVIOR ANALYST
2 OCCUPATIONAL THERAPISTS
1 CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT
1 PHYSICAL THERAPIST

## CENTRAL OFFICE

GPS Central Office Position	GPS Central Office
Business Manager	1
District Wide Activities & Athletic Director	1
Technology Director	1
Food Service Director	1
Special Education Director	1
Curriculum Director	1
Superintendent	1

# **TUITION OBLIGATION**

# **GRISWOLD PUBLIC SCHOOLS TUITION OBLIGATION COST**

**Tuition obligation cost necessitates consideration because**

- Griswold Public Schools pays the tuition of Griswold students who opt to attend magnet schools and vo-agricultural schools in the region.**
- Griswold Public Schools pays for the transportation costs of students who attend Technical High Schools such as Norwich Tech and Ellis Tech. These funds come directly from the Griswold Public Schools budget.**

## TUITION OBLIGATION STATISTICS

NUMBER OF GRISWOLD STUDENTS WHO OPT TO ATTEND MAGNET SCHOOLS--K-12 <i>(NOTE: THIS IS MANDATED)</i>	36
TUITION FOR THESE STUDENTS	<b>\$174,001</b>
NUMBER OF GRISWOLD STUDENTS WHO OPT TO ATTEND TECH HIGH SCHOOLS	80
TRANSPORTATION COSTS TO AND FROM TECH HIGH SCHOOLS <i>(NOTE: THIS IS MANDATED)</i>	<b>\$186,155</b>
TOTAL FUNDS FROM GRISWOLD PUBLIC SCHOOLS BUDGET TO SUPPORT MAGNET TUITION AND TECH SCHOOL TRANSPORTATION	<b>\$360,156</b>

# INITIAL BUDGET REQUEST FOR 2020-2021

DOLLAR AMOUNT	DOLLAR INCREASE	PERCENTAGE INCREASE
\$28,956,129	\$1,107,618	3.98%

**FIXED COSTS  
INCREASE**



# BUDGET PLANNING

## Fixed Costs

FIXED COST INCREASE	TOTAL DOLLAR AMOUNT OVER LAST YEAR	TOTAL PERCENTAGE INCREASE
SALARY INCREASES (all employees)	\$239,927	21.66%
BENEFITS INCREASES  (medical, dental, life insurance—all employees)	\$194,112	17.53%
CONTRACTUAL INCREASES (maintenance, insurance and transportation)	\$126,889	11.46%
ESTIMATED TOTAL FIXED COST INCREASE	\$560,928	50.64%

