

**EAST LYME BOARD OF EDUCATION  
East Lyme, Connecticut**

*"East Lyme Public Schools will inspire, engage and educate each student to become a contributing citizen and a responsible, independent, and critical thinker."*

**Tuesday, October 10, 2017**

**REGULAR MEETING**

**7:00 PM**

**Room B101, East Lyme High School**

**MINUTES**

Board Members Present: Tim Hagen (Chair), Al Littlefield (Secretary), Eric Bauman, Jill Carini, Candice Carlson, Leigh Gianakos, John Kleinhans, Barbara Senges, Jaime Barr Shelburn

Board Members Absent: Bill Derry

Administrators Present: Jeffrey Newton (Superintendent), Amy Drowne (Assistant Superintendent for Curriculum, Instruction and Assessment), Jason Bitgood (Principal, East Lyme Middle School), Linda Anania (Principal, Flanders Elementary School), Melissa DeLoreto (Principal, Lillie B. Haynes Elementary School), Jeff Provost (Principal, Niantic Center Elementary School), Maryanna Stevens (Director of Finance, Marketing and Growth Management), Pat Lannon (Technology Director, ELPS)

**I. CALL TO ORDER** – 7:08 p.m. by Chair Tim Hagen

**II. PLEDGE OF ALLEGIANCE** – Led by Chair Tim Hagen

**III. PUBLIC COMMENT** - None

**IV. APPROVAL OF MINUTES**

**MOTION:** Jaime Barr Shelburn moved approval of minutes of the Board of Education Special Meeting (Board Retreat) of September 19, 2017 as presented Candice Carlson seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

**MOTION:** Jaime Barr Shelburn moved approval of minutes of the Board of Education Special Meeting (re: Microgrid Presentation) of September 25, 2017 as corrected (minutes corrected to read Joint Meeting with Board of Selectmen); Candice Carlson seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

**MOTION:** Jaime Barr Shelburn moved approval of minutes of the Board of Education Regular Meeting of September 25, 2017 as presented; Candice Carlson seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

**V. SPECIAL REPORTS**

**A. Student Representatives** – ELHS Junior Sumeet Kadian was welcomed.

- Great turnout for College Fair
- Athletic competition updates
- Spirit Week 10/23 – 10/27/17
- Homecoming, Saturday 10/28/17 – Hurricane relief fundraiser, two pep rallies to promote school unity
- PSAT, SAT and ASVAB testing
- Spanish and French Honor Society fundraisers

Barbara Senges inquired about career and trade opportunities for high school students

- B. Salem Board of Education Representative – Was not present.
- C. East Lyme Selectman Representative – Was not present.
- D. Other Representatives - None.

VI. **CONSENT AGENDA** – Questions were raised regarding A. and B. on the consent agenda and therefore were moved to discussion/action items 7. and 8. (A. Proposed Donation to ELPS (Chinese Program) from Pamela Strobel in the Amount of \$1,000.00 (Pfizer Foundation Matching Grant) and B. Proposed Anonymous Donation to the ELHS (Field Hockey Program) in the Amount of \$1,500.00).

No objection was heard to add discussion item #1. Budget Update by State Representative Holly Cheeseman.

## VII. **DISCUSSION/ACTIONITEMS**

### A. **Finance/Facilities/Community**

#### 1. **Discussion re: Budget Update by State Representative Holly Cheeseman**

State Representative for East Lyme and Salem Holly Cheeseman updated the Board on the status of the state budget.

- Rumored distance is not too far apart
- Committed to bringing some mandate release to towns
- Must get control of debt
- Holding 11/12, 16, 17 for possible session
- Cautiously optimistic a budget will be in place in the next couple of weeks
- Encouraged the district to contact non-profit Eastern Advance Manufacturing Alliance in Franklin CT for apprenticeship and field trade internship opportunities for students

The Board thanked State Representative Cheeseman for the update.

#### 2. **Discussion re: Elementary Redistricting Update by Mike Zuba of Milone and MacBroom**

Mike Zuba provided a progress update, reviewed next steps, and presented a proposed timeline for the redistricting work being done by Milone and MacBroom. The full presentation is attached.

##### **Milone and MacBroom - Proposed Timeline:**

- Mid-November – Milone and MacBroom will present final project
- Early January – Discuss options (*maps showing possible redistricting scenarios*)
- Early January – Discuss possible adjustments with transportation coordinator
- January – First public forum to gather community input

##### **Milone and MacBroom - Example Redistricting Criteria:**

- Balance enrollments to ensure boundaries align with school construction and provide efficient utilization of East Lyme's physical assets
- Maintain viability of alternatives for the foreseeable future
- Where possible, adhere to natural and man-made boundaries
- Where possible, minimize disruption to students and families
- Where possible, maintain integrity of existing neighborhoods

In late October or early November there will be a BOE retreat for the purpose of reviewing the Example Redistricting Criteria as a starting point and developing a complete redistricting criteria in priority order.

#### 3. **Discussion/action re: Proposed BOE Appointment to the Cable TV Advisory Council for the Term July 1, 2017 – June 30, 2019**

- Superintendent Newton explained that the Board of Education in each town in the cable franchise is required to appoint one member to the advisory council.

- The charge of the council is to carry forth the work set in the CT State Statutes 16-331 and 16-333; to be an active partner supporting the designated Community Access Provider programming and operations, and be the advisory agent for community interests in communications with the cable television company about policies, products, and services.
- The committee meets one time every other month and member must reside in the said town or be a member of said Board of Education, or be employed by said Board of Education.
- John Kleinhans volunteered to serve on the council and HS teacher Grant Place was thanked for his service.

**MOTION:** Jaime Barr Shelburn moved to appoint John Kleinhans to the Cable TV Advisory Council for the Term July 1, 2017 to June 30, 2019 as presented; Jill Carini seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

**4. Discussion/action re: Proposed Authorization for Superintendent to Sign Engagement Letter to Begin Process of Development of Request for Proposal (RFP) for Microgrid Project in Collaboration with the Town of East Lyme**

Chair Tim Hagen explained that the Board of Education and Board of Selectmen need to take action in order for the Town to proceed with the September 25, 2017 proposed Microgrid project. He noted that the Water and Sewer Department is on board.

**MOTION:** Jaime Barr Shelburn moved to authorize the Superintendent to sign an engagement letter to begin the process of development of a Request for Proposal (RFP) for a Microgrid Project (as presented on 9/25/17) in collaboration with the Town of East Lyme; Jill Carini seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

The Board thanked Maryanna Stevens for her work.

**5. Discussion re: Scheduling of Board of Education Budget Workshop**

The Board was presented with the ELPS Budget Development Calendar for 2017-2018. Members will be polled for a November budget workshop date.

