

Talent

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants**

\* Please indicate if this focus area is part of the Alliance District/Priority School District plan:

- This focus area **IS** part of the Alliance District/Priority School District plan
- This focus area **IS NOT** part of the Alliance District/Priority School District plan

1. Alliance Districts may choose, but are not required, to pursue additional strategies to strengthen district and school talent systems. Place a check beside the district's 2018-19 talent-related reform priorities. Please note that PSDs must spend all of their PSD funding on allowable PSD reform areas which excludes spending under the Talent focus area.

- |  |   |
|--|---|
| <input type="checkbox"/> Recruitment and human capital pipelines | <input checked="" type="checkbox"/> Instructional coaching      |
| <input type="checkbox"/> Hiring and placement processes          | <input type="checkbox"/> District/school leadership development |
| <input checked="" type="checkbox"/> Professional learning        | <input type="checkbox"/> Retention of top talent                |
| <input type="checkbox"/> Evaluation                              | <input type="checkbox"/> Other                                  |

2. Identify a core set of no more than three strategies to advance the district's talent-related reform priorities (identified in 1). Following the sample below, summarize each district talent strategy using a number (eg. 1.1), a headline phrase, and a separate paragraph that provides a brief rationale for incorporating that strategy. Identify a S.M.A.R.T. goal (ie., specific, measurable, actionable, realistic, and time-bound) that is aligned to each strategy and is, at minimum, tied to district ESSA Milestone metrics. If Smarter Balanced scores are relevant to the strategy, this assessment must be used for goal-setting purposes. S.M.A.R.T. goals will be central to quarterly progress monitoring.

**Talent Priorities:**

**Aligned SMART Goals:**

**Sample: 1.1 Embedded Literacy Coaching** - District will staff one literacy coach in each of the elementary Turnaround and Focus schools. Coaches will work with the Chief Academic Officer and school principals to create and implement a four-week coaching cycle, ensuring that all teachers receive some form of coaching over the school year. Coaches will provide instructional coaching, professional development, model lessons, and co-taught lessons. All coaches will receive Foundational Literacy training in Fall 2018.

*Rationale: The addition of embedded coaches in each Turnaround and Focus elementary school in 2017-18 contributed to improvements in Tier 1 and SRBI supports, resulting in schoolwide improvements in district interim assessments in each school. The district has completed its professional development guide for the current year and will implement the first coaching cycle in September 2018.*

For Opportunity Districts, if the priority is one of its three identified need areas supported by the CSDE cross-functional team, it would instead be identified in the example above as follows: "**1.1 CORE DISTRICT PRIORITY #1** (or #2 or #3) - **Embedded Literacy Coaching**" ...

1.1 Embedded Instructional Coaching: NPS will continue to staff one instructional coach in our intermediate and middle schools, one literacy coach in each of our elementary schools, and utilize an external partner for additional coaching support and professional development to coach the coaches and support new teachers. Coaches will work with the Assistant Superintendent of Schools, the Director of Curriculum and school principals to create and implement coaching cycles to ensure that all teachers receive some form of coaching throughout the school year. Coaches will provide instructional coaching, PD, model lessons, and co-taught lessons. Coaches are also integral members of our curriculum development and evaluation teams. Rationale: The continuation of embedded coaches in all of our K-8 schools in 2017-2018 contributed to improvements in Tier 1 and SRBI supports, resulting in district wide improvements in NWEA and Smarter Balanced. The percentage of students at proficiency increased from 58.6 in the fall to 69.1 in the spring in RDG & 53.5 to 66.7 in math in NWEA. 66.3% met their growth target in reading & 71.9% in math on NWEA. SBA Level 3 increased approximately 7% in math & 4% in reading.

**Sample: 1.1** In alignment with ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 50.2 in 2016-17 to 54.1 in 2018-19. Under the Smarter Balanced Growth Model, improve the Average Percentage of Target Achieved for ELA from 42.9 in 2016-17 to 49.3 in 2018-19.

Note that 2017-18 ESSA-related results will not be available until Winter 2018, therefore 2016-17 scores are being used for baseline planning purposes.

