Allocations

Winchester School District (162-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Allocations

	(1) Alliance DG	(2) Priority SDG	(3) PSD - ESH	(4) PSD - SS	Total
LEA	\$200,966.00	\$0.00	\$0.00	\$0.00	\$200,966.00
Total	\$200,966.00	\$0.00	\$0.00	\$0.00	\$200,966.00

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Talent	
Winchester School District (162-000) Public School District - FY 2019 - Alliance District and Priority School District Grants	Alliance and Priority School District Grants - Rev 0 - Focus Areas -
* Please indicate if this focus area is part of the Alliance District/Priority Scho	ool District plan:
This focus area IS part of the Alliance District/Priority School District plan	n
This focus area IS NOT part of the Alliance District/Priority School District	ct plan
1. Alliance Districts may choose, but are not required, to pursue additional s beside the district's 2018-19 talent-related reform priorities. Please note that which excludes spending under the Talent focus area.	·
Recruitment and human capital pipelines	Instructional coaching
Hiring and placement processes	District/school leadership development
Professional learning	Retention of top talent
□ Evaluation	Other
2. Identify a core set of no more than three strategies to advance the district below, summarize each district talent strategy using a number (eg. 1.1), a h incorporating that strategy. Identify a S.M.A.R.T. goal (ie., specific, measura and is, at minimum, tied to district ESSA Milestone metrics. If Smarter Balar goal-setting purposes. S.M.A.R.T. goals will be central to quarterly progress	eadline phrase, and a separate paragraph that provides a brief rationale for ble, actionable, realistic, and time-bound) that is aligned to each strategy need scores are relevant to the strategy, this assessment must be used for
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.

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.

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.

> 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.

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 Coaches - Winchester Public Schools 1.1 In alignment with ESSA goal targets, we will increase the DPI for ELA from 62.7 in 2016-17 to 64.6 in 2018-19. Under the SBAC Growth Model, we will improve the Average Percentage of Target Achieved for ELA from 56.4% in 2017-17 to 63.1% in 2018-19. 1.1 In alignment with ESSA goal targets, we will increase the DPI for mathematics from 56.6 in 2016-17 to 59.4 in 2018-19. Under the SBAC Growth Model, we will improve the Average Percentage of Target Achieved for mathematics from 55.2% in 2016-17 to 62.1% in 2018-19.

will staff four District Wide instructional coaches - Literacy, Mathematics, Science, and Inclusion. These coaches will design curriculum, co-support teachers in the classroom through lesson planning and co-teaching, and align assessment of the curriculum. All teachers will receive coaching assistance through weekly grade level team meetings that focus strictly on content delivery, student work analysis, and pacing. All coaches will receive professional learning throughout the year in their specific content focus. 1.1 Rationale: The coaching model has been instrumental in the academic and social improvements seen throughout Winchester Public Schools. During the 2017-2018 school year, WPS has improved academic performance drastically. Coaching has been critical to the on-going growth and support of our teachers. This year, we will be moving from administrative/coaches walkthroughs to walkthroughs that include teachers and peer to peer feedback loops.