**6. Discussion re: ELPS Elementary School Alteration Projects Update**

- Architect Al Jacunski reviewed the Proposed Project Scope dated October 9, 2017 to include the overages since the first schematic design of \$1.5 million for new fire alarm systems and emergency generators.
  - *Board members voiced concerns regarding overages so early in the project. The Board requested additional information on these overages as to the reasons for them and the costs of each.*
- Pending a successful microgrid project, the emergency generators at Lillie B. Haynes and at ELMS may either not be needed or smaller generators may be an option.
- Chair Ray O'Connor spoke of the additional overages recommended by the Town Building Committee bringing the total project overage to \$2.0 million to date which will be covered by the contingency fund. Changes up to \$10,000 may be approved by the Town Building Committee Chair, under \$30,000 Town Building Committee, and over \$30,000 Board of Education.
- Al Jacunski has already noted that some savings in other areas have already been realized. Regular updates to the Board will continue.

**7. Discussion re: Proposed Donation to the ELPS (Chinese Program) from Pamela Strobel in the Amount of \$1,000.00 (Pfizer Foundation Matching Grant)**

At the request of a Board member, Superintendent Newton will prepare a list of 2016-2017 and 2017-2018 Pfizer donations to date.

**MOTION:** Jaime Barr Shelburn moved to approve the proposed donation to the ELPS (Chinese Program) from Pamela Strobel in the amount of \$1,000.00 as presented; Jill Carini seconded.

**VOTE PRO:** Tim Hagen (Chair), Al Littlefield (Secretary), Eric Bauman, Jill Carini, Candice Carlson, Leigh Gianakos, John Kleinhans, Barbara Senges

**VOTED CON:** None

**ABSTAIN:** Jaime Barr Shelburn

**MOTION CARRIED 8:0:1**

**8. Proposed Anonymous Donation to the ELHS (Field Hockey Program) in the Amount of \$1,500.00**

The donation was from an anonymous source.

**MOTION:** Jaime Barr Shelburn moved to approve the proposed anonymous donation to the ELHS (Field Hockey Program) in the amount of \$1,500.00 as presented; Candice Carlson seconded.

**VOTE PRO:** Tim Hagen (Chair), Al Littlefield (Secretary), Eric Bauman, Jill Carini, Candice Carlson, Leigh Gianakos, John Kleinhans, Barbara Senges

**VOTED CON:** None

**ABSTAIN:** Jaime Barr Shelburn

**MOTION CARRIED 8:0:1**

The Board thanked the donators.

**III. Instruction**

**IV. Personnel**

**1. Discussion/action re: Proposed ELPS Staffing Plan for 2017-2018**

- Superintendent Newton presented the proposed ELPS Staffing Plan for 2017-2018 for approval.
- A summary sheet reflected budget reductions (1.5 FTE teachers, 2.0 FTE administrative assistants, 5.76 FTE paraprofessionals and support staff) and modifications due to previously contracted staff hired as Board of Education employees (occupational therapist, behavioral analyst, speech pathologist, food service staff, and Creative Playschool staff).
- Other changes include elimination of the ELMS After School Program on September 29, 2017 and security staff hired to replace elementary and middle school greeters.
- A historical account of the Fine Arts FTE at the ELMS and ELHS will be prepared as requested by a Board member.

**MOTION:** Jaime Barr Shelburn moved to approve the proposed ELPS Staffing Plan for 2017-2018 as presented; Al Littlefield seconded.

**VOTE: UNANIMOUS**

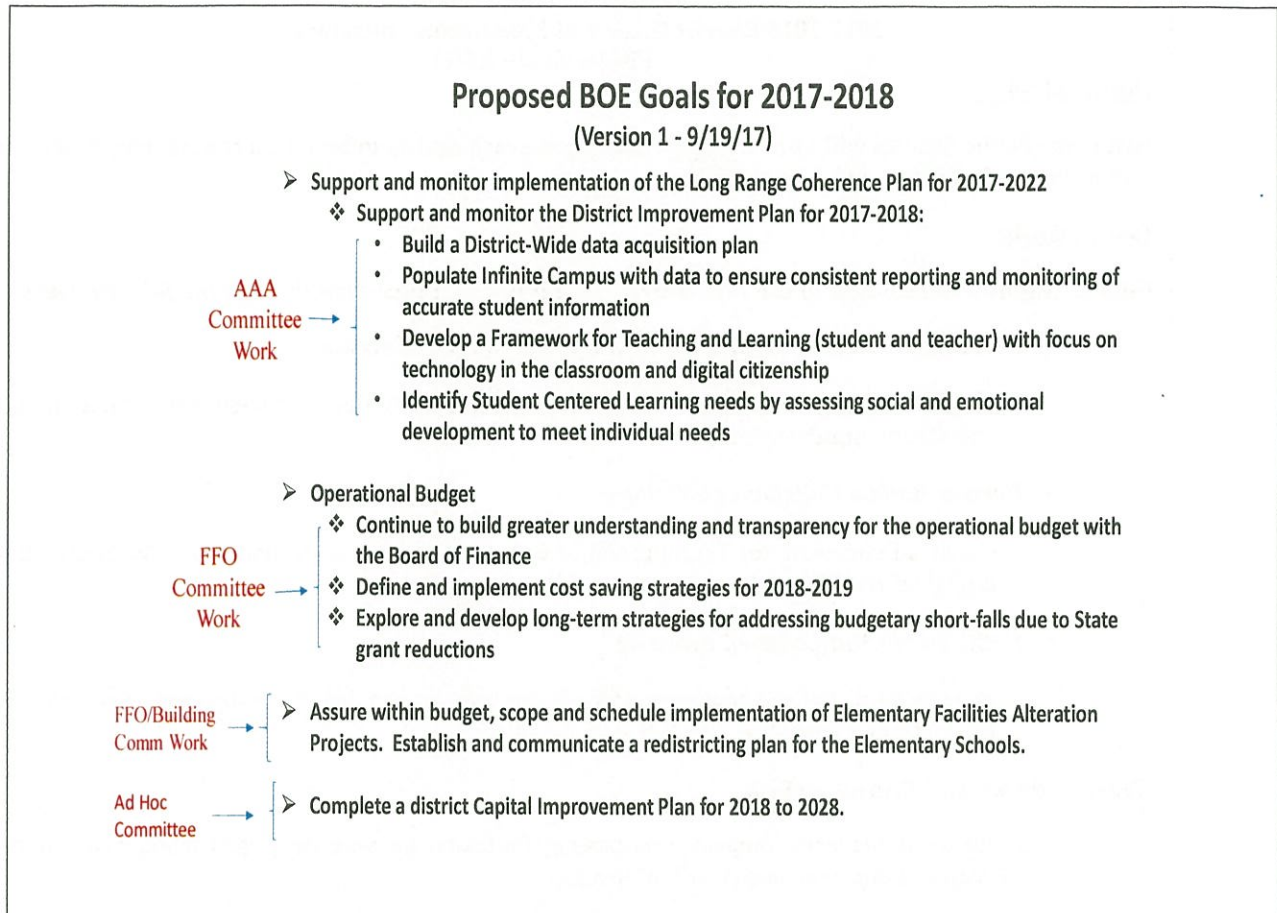
**MOTION CARRIED**

**D. Policy**

**E. Other**

**1. Discussion/action re: Proposed Board of Education Goals for the 2017-2018 School Year**

The Board discussed the draft Board Goals dated September 19, 2017. Superintendent Newton proposed AAA and FFO Committee assignments as follows:



Board comments included a suggestion that all teachers actively use Infinite Campus and that a timeline be developed to monitor Board goals.