1.1 In alignment with ESSA goal targets, increase the District Performance Index (DPI) for Mathematics from 59.7 in 2016-17 to 62 in 2018-19 and for English Language Arts (ELA) from 63.5 in 2016-17 to 65.3 in 2018-19. Under the Smarter Balanced Growth Model, improve the Average Percentage of Target Achieved for Math from 64.5 in 2016-17 to 69.9 in 2018-19 and for ELA from 53.2 in 2016-17 to 60.4 in 2018-19.

Academics

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants**

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- This focus area **IS** part of the Alliance District/Priority School District plan
- This focus area **IS NOT** part of the Alliance District/Priority School District plan

1. Alliance Districts may choose, but are not required, to pursue additional strategies to strengthen district and school academic systems. Place a check beside the district's 2018-19 academic-related reform priorities. Please note that PSDs must spend all of their PSD funding on allowable PSD reform areas and at least 20 percent of PSD funds promoting early literacy.

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Common Core-aligned curriculum                   | <input type="checkbox"/> Full-day kindergarten             |
| <input type="checkbox"/> Assessment systems  | <input type="checkbox"/> Pre-Kindergarten                  |
| <input checked="" type="checkbox"/> Supports for special populations (eg., EL, SPED) | <input type="checkbox"/> Pre-K - Grade 3 literacy          |
| <input checked="" type="checkbox"/> SRBI and academic interventions                  | <input type="checkbox"/> Instructional technology          |
| <input type="checkbox"/> College and career access                                   | <input type="checkbox"/> Alternative/transitional programs |
| <input type="checkbox"/> Other   |  |

2. Identify a core set of no more than three strategies to advance the district's academic-related reform priorities (identified in 1). Following the sample below, summarize each district academic strategy using a number (eg. 2.1), a headline phrase, and a separate paragraph that provides a brief rationale for incorporating that strategy. Identify a S.M.A.R.T. goal (ie., specific, measurable, actionable, realistic, and time-bound) that is aligned to each strategy and is, at minimum, tied to district ESSA Milestone metrics. If Smarter Balanced scores are relevant to the strategy, this assessment must be used for goal-setting purposes. S.M.A.R.T. goals will be central to quarterly progress monitoring.

**Academic Priorities:**

**Aligned SMART Goals:**

**Sample: 1.1 Embedded Literacy Coaching** - District will staff one literacy coach in each of the elementary Turnaround and Focus schools. Coaches will work with the Chief Academic Officer and school principals to create and implement a four-week coaching cycle, ensuring that all teachers receive some form of coaching over the school year. Coaches will provide instructional coaching, professional development, model lessons, and co-taught lessons. All coaches will receive Foundational Literacy training in Fall 2018.

*Rationale: The addition of embedded coaches in each Turnaround and Focus elementary school in 2017-18 contributed to improvements in Tier 1 and SRBI supports, resulting in schoolwide improvements in district interim assessments in each school. The district has completed its professional development guide for the current year and will implement the first coaching cycle in September 2018.*

For Opportunity Districts, if the priority is one of its three identified need areas supported by the CSDE cross-functional team, it would instead be identified in the example above as follows: "**2.1 CORE DISTRICT PRIORITY #1** (or #2 or #3) - **Embedded Literacy Coaching**" ...

2.1 Student Intervention: NPS will staff 5 Reading Consultants and 1 TESOL Teacher throughout the district who will work with the Assistant Superintendent of Schools, the Director of Curriculum and school principals on an ongoing basis to analyze data, plan and deliver explicit and targeted instruction to students in need of intervention and support including special populations, and monitor and assess progress over time. Each 1.0 FTE Reading Consultant works as a .5 FTE Interventionist and a .5 FTE Literacy Coach.  
Rationale: The continuation of invention through the NPS Multi Tiered Systems of Support (MTSS) in all of our schools in 2017-2018 contributed to improvements in Tier 1 and SRBI supports, resulting in district wide improvements in NWEA and Smarter Balanced Performance Data. The percentage of students at proficiency increased from 58.6 in the fall to 69.1 in the spring in RDG & 53.5 to 66.7 in math in NWEA. 66.3% met their growth target in reading & 71.9% in math on NWEA. SBA Level 3 increased approximately 7% in math & 4% in reading.

**Sample: 2.1** In alignment with ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 50.2 in 2016-17 to 54.1 in 2018-19. Under the Smarter Balanced Growth Model, improve the Average Percentage of Target Achieved for ELA from 42.9 in 2016-17 to 49.3 in 2018-19.