Academics			
Winchester School District (162-000) Public School District - FY 2019 - Alliance District and Priority School District Grants	Alliance and Priority School District Grants - Rev 0 - Focus Areas -		
* Please indicate if this focus area is part of the Alliance District/Priority Scho	pol District plan:		
This focus area IS part of the Alliance District/Priority School District plan	n		
This focus area IS NOT part of the Alliance District/Priority School District	ct plan		
1. Alliance Districts may choose, but are not required, to pursue additional scheck beside the district's 2018-19 academic-related reform priorities. Pleas reform areas and at least 20 percent of PSD funds promoting early literacy.	se note that PSDs must spend all of their PSD funding on allowable PSD		
Common Core-aligned curriculum	Full-day kindergarten		
Assessment systems	Pre-Kindergarten		
Supports for special populations (eg., EL, SPED)	Pre-K - Grade 3 literacy		
SRBI and academic interventions	Instructional technology		
College and career access	Alternative/transitional programs		
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:		
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Sample: 1.1 Embedded Literacy Coaching - District will staff one Sample: 2.1 In alignment with ESSA goal targets, increase the District literacy coach in each of the elementary Turnaround and Focus schools. Performance Index (DPI) for English Language Arts (ELA) from 50.2 in Coaches will work with the Chief Academic Officer and school principals 2016-17 to 54.1 in 2018-19. Under the Smarter Balanced Growth Model. to create and implement a four-week coaching cycle, ensuring that all improve the Average Percentage of Target Achieved for ELA from 42.9 teachers receive some form of coaching over the school year. Coaches in 2016-17 to 49.3 in 2018-19 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 Note that 2017-18 ESSA-related results will not be available until Winter areas supported by the CSDE cross-functional team, it would instead be 2018, therefore 2016-17 scores are being used for baseline planning identified in the example above as follows: "2.1 CORE DISTRICT purposes. PRIORITY #1 (or #2 or #3) - Embedded Literacy Coaching" ... 2.1 Remedial Reading Support - Winchester Public Schools will staff 2.1 In alignment with ESSA goal targets, we will increase the DPI for two Remedial Reading Teachers. These teachers will support the ELA from 62.7 in 2016-17 to 64.6 in 2018-19. Under the SBAC SRBI process and small group, targeted student intervention. These Growth Model, we will improve the Average Percentage of Target reading teachers will also be used to support students who have not Achieved for ELA from 56.4% in 2017-17 to 63.1% in 2018-19. 2.1In reached with individual growth targets in reading. Last year with the alignment with ESSA goal targets, we will increase the DPI for support of these reading teachers, 100% of student who qualified for mathematics from 56.6 in 2016-17 to 59.4 in 2018-19. Under the linterventions received them. 2.1 Rationale - Remedial Reading SBAC Growth Model, we will improve the Average Percentage of Target Achieved for mathematics from 55.2% in 2016-17 to 62.1% in Teachers are specifically trained in various models on reading strategy and improvement. These teachers have provided 100% of 2018-19. students that experienced reading difficulty with routine support

designed to specifically address their learning needs.

2.2 Pre-K to Grade 3 Literacy - Purchase of additional classroom library books, instructional support materials, and collaborative learning materials. These materials will support our newly redesigned literacy curriculum. Leveled libraries will be specifically enhanced to match the units of NGSS study at each grade level. Rationale: Currently classroom libraries have limited levels that do not span the student reading levels within the classroom. We need to have a broader library to ensure that we can differentiate for all students and meet them at their independent and instructional levels. Libraries will also be purchased with building background knowledge in mind. Topics will be specifically selected to align with the new NGSS units.

2.2 In alignment with ESSA goal targets, we will increase the DPI for ELA from 62.7 in 2016-17 to 64.6 in 2018-19. Under the SBAC Growth Model, we will improve the Average Percentage of Target Achieved for ELA from 56.4% in 2017-17 to 63.1% in 2018-19. 2.2 In alignment with ESSA goal targets, we will increase the DPI for mathematics from 56.6 in 2016-17 to 59.4 in 2018-19. Under the SBAC Growth Model, we will improve the Average Percentage of Target Achieved for mathematics from 55.2% in 2016-17 to 62.1% in 2018-19.