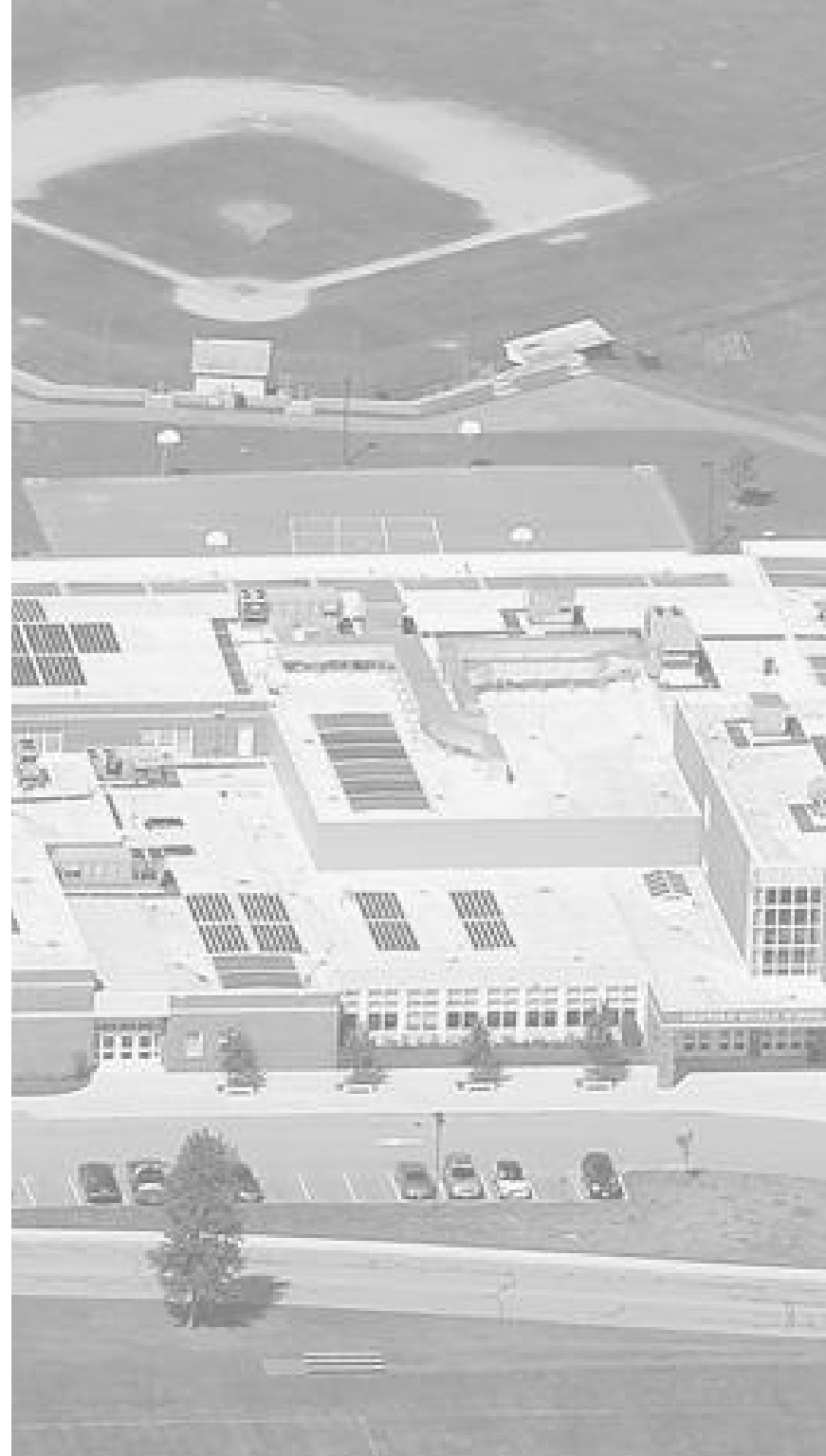
# **GES: BUDGET IMPACT**

- **Reduced instructional supplies**
- **Reduced Paraeducator support**
- **Added SEL Interventionist Position**



# **GMS: BUDGET IMPACT**

- **Reduced instructional supplies**
- **Reduced Paraeducator support**
- **Added SEL Interventionist Position**



# **GHS: BUDGET IMPACT**

- **Reduced instructional supplies**
- **Reduced Paraeducator support**
- **Added SEL Interventionist Position**



# DISTRICT & SPECIAL EDUCATION: BUDGET IMPACT

- **Reduced 6 Paraeducators district-wide**
- **Eliminated part-time, outside facilities help (8 proposed positions)**
- **Reduced Technology Requests, including chromebooks**
- **Made part-time athletic trainer full-time to address student athletes' health needs**
- **Added Girls' Lacrosse as a varsity sport**



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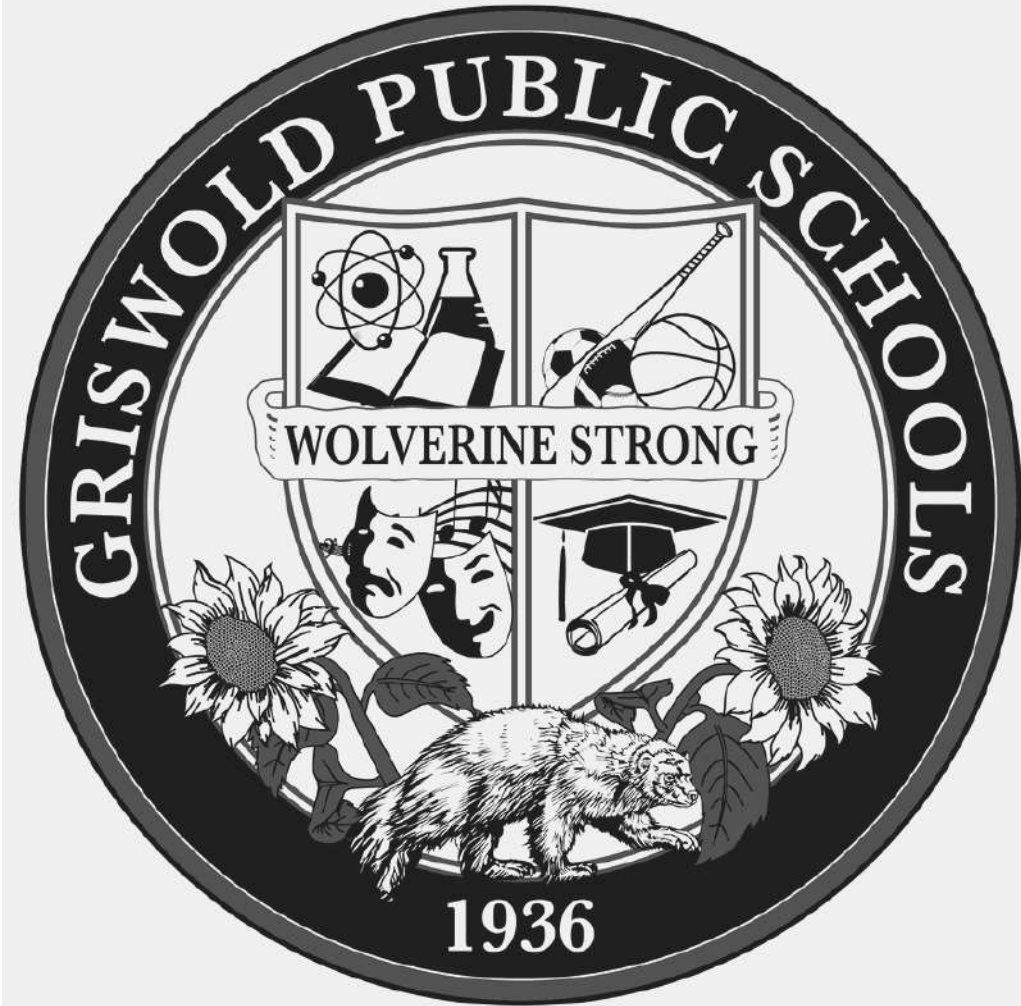
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FORWARD  
TOGETHER**



**"WE ARE GRISWOLD,  
WOLVERINE STRONG"**