Note that 2017-18 ESSA-related results will not be available until Winter 2018, therefore 2016-17 scores are being used for baseline planning purposes.

2.1 In alignment with ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 63.5 in 2016-17 to 65.3 in 2018-19. Under the Smarter Balanced Growth Model, improve the Average Percentage of Target Achieved for ELA from 53.2 in 2016-17 to 60.4 in 2018-19.

2.2 Curriculum Development: NPS will continue to fund 1.0 FTE Director of Curriculum to provide district leadership for development and implementation of the academic program. Implement K-12 competencies in all disciplines aligned to NPS Mission and Vision of the Graduate through the development of high-quality assessments evaluated with common, district developed scoring criteria. Continue the development of CT Core Standards-aligned curricula using a mastery based learning approach in all grades and subjects based on the district plan. Provide appropriate complex texts, materials, and resources to support the transition to culturally responsive, CCSS and NGSS-aligned, units of study as they are developed. Rationale: NPS continues to develop CT Core Standard-aligned curricula using a Mastery Based Learning Approach. This work has contributed to improvements in district wide achievement scores in NWEA and Smarter Balanced Assessment. The percentage of students at proficiency increased from 58.6 in the fall to 69.1 in the spring in RDG & 53.5 to 66.7 in math in NWEA. 66.3% met their growth target in reading & 71.9% in math on NWEA. SBA Level 3 increased approximately 7% in math & 4% in reading.

2.2 In alignment with ESSA goal targets, increase the District Performance Index (DPI) for Mathematics from 59.7 in 2016-17 to 62 in 2018-19 and for English Language Arts (ELA) from 63.5 in 2016-17 to 65.3 in 2018-19. Under the Smarter Balanced Growth Model, improve the Average Percentage of Target Achieved for Math from 64.5 in 2016-17 to 69.9 in 2018-19 and for ELA from 53.2 in 2016-17 to 60.4 in 2018-19.

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants**

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- This focus area **IS** part of the Alliance District/Priority School District plan
- This focus area **IS NOT** part of the Alliance District/Priority School District plan

1. Alliance Districts may choose, but are not required, to pursue additional strategies to strengthen district and school climate systems. Place a check beside the district's 2018-19 climate-related reform priorities. Please note that PSDs must spend all of their PSD funding on allowable PSD reform areas.

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Attendance/Chronic absenteeism | <input type="checkbox"/> Graduation/dropout prevention/on-track for graduation |
| <input checked="" type="checkbox"/> Suspension rate                | <input type="checkbox"/> Family engagement                                     |
| <input type="checkbox"/> Wraparound services                       | <input type="checkbox"/> Other   |

2. Identify a core set of no more than three strategies to advance the district's climate-related reform priorities (identified in 1). Following the sample below, summarize each district climate strategy using a number (eg. 3.1), a headline phrase, and a separate paragraph that provides a brief rationale for incorporating that strategy. Identify a S.M.A.R.T. goal (ie., specific, measurable, actionable, realistic, and time-bound) that is aligned to each strategy and is, at minimum, tied to district ESSA Milestone metrics. If Smarter Balanced scores are relevant to the strategy, this assessment must be used for goal-setting purposes. S.M.A.R.T. goals will be central to quarterly progress monitoring.

Climate Priorities:	Aligned SMART Goals:

**Sample: 1.1 Embedded Literacy Coaching** - District will staff one literacy coach in each of the elementary Turnaround and Focus schools. Coaches will work with the Chief Academic Officer and school principals to create and implement a four-week coaching cycle, ensuring that all teachers receive some form of coaching over the school year. Coaches will provide instructional coaching, professional development, model lessons, and co-taught lessons. All coaches will receive Foundational Literacy training in Fall 2018.

*Rationale: The addition of embedded coaches in each Turnaround and Focus elementary school in 2017-18 contributed to improvements in Tier 1 and SRBI supports, resulting in schoolwide improvements in district interim assessments in each school. The district has completed its professional development guide for the current year and will implement the first coaching cycle in September 2018.*

For Opportunity Districts, if the priority is one of its three identified need areas supported by the CSDE cross-functional team, it would instead be identified in the example above as follows: "**3.1 CORE DISTRICT PRIORITY #1** (or #2 or #3) - **Embedded Literacy Coaching**" ...