**MOTION:** Jaime Barr Shelburn moved to adopt the East Lyme Board of Education Goals for 2017-2018 as presented; Jill Carini seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

## **2. Discussion/action re: Proposed District Goals for the 2017-2018 School Year**

The Board further discussed the proposed District Goals for 2017-2018.

East Lyme Public Schools  
**2017-2018 District Goals and Measurable Outcomes**  
 PROPOSED 10/3/17

District Mission:

East Lyme Public Schools will inspire, engage and educate each student to become a contributing citizen and a responsible, independent, and critical thinker.

District Goals:

***Goal 1: Implement Year One of the Five-Year Long Range Coherence Plan through the following actions:***

- ***Focusing Directions and System Operations on Student Success***

Identify and align common elements within our goals in order to develop and monitor our district and school improvement plans

- ***Further Build a Collaborative Culture***

Create a Framework for Teaching and Learning with a focus on technology in the classroom and digital citizenship

- ***Focus on Student Centered Learning***

Identify the social and emotional needs of our students and determine supports needed to develop the social and emotional well-being of all children

***Goal 2: Operational District Budget:***

- Build greater understanding and transparency for the budget with the greater school community, Board of Education, and Board of Finance
- Identify additional short-term and long-term cost saving measures
- Address and develop long-term strategies for state budgetary short-falls and grant reductions
- Construct a district-wide 10-year Maintenance and Capital Improvement Plan

***Goal 3: Elementary School Facilities Alterations:***

- Assure successful planning, budgeting, scope, and scheduling occurs with the elementary facilities alteration projects
- Collaboratively work with the Town Building Committee on project implementation
- Ensure clarity and open communication is maintained with the Board of Education and school community as it relates to alteration planning and phasing

***Goal 4: Elementary School Redistricting:***

- Establish a successful redistricting plan in collaboration with the consulting firm Milone and MacBroom
- Ensure open communication, forums, and community engagement occurs throughout the proposed redistricting plan development

**MOTION:** Jill Carini moved to adopt the proposed ELPS District Goals for 2017-2018 as presented; Eric Bauman seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

**3. Discussion/action re: Proposed Superintendent's Goals for 2017-2018**

Superintendent Newton presented his proposed goals for 2017-2018 (attached).

**MOTION:** Eric Bauman moved to approve the proposed ELPS Superintendent's Goals for 2017-2018 as presented; John Kleinhans seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

**4. Discussion re: Scheduling Board of Education Follow-up Retreat**

A follow-up special meeting/retreat to the BOE retreat of September 19, 2017 will be scheduled.

**VIII. ADMINISTRATION REPORTS**

**A. Superintendent of Schools – Mr. Jeffrey Newton**

- Board of Finance Meeting, Wednesday, 10/11/17, 7:00 p.m., Town Hall
- Piloting Monday – Thursday gym rental rates at Lillie B. Haynes at \$25.00 per hour
- ELPS Calendar for 2018-2019 will be presented at the next BOE meeting
- Long Range Plan Parent Forum will be scheduled for early November

**B. Assistant Superintendent Curriculum, Assessment, & Instruction – Mrs. Amy Drowne**

- No report

**C. Director of Finance, Marketing and Growth Management – Mrs. Maryanna Stevens**

- No report

**IX. COMMITTEE REPORTS**

**A. AAA Committee – Oral report of 10/10/17 meeting**

**B. FFO Committee**

**C. Policy Review Committee**

**D. ELPS Chinese Program ad Hoc Committee**

**E. Board of Education Liaison to Board of Finance**

- Wednesday, October 11, 2017, 7:00 p.m., EL Town Hall – Tim Hagen
- Wednesday, November 8, 2017, 7:00 p.m., EL Town Hall – Jaime Barr Shelburn
- Wednesday, December 13, 2017, 7:00 p.m., EL Town Hall – Candice Carlson

**F. District Long Range Plan Committee**

**X. COMMUNICATIONS**

**XI. NOTICES**

**A. Notice of the following staffing changes for 2017/2018:**

**1. Appointments:**

- Heather Delouchry, 1.0 FTE Library Media Specialist, FL, 10/10/17
- Michael Evans, 1.0 FTE Custodian, MS, 9/26/17
- Kathy LaPlatney, 1.0 Language Arts Long-Term Substitute Teacher, MS, on or about 12/10/17 – 03/09/18

**2. Reassignments:**

- Stacy Blatnik, 1.0 Special Education Teacher (TLP), DW FL to 0.5/0.5 FTE Special Education Teacher FL/HA, 10/2/17
- Maria Gonzalez, 1.0 FTE Instructional Aide (1:1), to 1.0 FTE Teaching Assistant, HS, 09/21/17
- Nancy Merritt, 0.5/0.5 FTE Special Education Teacher, FL/HA to 1.0 FTE Special Education Teacher (TLP), DW FL, 10/02/17

### 3. Increases/Reductions in FTE:

- Stacia Halko increase from 0.7 to 0.8 FTE Art Teacher, HA, 09/25/17

### 4. Supplemental Assignments for 2017-2018:

- Ryan Ainscough, CIL – English, HS
- Ryan Ainscough, Men's Cross Country Assistant Coach, HS
- Lauren Allyn, Women's Soccer Assistant Coach, HS
- Laura Ashburn, Ecology Club Advisor, HS
- Carolyn Asciolla, Women's Soccer Assistant Coach (Freshmen), HS
- Bruce Babcock, Football Assistant Coach (Varsity), HS\*
- Rudy Bagos, Football Head Coach, HS
- Nadine Barnes, Senior Class Co-Advisor, HS
- Laurie Barry, CIL – Global Language, HS
- Laurie Barry, Spanish National Honor Society Co-Advisor, HS
- Jeff Beale, Freshman Class Co-Advisor, HS
- Jeff Beale, Newspaper Advisor, HS
- Amy Bentley, Costume Co-Director (Fall), HS\*
- Amy Bentley, Drama Director (Fall), HS\*
- Jack Biggs, Assistant Athletic Director, HS
- Jack Biggs, Volleyball Head Coach, HS
- Adam Bobrowski, Marching Band Instructor, HS\*
- Holly Buckley, Women's Swimming Assistant Coach (Fall), HS
- Karin Carlson, Orchestra Director, HS
- Natalie Casey, French Honor Society Co-Advisor, HS
- Abigael Catsam, Sophomore Class Co-Advisor, HS
- Paul Christensen, Men's Soccer Head Coach, HS
- Paul Christensen, CIL – Special Education, HS
- Catherine Cordell, Marching Band Instructor, HS\*
- Patrick Daily, Team Leader – Grade 3, FL
- Ben Donatello, Football Assistant Coach (Varsity), HS\*
- Julian Evans, AV Coordinator, FL
- Melissa Ewers, Language Arts Consultant, FL
- Ali Facchini, Volleyball Assistant Coach, HS\*
- Angelica Fadrowski, Concert Band Director, HS
- Angelica Fadrowski, Marching Band Director, HS
- Angelica Fadrowski, Marching Band Instructor (Jazz), HS
- Tricia Ferryman, Key Club Advisor, HS
- Mike Flynn, Women's Cross Country Head Coach, HS\*
- Jessica Garcia, Spanish National Honor Society Co-Advisor, HS
- Marcelo Guinez, Men's Soccer Volunteer Assistant Coach, HS
- Lynne Hansen, CIL – Math, HS
- Sam Harfenist, Men's Cross Country Head Coach, HS
- Steve Hargis, Athletic Director, HS
- Steve Hargis, CIL – Health/Physical Education, HS
- Kim Hill, Head Teacher, NC
- Julie Horner, Field Hockey Assistant Coach (.25 FTE), HS
- Julie Horner, Team Leader – Kindergarten, NC
- Susan Izadi, French Honor Society Co-Advisor, HS
- Stephanie Jenkins, Cheerleading Head Coach (Fall), HS
- Stephanie Jenkins, Student Senate Co-Advisor, HS
- Mary Jennings, Class Co-Advisor (Junior), HS
- Linda Johansen, Math League Advisor, HS
- Cortney Kargusang, Cultural Awareness Advisor, HS