Climate	
Winchester School District (162-000) Public School District - FY 2019 - Alliance District and Priority School District Grants	Alliance and Priority School District Grants - Rev 0 - Focus Areas -
* Please indicate if this focus area is part of the Alliance District/Priority Scho	pol District plan:
This focus area IS part of the Alliance District/Priority School District plan	n
This focus area IS NOT part of the Alliance District/Priority School District	ct plan
1. Alliance Districts may choose, but are not required, to pursue additional s beside the district's 2018-19 climate-related reform priorities. Please note the areas.	
Attendance/Chronic absenteeism	Graduation/dropout prevention/on-track for graduation
Suspension rate	Family engagement
Wraparound services	Other
2. Identify a core set of no more than three strategies to advance the district below, summarize each district climate strategy using a number (eg. 3.1), a for incorporating that strategy. Identify a S.M.A.R.T. goal (ie., specific, meas strategy and is, at minimum, tied to district ESSA Milestone metrics. If Small used for goal-setting purposes. S.M.A.R.T. goals will be central to quarterly	headline phrase, and a separate paragraph that provides a brief rationale surable, actionable, realistic, and time-bound) that is aligned to each rter Balanced scores are relevant to the strategy, this assessment must be
Climate Priorities:	Aligned SMART Goals:

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Sample: 1.1 Embedded Literacy Coaching - District will staff one literacy coach in each of the elementary Turnaround and Focus school Coaches will work with the Chief Academic Officer and school princip to create and implement a four-week coaching cycle, ensuring that all teachers receive some form of coaching over the school year. Coach 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 are Focus elementary school in 2017-18 contributed to improvements in 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.	als 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.
For Opportunity Districts, if the priority is one of its three identified neareas supported by the CSDE cross-functional team, it would instead identified in the example above as follows: "3.1 CORE DISTRICT PRIORITY #1 (or #2 or #3) - Embedded Literacy Coaching"	
3.1 School Climate Officer = Winchester Public Schools will staff one School Climate Officer (Pearson School) and one Behavior Technician (Batcheller School) during the 2018-19 school year. The SCO and BT will provide Tier 2 and 3 support to students that are experiencing social/behavior difficulties; proactively, the SCO and BT will also meet with small groups of students to provide counseling on kindness, acceptance, pragmatics, and anti-bullying. The SCO and BT will be trained in 2nd Step and de-escalation strategies. Rationale: As a Commissioner's Network School District, it is a focus area to improve student climate and culture through the reduction of suspensions and increase in student attendance. The SCO and BT will support student behavior by providing in-time coaching and assistance to student that are escalated.	3.1 In alignment with ESSA goal targets, WPS will decrease their Chronic Absenteeism from 8.0% in 2016-17 to 7.5% in 2018-19

3.2 Family Engagement - Two times throughout the school year, families and community members will be offered presentations on cyberbullying and internet safety. These presentations will be conducted by national experts. Rationale: Families need support to understand how to protect and proactively train their children regarding safe participation in online forums. As the age of students decreases for first-time social media exposure, it is timely to have parents trained to identify safety risks and proactively train and monitor their children. If we can decrease the number of students that miss school due to bullying situations, it will increase student achievement.

3.1 In alignment with ESSA goal targets, WPS will decrease their Chronic Absenteeism from 8.0% in 2016-17 to 7.5% in 2018-19.

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Operations	
Winchester School District (162-000) Public School District - FY 2019 - Alliance District and Priority School District Grants	Alliance and Priority School District Grants - Rev 0 - Focus Areas -
* Please indicate if this focus area is part of the Alliance District/Priority Scho	ol District plan:
This focus area IS part of the Alliance District/Priority School District plan	า
This focus area IS NOT part of the Alliance District/Priority School District	ot plan
Alliance Districts may choose, but are not required, to pursue additional scheck beside the district's 2018-19 operations-related reform priorities. Pleareform areas.	
Budgeting and financial management	Student enrollment processes
School operations	Extended learning time
Technology integration	Other
2. Identify a core set of no more than three strategies to advance the district below, summarize each district operations strategy using a number (eg. 4.1) rationale for incorporating that strategy. Identify a S.M.A.R.T. goal (ie., specieach strategy and is, at minimum, tied to district ESSA Milestone metrics. If must be used for goal-setting purposes. S.M.A.R.T. goals will be central to one), a headline phrase, and a separate paragraph that provides a brief ific, measurable, actionable, realistic, and time-bound) that is aligned to Smarter Balanced scores are relevant to the strategy, this assessment
Operations Priorities:	Aligned SMART Goals:

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	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 reachers receive some form of coaching over the school year. Coaches will provide instructional coaching, professional development, model ressons, 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 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.	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.	
i	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 dentified in the example above as follows: "4.1 CORE DISTRICT PRIORITY #1 (or #2 or #3) - Embedded Literacy Coaching"	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.	
		J.	