3.1 School Counselors: NPS will staff one school counselor in each of our elementary schools to provide counseling services to our 5 elementary schools. This enables all 9 of our schools to have a minimum of 1.0 FTE School Counselor. School counselors help implement our PBIS Programs, provide developmental guidance lessons, and help to remove the barriers to learning in effort to increase instructional time, improving attendance, and decrease disciplinary incidents. Rationale: The continuation of school counselors in all of schools contributed to strong survey results regarding family engagement and to slightly improved discipline data district wide. While we didn't meet our goal to decrease our chronic absenteeism rate from 11.3 in 2017 to 10.8 in 2018, chronic absenteeism is down over the last five years. Counselors will continue to make reducing chronic absenteeism a priority.

**Sample: 3.1** In alignment with ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 50.2 in 2016-17 to 54.1 in 2018-19. Under the Smarter Balanced Growth Model, improve the Average Percentage of Target Achieved for ELA from 42.9 in 2016-17 to 49.3 in 2018-19.

Note that 2017-18 ESSA-related results will not be available until Winter 2018, therefore 2016-17 scores are being used for baseline planning purposes.

3.1 In alignment with ESSA goal targets, decrease the district rate of chronic absenteeism from 11.3% in 2016-17 to 10.3% in 2018-19.

Operations

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants**

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1. Alliance Districts may choose, but are not required, to pursue additional strategies to strengthen district and school operations systems. Place a check beside the district's 2018-19 operations-related reform priorities. Please note that PSDs must spend all of their PSD funding on allowable PSD reform areas.

- |   |   |
|---|---|
| <input type="checkbox"/> Budgeting and financial management | <input type="checkbox"/> Student enrollment processes |
| <input type="checkbox"/> School operations                  | <input type="checkbox"/> Extended learning time       |
| <input type="checkbox"/> Technology integration             | <input type="checkbox"/> Other                        |

2. Identify a core set of no more than three strategies to advance the district's operations-related reform priorities (identified in 1). Following the sample below, summarize each district operations strategy using a number (eg. 4.1), a headline phrase, and a separate paragraph that provides a brief rationale for incorporating that strategy. Identify a S.M.A.R.T. goal (ie., specific, measurable, actionable, realistic, and time-bound) that is aligned to each strategy and is, at minimum, tied to district ESSA Milestone metrics. If Smarter Balanced scores are relevant to the strategy, this assessment must be used for goal-setting purposes. S.M.A.R.T. goals will be central to quarterly progress monitoring.

**Operations Priorities:**

**Aligned SMART Goals:**

**Sample: 1.1 Embedded Literacy Coaching** - District will staff one literacy coach in each of the elementary Turnaround and Focus schools. Coaches will work with the Chief Academic Officer and school principals to create and implement a four-week coaching cycle, ensuring that all teachers receive some form of coaching over the school year. Coaches will provide instructional coaching, professional development, model lessons, and co-taught lessons. All coaches will receive Foundational Literacy training in Fall 2018.

*Rationale: The addition of embedded coaches in each Turnaround and Focus elementary school in 2017-18 contributed to improvements in Tier 1 and SRBI supports, resulting in schoolwide improvements in district interim assessments in each school. The district has completed its professional development guide for the current year and will implement the first coaching cycle in September 2018.*

For Opportunity Districts, if the priority is one of its three identified need areas supported by the CSDE cross-functional team, it would instead be identified in the example above as follows: "**4.1 CORE DISTRICT PRIORITY #1** (or #2 or #3) - **Embedded Literacy Coaching**" ...

**Sample: 4.1** In alignment with ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 50.2 in 2016-17 to 54.1 in 2018-19. Under the Smarter Balanced Growth Model, improve the Average Percentage of Target Achieved for ELA from 42.9 in 2016-17 to 49.3 in 2018-19.

Note that 2017-18 ESSA-related results will not be available until Winter 2018, therefore 2016-17 scores are being used for baseline planning purposes.