- Lisa Keller, Team Leader – Specials, FL
- Steve Kirsch, Head Teacher, FL
- Dave Knopf, Football Assistant Coach (Freshmen), HS\*
- Krissy Konesky, Women's Volunteer Assistant Coach, HS
- Allison Kosswig, Junior Class Co-Advisor, HS
- Kip Kotzan, Men's Soccer Assistant Coach, HS
- Alexander Kydd, Costume Co-Director (Fall), HS\*
- Alexander Kydd, Stage Director (Fall), HS\*
- Henry Kydd, National Honor Society Advisor, HS
- Henry Kydd, CIL – Social Studies, HS
- Beth Landry, Team Leader – Grade 4, FL
- Katie Lima, Women's Cross Country Assistant Coach, HS
- Anthony Maiese, Choral Director, HS
- Anthony Maiese, Family & Consumer Sciences and Music, HS
- Jessica Mazzella, Team Leader – Grade 2, FL
- Angel McCabe, Early Morning Show Advisor, NC
- Rachel Michaud, Fine Arts Magazine Co-Advisor, HS
- Rachel Michaud, Student Expo Coordinator, HS
- Chris Mountain, Football Volunteer Assistant Coach, HS
- Daniel Nazzaro, Class Co-Advisor (Freshmen), HS
- Kelly Nelson, Gay/Straight Alliance Advisor, HS
- Caryn Novick, Team Leader – Kindergarten, FL
- Christine Ollhoff, Team Leader – Grades 3&4, NC
- Michelle Palumbo, Team Leader – Student Support, NC
- Melissa Parker, Class Co-Advisor (Sophomore), HS
- Carol Parker-Sprinkle, Team Leader – Special Education, FL
- Emily Passman, Volleyball Assistant Coach (Freshmen), FL\*
- Margaret Perkins, Team Leader – Grades 1&2, NC
- Eliscia Picard, Music Director, FL
- Grant Place, Fitness Center Head Coach (Fall), HS
- Grant Place, CIL – Library, Technology Education, Video Productions, Art, HS
- Grant Place, Technology Facilitator, HS
- Heather Pomroy, Team Leader – Grade 1, FL
- Beth Provost, Best Buddies Co-Advisor, HS
- Beth Provost, Class Co-Advisor (Senior), HS
- Lisa Ramaccia, CIL – Counseling & Career Ed, HS
- Lisa Ramaccia, Peers Reaching Out (PRO) Advisor, HS
- Rachel Redding, Fine Arts Magazine Co-Advisor, HS
- Rachel Redding, Women's Soccer Head Coach, HS
- Rachel Redding, Yearbook Co-Advisor, HS
- Will Reed, Student Senate Co-Advisor, HS
- Megan Grills Ressler, Field Hockey Assistant Coach, HS\*
- Colleen Sablone, Yearbook Co-Advisor, HS
- Dale Schumacher, Volleyball Assistant Coach (Freshmen), HS\*
- Lori Singer, Chemical Safety Officer, Districtwide
- Lori Singer, CIL – Science, HS
- Jack Stabach, Women's Swimming Head Coach (Fall), HS\*
- Nick Stellner, AV Coordinator, NC
- Nick Stellner, Music Director, NC
- Diane Swan, Science Coordinator, NC
- Kim Thompson, Best Buddies Co-Advisor, HS
- Lisa Vaudreuil, Science Coordinator, FL

- Joline Weissgarber, Volleyball Assistant Coach (Freshmen), HS\*
- Gary Wight, Football Assistant Coach (Varsity), HS
- Aaron Zrenda, Football Assistant Coach (Freshmen), HS\*

\*Not a member of the ELPS teaching staff

**B. Out-of-State Field Trips:**

1. ELHS field trip to Mt. Monadnock, Jaffrey, NH on Thursday, 10/05/17
2. ELMS field trip to Roger Williams Zoo, Providence, RI on Tuesday, 10/24/17
3. ELMS field trip to Boston, MA on Thursday, 11/02/17 to visit Boston Commons, Bunker Hill, and tour Fenway Park

**XII. BOARD COMMENTS/FUTURE AGENDA ITEMS**

**A. Board Comments:**

1. Eric Bauman – Extremely pleased with redistricting presentation and work being done by Milone and MacBroom
2. Candice Carlson – Requested updated elementary class numbers to include Integrated Preschool and Creative Playschool

**B. Future Agenda Items:**

1. Discussion on Coastal Connections Program (including success, student outcomes, and analysis of program data separate from high school data, complete financial review) – Eric Bauman – FFO October 2017
2. Discussion/action re: School Calendar for 2018-2019 – 10/23/17
3. Discussion/action re: Proposed Budget Transfers for 2017-2018 – FFO & BOE 10/23/17
4. Food Service Update – November 2017
5. Mid-year check on Elementary schedule – 09/25/17 Jaime Barr Shelburn to BOE mid-Jan 2018
6. Future Use of LEARN space at HA – Bill Derry TBD
7. Creative Playschool Transition – 10/10/17 Candice Carlson – TBD
8. CABE Delegate Assembly Discussion – 10/10/17 Jaime Barr Shelburn – 11/6/17
9. Elementary Alteration Project Update – Standing agenda item
10. Redistricting – Standing agenda item
11. Discussion of Arts Departments (Music & Art) staffing at ELMS and ELHS - Barbara Senges - November 2017

**XIII. PUBLIC COMMENT – None**

The Board took a brief recess at 9:38 p.m.

**XIV. EXECUTIVE SESSION**

**MOTION:** Al Littlefield moved to enter into Executive Session at 9:45 p.m. for the purpose of discussion of a confidential student matter and to include the Superintendent; Jaime Barr Shelburn seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

Executive session ended at 9:51 p.m.

**XV. ADJOURNMENT**

**MOTION:** Jaime Barr Shelburn moved to adjourn the meeting at 9:51 p.m.; Al Littlefield seconded.

**VOTE: UNANIMOUS**

**MOTION CARRIED**

Respectfully submitted,

*Al Littlefield*

Al Littlefield, Secretary

East Lyme Board of Education

# East Lyme Public Schools School Redistricting Plan

Progress Update – Preliminary Demographics

October 10, 2017



## Contents

- Progress Update
- Preliminary Demographic & Population Profile
- Preliminary Housing Trends
- Preliminary Birth Trends
- Draft Existing Attendance Zone Maps
- Redistricting Criteria
- Next Steps...

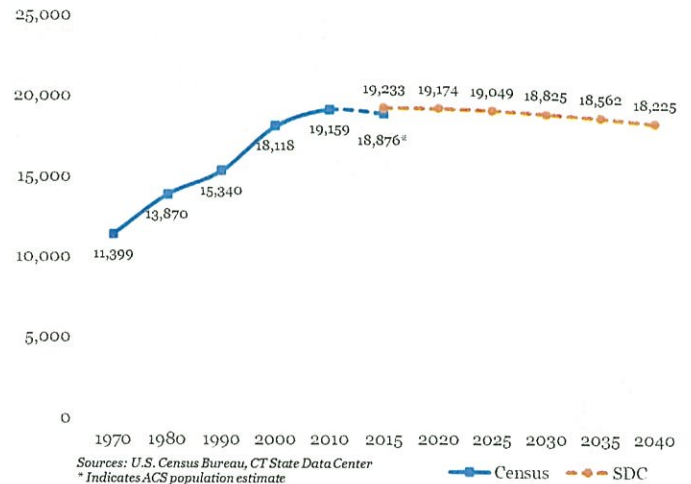


# Population

- The most current estimate of East Lyme's population is 18,876, based on 2015 American Community Survey (ACS) estimates
- Strong growth that occurred through the late 20<sup>th</sup> century slowed in 2000s and may have reversed in early 2010s
- State Data Center projections depict a slow decline in East Lyme's population to 2040; however, these projections do not account for specific local conditions and should be used with caution

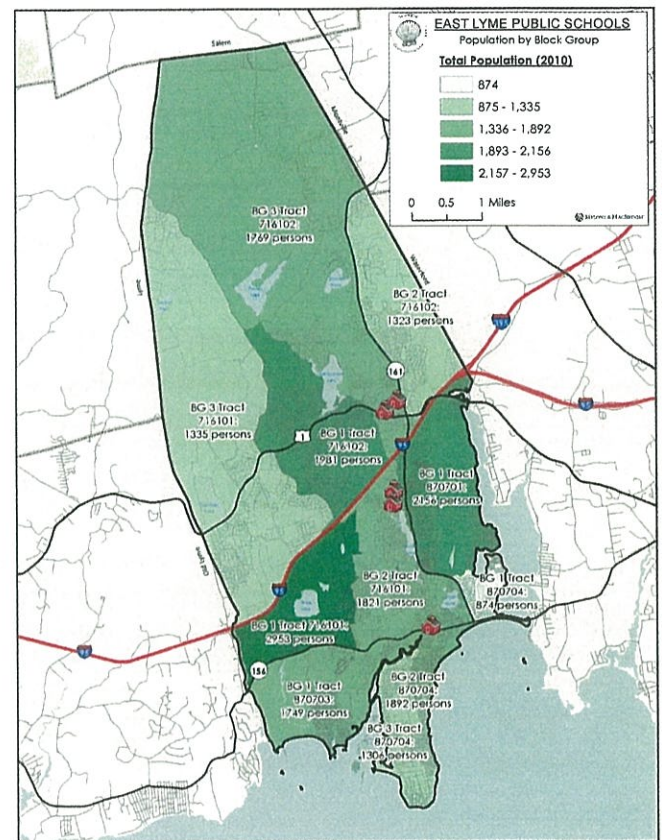


Historic and Projected Total Population  
1970 - 2040

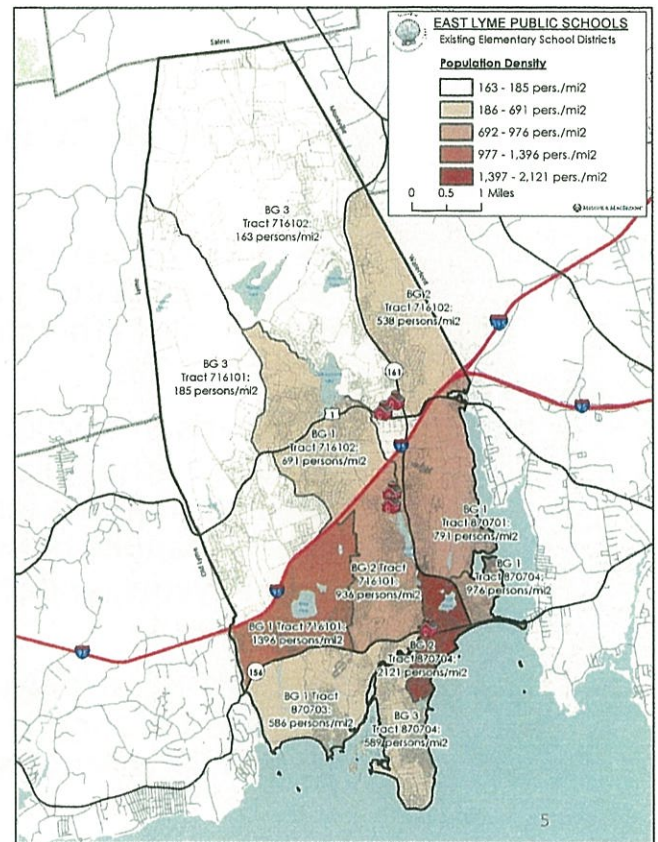


# Population

- Approximately two-thirds of East Lyme's population is located in Niantic and other neighborhoods south of the I-95 corridor



- Residential density (measured in persons per square mile) is greatest in and around Niantic's town center, with other neighborhoods at suburban to rural densities (compare to CT average density of ~750 persons/square mile)
- York Correctional Institute's population (~1000) is reflected in the density of Tract 7161.01

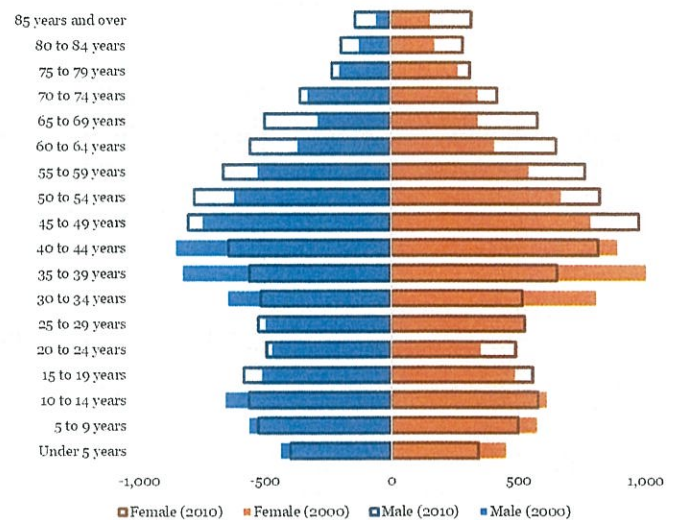


## Age Structure

- As of 2010, East Lyme's largest age cohorts were individuals in their late 40s and early 50s
- Comparison of 2000 and 2010 age structures shows declines in prime family-age cohorts: adults between 30 and 44 years, and children ages 0 – 14
- By contrast, strong growth was seen in cohorts between 50 and 69 years of age