Related Documents

Winchester School District (162-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants

Required Documents			
Туре	Document Template	Document/Link	
ESSA Milestones [Upload at least 1 document(s)]	N/A	Winchester ESSA MilestonesESSA Goals Winchester	

Alliance District Grant Budget

Winchester School District (162-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

Object	Total
100 - Personal Services > Salaries	\$130,233.00
200 - Personal Services > Employee Benefits	\$34,321.00
300 - Purchased Professional and Technical Services	\$7,000.00
400 - Purchased Property Services	\$0.00
500 - Other Purchased Services	\$0.00
600 - Supplies	\$29,412.00
700 - Property	\$0.00
800 - Debt Service and Miscellaneous	\$0.00
917 - Indirect Costs	\$0.00
Total	\$200,966.00
Allocation	\$200,966.00
Remaining	\$0.00

Winchester School District (162-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

100 - Personal Services > Salaries - \$130,233.00

	Budget Detail	Narrative Description
Object:	100 - Personal Services > Salaries	.25 Reading Coach - District Wide \$19,900
Purpose:	01 - Public School Activities	.25 Mathematics Coach - District Wide \$18,536 .25 Science Coach - District Wide \$19,900
Focus Area:	Talent - Goal 1.1	.25 Inclusion Coach - District Wide \$15,532
LEA / School:	Winchester School District (162-000)	
Quantity:	1.00	
Cost:	\$73,868.00	
Line Item Total:	E 72 060 NA	
Object:	100 - Personal Services > Salaries	.25 Remedial Reading Teacher (\$17,077)
Purpose:	01 - Public School Activities	.25 Remedial Reading Teacher (\$21,634)
Focus Area:	Academics Goal 2.1	
LEA / School:		
Quantity:	1.00	
Cost:	\$38,711.00	
Line Item Total:	\$38 711 00	

Object: 100 - Personal Services > Salaries .25 School Climate Officer \$8,827 .25 Behavior Technician \$8,827 Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 **LEA /** Winchester School District (162-000) School: Quantity: 1.00 Cost: \$17,654.00 Line Item \$17,654.00 Total: **Total for 100 - Personal Services > Salaries:** \$130,233.00 **Total for all other Objects:** \$70,733.00 **Total for all Objects:** \$200,966.00 Allocation: \$200,966.00 Remaining: \$0.00

Winchester School District (162-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

200 - Personal Services > Employee Benefits - \$34,321.00

	Budget Detail	Narrative Description
Object:	200 - Personal Services > Employee Benefits	.25 STEAM Coach Fringe Benefits \$5,054 (25% rate) .25 Reading Coach Fringe Benefits \$5,054 (25% rate)
Purpose:	01 - Public School Activities	.25 Mathematics Coach Fringe Benefits \$5,054 (25% rate)
Focus Area:	Talent - Goal 1.1	.25 Inclusion Coach Fringe Benefits \$3,304 (25% rate)
LEA / School:	Winchester School District (162-000)	
Quantity:	1.00	
Cost:	\$18,466.00	
Line Item Total:	\$18,466.00	
Object:	200 - Personal Services > Employee Benefits	.25 Remedial Reading Benefits \$4,269 (rate of 25%) .25 Remedial Reading Benefits \$5,408 (rate of 25%)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1	
LEA / School:	Winchester School District (162-000)	
Quantity:	1.00	
Cost:	\$9,677.00	
Line Item Total:	\$9,677.00	