Related Documents

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants**

**Required Documents**

<b>Type</b>	<b>Document Template</b>	<b>Document/Link</b>
ESSA Milestones [Upload at least 1 document(s)]	N/A	 <a href="#">ESSA Milestones Naugatuck 088</a>

Alliance District Grant Budget

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant**

<b>Object</b>	<b>Total</b>
100 - Personal Services > Salaries	\$1,185,137.00
200 - Personal Services > Employee Benefits	\$0.00
300 - Purchased Professional and Technical Services	\$30,000.00
400 - Purchased Property Services	\$0.00
500 - Other Purchased Services	\$0.00
600 - Supplies	\$89,571.00
700 - Property	\$0.00
800 - Debt Service and Miscellaneous	\$0.00
917 - Indirect Costs	\$0.00
	<b>Total</b> \$1,304,708.00
	<b>Allocation</b> \$1,304,708.00
	<b>Remaining</b> \$0.00

Budget Detail

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant**

100 - Personal Services > Salaries - \$1,185,137.00

Budget Detail		Narrative Description
<b>Object:</b>	100 - Personal Services > Salaries	5.0 FTE Reading Consultants. Reading Consultants provide intervention to students (academics) and provide coaching to teachers (talent).  1.0 FTE @ Andrew Avenue--\$92,754 1.0 FTE @ Hop Brook--\$92,754 1.0 FTE @ Maple Hill--\$92,754 1.0 FTE @ Salem--\$92,754 1.0 FTE @ Western--\$92,754
<b>Purpose:</b>	01 - Public School Activities	
<b>Focus Area:</b>	Talent - Goal 1.1 Academics Goal 2.1	
<b>LEA / School:</b>	Naugatuck School District (088-000)	
<b>Quantity:</b>	1.00	
<b>Cost:</b>	\$463,770.00	
<b>Line Item Total:</b>	\$463,770.00	
<b>Object:</b>	100 - Personal Services > Salaries	5.0 FTE School Counselors:  1.0 FTE @ Andrew Avenue--\$58,628.20 1.0 FTE @ Hop Brook--\$58,628.20 1.0 FTE @ Maple Hill--\$58,628.20 1.0 FTE @ Salem--\$58,628.20 1.0 FTE @ Western--\$58,628.20
<b>Purpose:</b>	01 - Public School Activities	
<b>Focus Area:</b>	Climate Goal 3.1	
<b>LEA / School:</b>	Naugatuck School District (088-000)	
<b>Quantity:</b>	1.00	
<b>Cost:</b>	\$293,141.00	
<b>Line Item Total:</b>	\$293,141.00	
<b>Object:</b>	100 - Personal Services > Salaries	Instructional Coaches

<b>Purpose:</b>	01 - Public School Activities	1.0 FTE @ Cross Street Intermediate School--\$73,465.33 1.0 FTE @ Hillside Intermediate School--\$73,465.33 1.0 FTE @ City Hill Middle School--\$73,465.34
<b>Focus Area:</b>	Talent - Goal 1.1	
<b>LEA / School:</b>	Naugatuck School District (088-000)	
<b>Quantity:</b>	1.00	
<b>Cost:</b>	\$220,396.00	
<b>Line Item Total:</b>	\$220,396.00	
<b>Object:</b>	100 - Personal Services > Salaries	1.0 FTE Curriculum Director
<b>Purpose:</b>	01 - Public School Activities	
<b>Focus Area:</b>	Academics Goal 2.2	
<b>LEA / School:</b>	Naugatuck School District (088-000)	
<b>Quantity:</b>	1.00	
<b>Cost:</b>	\$147,830.00	
<b>Line Item Total:</b>	\$147,830.00	
<b>Object:</b>	100 - Personal Services > Salaries	1.0 EL (TESOL) Teacher @ .5 FTE Andrew Avenue and .5 FTE Salem
<b>Purpose:</b>	01 - Public School Activities	
<b>Focus Area:</b>	Academics Goal 2.1	
<b>LEA / School:</b>	Naugatuck School District (088-000)	

Quantity: 1.00

Cost: \$60,000.00

Line Item  
Total: \$60,000.00

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**Total for 100 - Personal Services > Salaries:** \$1,185,137.00

**Total for all other Objects:** \$119,571.00

**Total for all Objects:** \$1,304,708.00

**Allocation:** \$1,304,708.00

**Remaining:** \$0.00

Budget Detail

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant**

300 - Purchased Professional and Technical Services - \$30,000.00

Budget Detail		Narrative Description
<b>Object:</b>	300 - Purchased Professional and Technical Services	Professional Development and coaching for instructional coaches (Sadler Consulting and potentially Learning Forward). 20 days at \$1,500 a day for a total of \$30,000.
<b>Purpose:</b>	01 - Public School Activities	
<b>Focus Area:</b>	Talent - Goal 1.1	
<b>LEA / School:</b>	Naugatuck School District (088-000)	
<b>Quantity:</b>	1.00	
<b>Cost:</b>	\$30,000.00	
<b>Line Item Total:</b>	\$30,000.00	
<b>Total for 300 - Purchased Professional and Technical Services:</b>		\$30,000.00
		<b>Total for all other Objects:</b> \$1,274,708.00
		<b>Total for all Objects:</b> \$1,304,708.00
		<b>Allocation:</b> \$1,304,708.00
		<b>Remaining:</b> \$0.00

Budget Detail

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant**

600 - Supplies - \$89,571.00

Budget Detail		Narrative Description
<b>Object:</b>	600 - Supplies	Curriculum materials (appropriate complex texts) and resources to support implementation of the newly developed Humanities and Science Curricula including but not limited to: BioZone Earth and Space Science for NGSS and Biology for NGSS and authentic classroom texts for Humanities such as Drita, My Homegirl, The Name Jar, Refugees, The Turtles of Oman etc. Authentic texts will vary by grade and unit.
<b>Purpose:</b>	01 - Public School Activities	
<b>Focus Area:</b>	Academics Goal 2.2	
<b>LEA / School:</b>	Naugatuck School District (088-000)	
<b>Quantity:</b>	1.00	
<b>Cost:</b>	\$89,571.00	
<b>Line Item Total:</b>	\$89,571.00	
		<b>Total for 600 - Supplies:</b> \$89,571.00
		<b>Total for all other Objects:</b> \$1,215,137.00
		<b>Total for all Objects:</b> \$1,304,708.00
		<b>Allocation:</b> \$1,304,708.00
		<b>Remaining:</b> \$0.00

Alliance District Grant Budget Overview

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant**

Filter by Location:

Object	Purpose	01 - Public School Activities	Total
<b>100 - Personal Services &gt; Salaries</b>		1,185,137.00	1,185,137.00
<b>300 - Purchased Professional and Technical Services</b>		30,000.00	30,000.00
<b>600 - Supplies</b>		89,571.00	89,571.00
<b>Total</b>		1,304,708.00	1,304,708.00
		<b>Allocation</b>	1,304,708.00
		<b>Remaining</b>	0.00

**Naugatuck School District (088-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Assurances**

\* **The Local Educational Agency (LEA) hereby assures the State Educational Agency (SEA) that the LEA follows all regulations applicable for CSDE, including those outlined below.**

- |           |  |
|-----------|--|
| <b>A.</b> | The applicant has the necessary legal authority to apply for and receive the proposed grant;   |
| <b>B.</b> | The filing of this application has been authorized by the applicant's governing body, and the undersigned official has been duly authorized to file this application for and on behalf of said applicant, and otherwise to act as the authorized representative of the applicant in connection with this application;  |
| <b>C.</b> | The activities and services for which assistance is sought under this grant will be administered by or under the supervision and control of the applicant;   |
| <b>D.</b> | The project will be operated in compliance with all applicable state and federal laws and in compliance with regulations and other policies and administrative directives of the State Board of Education and the Connecticut State Department of Education;   |
| <b>E.</b> | Grant funds shall not be used to supplant funds normally budgeted by the agency;   |
| <b>F.</b> | Fiscal control and accounting procedures will be used to ensure proper disbursement of all funds awarded;  |
| <b>G.</b> | The applicant will submit a final project report (within 60 days of the project completion) and such other reports, as specified, to the Connecticut State Department of Education, including information relating to the project records and access thereto as the Connecticut State Department of Education may find necessary;  |
| <b>H.</b> | The Connecticut State Department of Education reserves the exclusive right to use and grant the right to use and/or publish any part or parts of any summary, abstract, reports, publications, records and materials resulting from this project and this grant;   |
| <b>I.</b> | If the project achieves the specified objectives, every reasonable effort will be made to continue the project and/or implement the results after the termination of state/federal funding;  |
| <b>J.</b> | The applicant will protect and save harmless the State Board of Education from financial loss and expense, including legal fees and costs, if any, arising out of any breach of the duties, in whole or part, described in the application for the grant;  |
| <b>K.</b> | At the conclusion of each grant period, the applicant will provide for an independent audit report acceptable to the grantor in accordance with Sections 7-394a and 7-396a of the Connecticut General Statutes, and the applicant shall return to the Connecticut State Department of Education any moneys not expended in accordance with the approved program/operation budget as determined by the audit; |
| <b>L.</b> | <b>REQUIRED LANGUAGE (NON-DISCRIMINATION)</b>  |
|           | References in this section to "contract" shall mean this grant agreement and to "contractor" shall mean the Grantee.   |

(a)	For purposes of this Section, the following terms are defined as follows:
(1)	"Commission" means the Commission on Human Rights and Opportunities;
(2)	"Contract" and "contract" include any extension or modification of the Contract or contract;
(3)	"Contractor" and "contractor" include any successors or assigns of the Contractor or contractor;
(4)	"Gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.
(5)	"good faith" means that degree of diligence which a reasonable person would exercise in the performance of legal duties and obligations;
(6)	"good faith efforts" shall include, but not be limited to, those reasonable initial efforts necessary to comply with statutory or regulatory requirements and additional or substituted efforts when it is determined that such initial efforts will not be sufficient to comply with such requirements;
(7)	"marital status" means being single, married as recognized by the state of Connecticut, widowed, separated or divorced;
(8)	"mental disability" means one or more mental disorders, as defined in the most recent edition of the American Psychiatric Association's "Diagnostic and Statistical Manual of Mental Disorders", or a record of or regarding a person as having one or more such disorders;
(9)	"minority business enterprise" means any small contractor or supplier of materials fifty-one percent or more of the capital stock, if any, or assets of which is owned by a person or persons: (1) who are active in the daily affairs of the enterprise, (2) who have the power to direct the management and policies of the enterprise, and (3) who are members of a minority, as such term is defined in subsection (a) of Connecticut General Statutes § 32-9n; and
(10)	"public works contract" means any agreement between any individual, firm or corporation and the State or any political subdivision of the State other than a municipality for construction, rehabilitation, conversion, extension, demolition or repair of a public building, highway or other changes or improvements in real property, or which is financed in whole or in part by the State, including, but not limited to, matching expenditures, grants, loans, insurance or guarantees.
For purposes of this Section, the terms "Contract" and "contract" do not include a contract where each contractor is (1) a political subdivision of the state, including, but not limited to, a municipality, (2) a quasi-public agency, as defined in Conn. Gen. Stat. Section 1-120, (3) any other state, including but not limited to any federally recognized Indian tribal governments, as defined in Conn. Gen. Stat. Section 1-267, (4) the federal government, (5) a foreign government, or (6) an agency of a subdivision, agency, state or government described in the immediately preceding enumerated items (1), (2), (3), (4) or (5).	

(b)	<p>(1) The Contractor agrees and warrants that in the performance of the Contract such Contractor will not discriminate or permit discrimination against any person or group of persons on the grounds of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, intellectual disability, mental disability or physical disability, including, but not limited to, blindness, unless it is shown by such Contractor that such disability prevents performance of the work involved, in any manner prohibited by the laws of the United States or of the State of Connecticut; and the Contractor further agrees to take affirmative action to insure that applicants with jobrelated qualifications are employed and that employees are treated when employed without regard to their race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, intellectual disability, mental disability or physical disability, including, but not limited to, blindness, unless it is shown by the Contractor that such disability prevents performance of the work involved; (2) the Contractor agrees, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, to state that it is an "affirmative action-equal opportunity employer" in accordance with regulations adopted by the Commission; (3) the Contractor agrees to provide each labor union or representative of workers with which the Contractor has a collective bargaining agreement or other contract or understanding and each vendor with which the Contractor has a contract or understanding, a notice to be provided by the Commission, advising the labor union or workers' representative of the Contractor's commitments under this section and to post copies of the notice in conspicuous places available to employees and applicants for employment; (4) the Contractor agrees to comply with each provision of this Section and Connecticut General Statutes §§ 46a-68e and 46a-68f and with each regulation or relevant order issued by said Commission pursuant to Connecticut General Statutes §§ 46a-56, 46a-68e and 46a-68f; and (5) the Contractor agrees to provide the Commission on Human Rights and Opportunities with such information requested by the Commission, and permit access to pertinent books, records and accounts, concerning the employment practices and procedures of the Contractor as relate to the provisions of this Section and Connecticut General Statutes § 46a-56. If the contract is a public works contract, the Contractor agrees and warrants that he will make good faith efforts to employ minority business enterprises as subcontractors and suppliers of materials on such public works projects.</p>
(c)	<p>Determination of the Contractor's good faith efforts shall include, but shall not be limited to, the following factors: The Contractor's employment and subcontracting policies, patterns and practices; affirmative advertising, recruitment and training; technical assistance activities and such other reasonable activities or efforts as the Commission may prescribe that are designed to ensure the participation of minority business enterprises in public works projects.</p>
(d)	<p>The Contractor shall develop and maintain adequate documentation, in a manner prescribed by the Commission, of its good faith efforts.</p>
(e)	<p>The Contractor shall include the provisions of subsection (b) of this Section in every subcontract or purchase order entered into in order to fulfill any obligation of a contract with the State and such provisions shall be binding on a subcontractor, vendor or manufacturer unless exempted by regulations or orders of the Commission. The Contractor shall take such action with respect to any such subcontract or purchase order as the Commission may direct as a means of enforcing such provisions including sanctions for noncompliance in accordance with Connecticut General Statutes §46a-56; provided if such Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the Commission, the Contractor may request the State of Connecticut to enter into any such litigation or negotiation prior thereto to protect the interests of the State and the State may so enter.</p>
(f)	<p>The Contractor agrees to comply with the regulations referred to in this Section as they exist on the date of this Contract and as they may be adopted or amended from time to time during the term of this Contract and any amendments thereto.</p>

(g) (1) The Contractor agrees and warrants that in the performance of the Contract such Contractor will not discriminate or permit discrimination against any person or group of persons on the grounds of sexual orientation, in any manner prohibited by the laws of the United States or the State of Connecticut, and that employees are treated when employed without regard to their sexual orientation; (2) the Contractor agrees to provide each labor union or representative of workers with which such Contractor has a collective bargaining agreement or other contract or understanding and each vendor with which such Contractor has a contract or understanding, a notice to be provided by the Commission on Human Rights and Opportunities advising the labor union or workers' representative of the Contractor's commitments under this section, and to post copies of the notice in conspicuous places available to employees and applicants for employment; (3) the Contractor agrees to comply with each provision of this section and with each regulation or relevant order issued by said Commission pursuant to Connecticut General Statutes § 46a-56; and (4) the Contractor agrees to provide the Commission on Human Rights and Opportunities with such information requested by the Commission, and permit access to pertinent books, records and accounts, concerning the employment practices and procedures of the Contractor which relate to the provisions of this Section and Connecticut General Statutes § 46a-56.

(h) The Contractor shall include the provisions of the foregoing paragraph in every subcontract or purchase order entered into in order to fulfill any obligation of a contract with the State and such provisions shall be binding on a subcontractor, vendor or manufacturer unless exempted by regulations or orders of the Commission. The Contractor shall take such action with respect to any such subcontract or purchase order as the Commission may direct as a means of enforcing such provisions including sanctions for noncompliance in accordance with Connecticut General Statutes § 46a-56; provided, if such Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the Commission, the Contractor may request the State of Connecticut to enter into any such litigation or negotiation prior thereto to protect the interests of the State and the State may so enter.

**M.** The grant award is subject to approval of the Connecticut State Department of Education and availability of state or federal funds.

**N.** The applicant agrees and warrants that Sections 4-190 to 4-197, inclusive, of the Connecticut General Statutes concerning the Personal Data Act and Sections 10-4-8 to 10-4-10, inclusive, of the Regulations of Connecticut State Agencies promulgated there under are hereby incorporated by reference.

\* The Local Education Agency (LEA) hereby assures the State Education Agency (SEA) that the LEA has received local board of education approval of this plan's submission. Date of board approval:

09/13/2018 