Population Change by Age and Sex,  
2000 - 2010

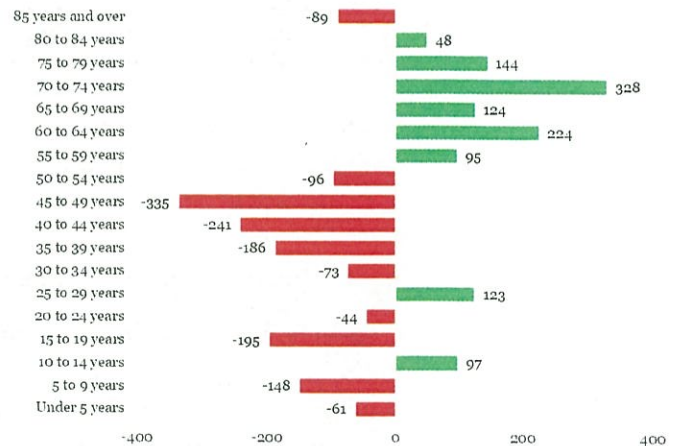


## Age Structure

- 2015 ACS estimates are less precise than Decennial Census figures but indicate broad trends
- Declines in most age cohorts of school-age children and family-age adults (30 to 54) continues, as does growth in the population of older adults



Estimated Population Change by Age Cohort  
(2010 - 2015)



# Population Trends

- As a result of the upwards shift in the size of age cohorts, East Lyme's median age has risen from 39 to over 46 between 2000 and 2015, while the average household and family size has declined
- Declines in the school-age population accelerated in the early 2010s
- The number of females of child-bearing age (18-44) has declined by nearly 1,000 women since 2000
- Homeowners over 65 have doubled since 2000, creating a growing pool of households with greater potential for housing turnover

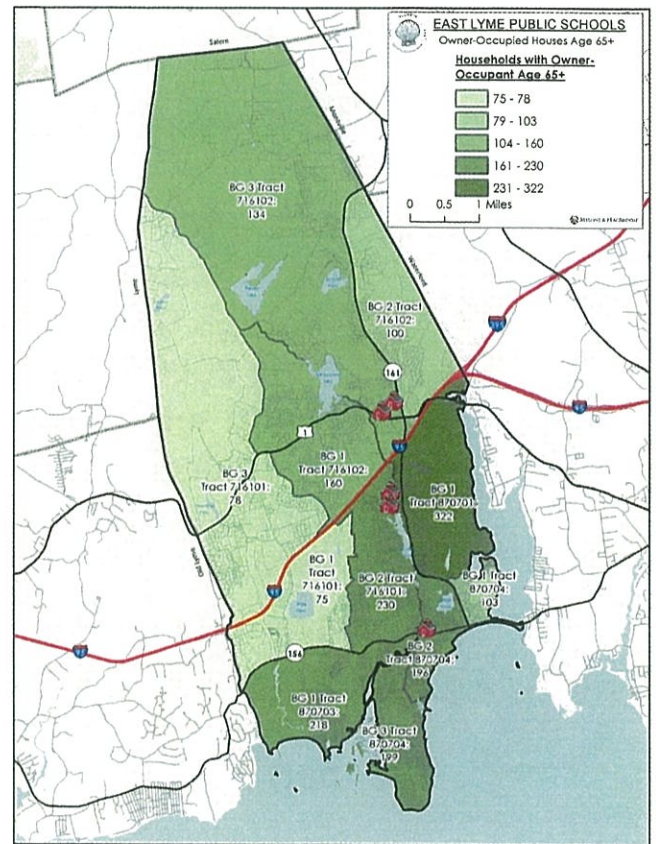
Census Statistic	Census Year			Percent Change	
	2000	2010	2015*	2000 - 2010	2010 - 2015
Total Population	18,118	19,159	18,876	5.7%	-1.5%
School Age Children (5-17)	3,082	2,981	2,830	-3.3%	-5.1%
Women of Child-Bearing Age (18-44)	3,725	3,174	2,750	-14.8%	-13.4%
Housing Units	7,459	8,458	8,226	13.4%	-2.7%
Occupied Housing Units	6,308	7,192	7,228	14.0%	0.5%
Owner-Occupied	4,954	5,774	5,759	16.6%	-0.3%
Renter-Occupied	1,354	1,418	1,469	4.7%	3.6%
Households	6,308	7,192	7,228	14.0%	0.5%
Family Households	4,534	4,872	5,089	7.5%	4.5%
Owner-Occupied, Age 65+	1,170	1,815	2,356	55.1%	29.8%
Average Household Size	2.50	2.36	2.37	-5.6%	0.4%
Average Family HH Size	2.96	2.88	2.81	-2.7%	-2.4%
Median Age	39.0	45.4	46.5	16.4%	2.4%

\* American Community Survey estimates are based on a sampling methodology and may under or overstate actual changes.



# Population Trends

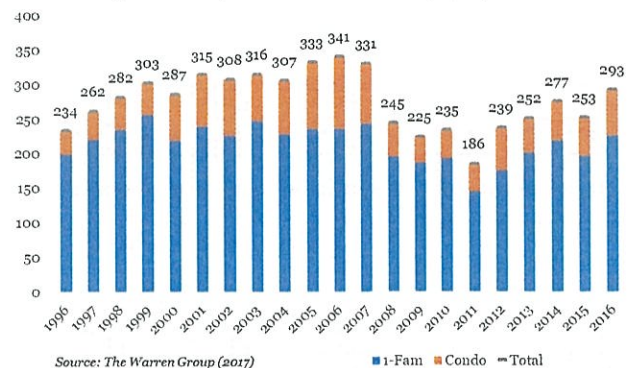
- To an even greater extent than the population at large, older owner-occupants are concentrated in the southern part of town, with almost 75% located south of I-95, particularly in the vicinity of Rt. 161



# Housing Market

- East Lyme's housing market experienced growth through the 1990s and early 2000s, especially in condo sales, followed by a sharp decline coinciding with the onset of the Great Recession
- Recovery has been partial to date, with 2016 sales comparable to late 90s/early 2000s

Single Family and Condo Sales, 1987 - 2016

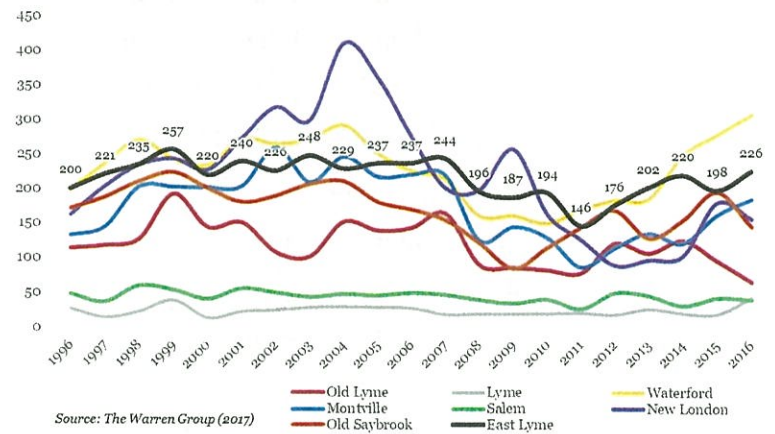


# Housing Market

- East Lyme's market did not decline as sharply as several neighboring towns (e.g. Waterford, Montville, Old Saybrook) during economic downturn



Annual Single Family Home Sales - East Lyme and Nearby Communities (1987 - 2016)

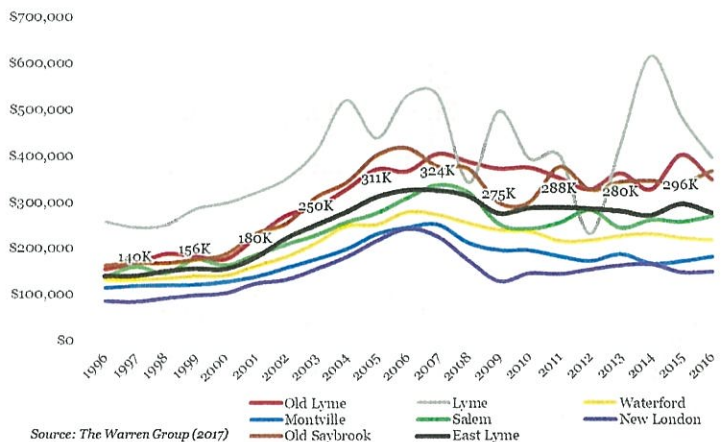


# Housing Market

- Median sales prices remain down relative to mid-2000s highs, but have remained relatively stable in recent years
- 2017 median sales price (Jan-July) is \$300,000; first time prices have reached this level since 2008

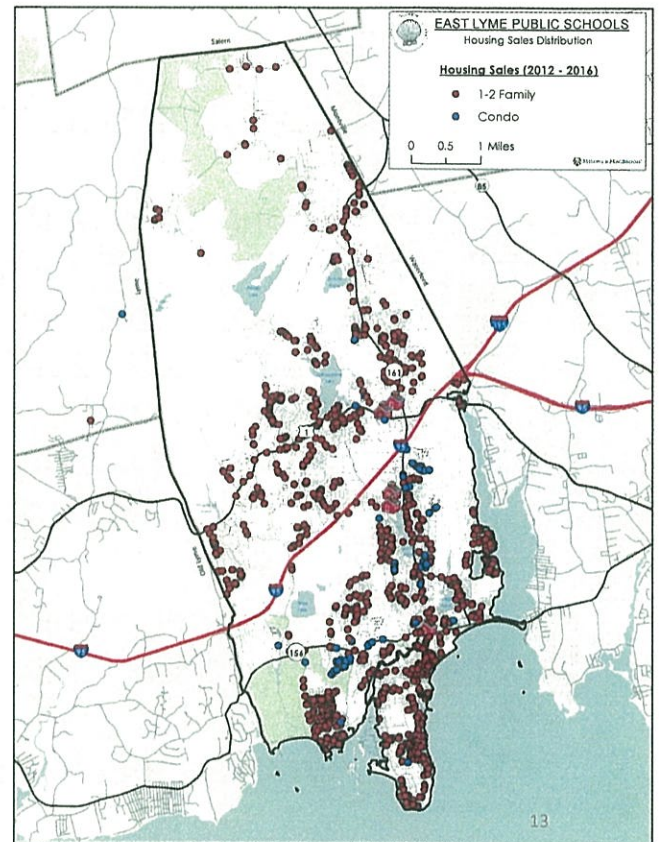


Median Single Family Home Price - East Lyme and Nearby Communities (1996 - 2016)



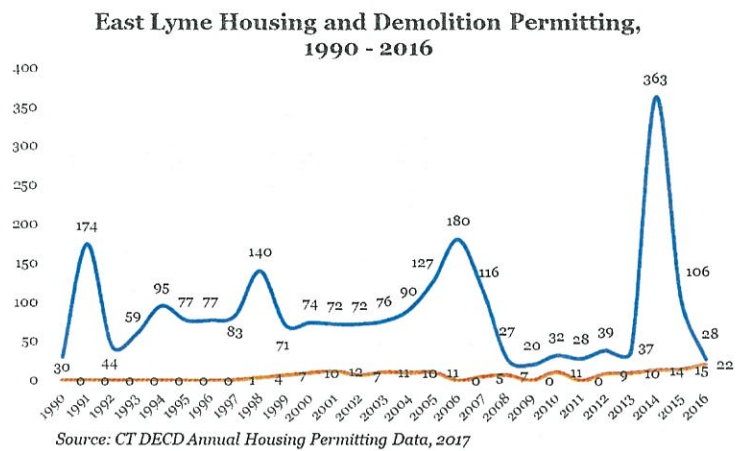
# Housing Market

- Largest clusters of housing sales activity over the past five years (2012 through 2016) are located in Niantic, Giant's Neck, and Black Point neighborhoods, as well as residential areas adjacent to Rt. 161



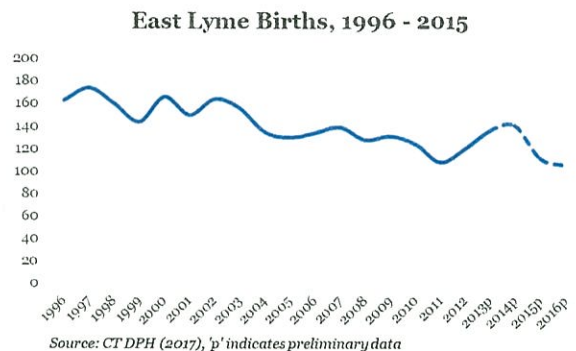
## Development Activity

- Strong housing starts during the 1990s and 2000s, with peaks around 2006-2008 giving way to depressed activity in the late 2000s and 2010s
- Historic high permitting in 2014 corresponds to approval of Gateway Development Project

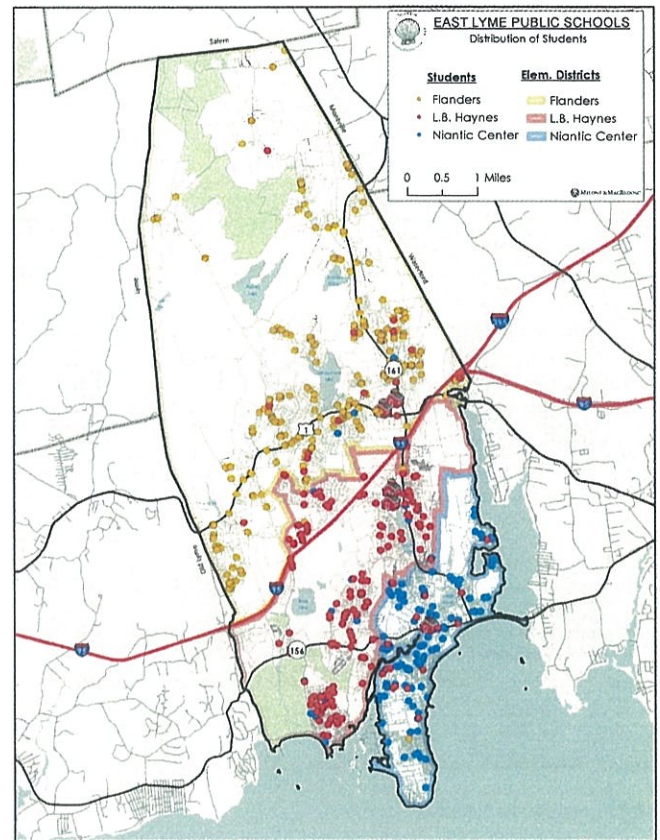


## Birth Trends

- Trends in local births are the basis for incoming kindergarten classes and the starting point for projecting future cohorts of ELPS students
- An overall downward trend has occurred over the past two decades in local births, from an average of 160 in the late 1990s to ~125 in recent years



# Student Distribution



## Example Redistricting Criteria

- Balance enrollments to ensure boundaries align with school construction and provide efficient utilization of East Lyme's physical assets
- Maintain viability of alternatives for the foreseeable future
- Where possible, adhere to natural and man-made boundaries
- Where possible, minimize disruption to students and families
- Where possible, maintain integrity of existing neighborhoods
- **Your thoughts and priorities**



## Next Steps

- Additional demographic, housing market, and enrollment trends analysis
- Development of enrollment projections
- Alignment with Construction Program
- Codification of criteria to guide development of redistricting alternatives and against which to evaluate those alternatives
- Development of redistricting alternatives



**Jeffrey R. Newton, Superintendent of Schools**  
**2017– 2018 School Year Established Goals**

BOE Approved 10/10/17

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In collaboration with the Board, administration, and all stakeholders key goal work for the 2017 – 2018 school year is as follows:

- Fully implement year one of the newly adopted 5-Year Long Range Plan
- Implement, monitor, and report out on the District Improvement Plan, while also monitoring administrators work as it relates to their new School Improvement Plans
- Continue to build transparency and collaboration in budget information and preparation in conjunction with the Board of Education and Board of Finance
- Enhance collaborative efforts (Superintendent, BOE, and Administration) on Capital Improvement Plan development
- In collaboration with the Town, BOE, and BOF develop a joint 10-year facility maintenance plan to support improved attention to building and facility needs
- Ensure the elementary school building alteration projects progress with successful planning, budgeting, scheduling, and ongoing communication in preparation for construction to begin in June 2018'
- Bring forth a successful elementary redistricting plan in collaboration with the consulting firm Milone and MacBroom, the BOE, staff, and our school community.

In addition to assessing my performance against the above listed 17'-18' key goals, it is important to also assess my performance against the five major categories listed below. Under each category are leadership actions that I should demonstrate yearly progress on:

## **1. Educational Leadership and Improvement**

- Continually demonstrates overall educational leadership for the East Lyme Public Schools
- Promotes a community and culture of student excellence and rigorous academic standards
- Establishes collaborative goal setting and a process of continued district improvement leading to high student achievement and success
- Supports the work of teachers and staff in continuous improvement, listening to needs and allocating resources as appropriate
- Supports the work of administrators in continuous improvement, collaboratively working towards school improvement and effective goal implementation
- Supports the work of all other district employees monitoring work and assisting with needs
- Facilitates and supports the work of the board with respect to their identified goals
- Understands and remains informed regarding all components of the curriculum, instructional programming, and professional development
- Uses student performance information to collectively make decisions and monitor success
- Remains reflective of practices, is self-evaluative, and is focused on continued learning within the role of superintendent

### **Commentary:**

## **II. Organizational Planning and Operational Management**

- Communicates openly with the board, staff, town, and community regarding budgetary needs of the district

- Develops the annual budget including broad participation of stakeholders and taking into account the priorities and needs of the district
- Plans and implements an effective and efficient budget development and review process
- Maintains a working knowledge of the financial status of the district, evaluating needs on a continual basis
- Ensures the board remains informed regarding the status of operating accounts and any recommended adjustments, as needed
- Monitors (with the Director of Finance, Marketing, and Growth Management) the administration of funds and ensures adequate controls and accounting methods are continuously utilized
- Oversees contractual obligations keeping the board informed of any issues and/or concerns that may arise
- Works collaboratively with the BOS, BOF, and First Selectman on operational matters to promote transparency

**Commentary:**

**III. Community and Board of Education Relations**

- Continually supports and respects the work of the board, recognizing each member as a stakeholder
- Respects the right of each individual board member to express their opinion on various matters relating to district operations
- Remains impartial, balanced, and supportive through all communication with board members

- Ensures the board remains informed regarding issues, needs, and operations of the district
- Provides the board with recommendations on items that require board action
- Provides the board with requested information, materials, and data in a timely manner
- Interprets, understands, and executes the intent of board policy
- Supports the goals of the board, implementing necessary strategies to ensure successful achievement
- Maintains open and respectful communication with community members, parents, and all stakeholders
- Ensures district and school office staff maintain positive interactions that are inviting, supportive, and focused on excellent customer service

**Commentary:**

**IV. Personal and Professional Qualities and Relationships**

- Leads with fairness, consistency and conviction, especially under pressure and with respect to challenging decisions
- Continually maintains high standards of ethics, honesty, integrity, and trustworthiness in all professional matters
- Leads with the premise that students' best interest is at the heart of all decision making
- Demonstrates the ability to work well with all individuals and groups

- Maintains a commitment to the Superintendency by devoting necessary time and energy to all responsibilities of the position
- Participates in conferences, activities, and on professional committees working closely with other superintendents and districts
- Represents the East Lyme Public Schools in all out-of-district events and activities with the highest professional standards

**Commentary:**

**V. Human Resource Development and Management**

- Seeks out opportunities to build morale and sustain a supportive climate that engages full participation of staff, administration, board members, and the community
- Implements and executes sound administrative personnel procedures and practices
- Maintains open lines of communication with all school district staff
- Provides continuous opportunities to build teacher leadership capacity and potential administrators
- Ensures opportunities exist for appropriate staff members and groups to participate in district planning activities, including the hiring of staff
- Place's a high priority on the supervision and evaluation of staff through the implementation of the district evaluation plans
- Continually maintains high expectations of staff regarding their performance and continued work within the schools and district

**Commentary:**