Object:	200 - Personal Services > Employee Benefits	.25 School Climate Officer \$3,089 (25% fringe rate) .25 Behavior Technician \$3,089 (25% fringe rate)	
Purpose:	01 - Public School Activities		
Focus Area:	Climate Goal 3.1		
LEA / School:			
Quantity:	1.00		
Cost:	\$6,178.00		
Line Item Total:	1		
		Total for 200 - Personal Services > Employee Benefits:	\$34,321.00
		Total for all other Objects:	\$166,645.00
		Total for all Objects:	\$200,966.00
		Allocation:	\$200,966.00
		Remaining:	\$0.00

Winchester School District (162-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

300 - Purchased Professional and Technical Services - \$7,000.00

	Budget Detail	Narrative Description	
Object:	300 - Purchased Professional and Technical Services	3.2 -Climate - Parent Engagement - Purchase of services for two, parent workshop facilitators to address climate and culture through cyberbullying prevention and on-line proactive monitoring for parents. One workshop will be held at Batcheller School for a cost of \$3,500 and the other at Pearson School for \$3,500.	
Purpose:	01 - Public School Activities		
Focus Area:	Climate Goal 3.2		
LEA / School:	Winchester School District (162-000)		
Quantity:	1.00		
Cost:	\$7,000.00		
Line Item Total:	\$7,000.00		
		Total for 300 - Purchased Professional and Technical Services:	\$7,000.00
		Total for all other Objects:	\$193,966.00
		Total for all Objects:	\$200,966.00
		Allocation:	\$200,966.00
		Remaining:	\$0.00

Winchester School District (162-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

600 - Supplies - \$29,412.00

Budget Detail	Narrative Description	
Object: 600 - Supplies	18 classroom libraries (\$1,634 per room) - augment with additional learning support materials for PreK to Grade 2 at Batcheller School and Grade 3 at Pearson for Literacy Programming.	
Purpose: 01 - Public School Activities		
Focus Area: Academics Goal 2.1 Academics Goal 2.2		
LEA / School: Winchester School District (162-000)		
Quantity: 1.00		
Cost: \$29,412.00		
Line Item \$29,412.00		
	Total for 600 - Supplies:	\$29,412.00
	Total for all other Objects:	\$171,554.00
	Total for all Objects:	\$200,966.00
	Allocation:	\$200,966.00
	Remaining:	\$0.00

Winchester School District (162-000) Public School District - FY 2019 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

Filter by Location: All - \$200,966.00

Purpose	01 - Public School Activities	Total
Object		
100 - Personal Services > Salaries	130,233.00	130,233.00
200 - Personal Services > Employee Benefits	34,321.00	34,321.00
300 - Purchased Professional and Technical Services	7,000.00	7,000.00
600 - Supplies	29,412.00	29,412.00
Total	200,966.00	200,966.00
	Allocation	200,966.00
	Remaining	0.00

Statement of Assurances

Winchester School District (162-000) 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.

- A. The applicant has the necessary legal authority to apply for and receive the proposed grant;
- **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;
- **C.** 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;
- **D.** 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;
- **E.** Grant funds shall not be used to supplant funds normally budgeted by the agency;
- **F.** Fiscal control and accounting procedures will be used to ensure proper disbursement of all funds awarded;
- **G.** 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;
- H. 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;
- I. 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;
- J. 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;
- K. 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;
- L. REQUIRED LANGUAGE (NON-DISCRIMINATION)

References in this section to "contract" shall mean this grant agreement and to "contractor" shall mean the Grantee.

(a)	(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)	(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 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 (5) the Contractor agrees to provide the Commission pursuant to Connecticut General Statutes §§ 46a-68e and 46a-68f; and (6) the Contract
(c)	Determination of the Contractor's good faith efforts shall include, but shall not be limited to, the following factors: The Contractor's

- (c) 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.
- (d) The Contractor shall develop and maintain adequate documentation, in a manner prescribed by the Commission, of its good faith efforts.
- (e) 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.
- (f) 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.

- (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 § 46a56; 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.

08/14/2018

^{*} 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: