

Nathaniel Rochester Community School #03

Election to Work Agreement



Nathaniel Rochester Community School #03 is a school under Year 2 of NYS Receivership in the Rochester City School District. By Memorandum of Agreement with the Rochester Teacher’s Association (RTA) and New York State Education Department (NYSED) Commissioner’s Approved Intervention Plan, Nathaniel Rochester Community School #03 is required to demonstrate rapid and demonstrable improvement as outlined in NYS Education Law Section 211-f and Commissioner’s Regulation Section 100.19 and thereby authorized to engage in innovative and collaborative approaches to school improvement. This Election to Work Agreement is a living contract for our school. This agreement can only be altered through the School Level Living Contract negotiations requiring at least 80% approval by our school’s RTA staff members for ratification. We are a STEM focus school with an expanded learning day from 8:45 am until 4:30 pm.

By signing this Election Work Agreement, you agree to work at this school during the 2016-2017 school year, and will not be eligible to participate in the voluntary transfer process.

Staff Signature: _____

Date: _____

Principal Signature: _____

Date: _____

School Leader Practices and Decisions

- Mission, Vision and Instructional focus will be posted in all classrooms
- All students and staff members will understand and commit to the mission, vision and instructional focus
- Classroom walkthroughs will be conducted to monitor the implementation of the instructional focus

Curriculum Development and Support/Teacher Practices and Decisions

- Lesson plans should be developed for the week (with ability to modify or change based on student and organizational need)
- Daily lesson plans are expected and will consist of the following elements:
 - Standards being addressed
 - Learning targets
 - Activities that may include (I Notice/ I Wonder, Think, Pair, Share, or Gallery Walks)
 - Formative/Summative Assessment
 - Differentiation/Flexible grouping
- Lesson plan templates will be provided, but all lesson plans will require the aforementioned elements.
- NRCS #3 will be responsible for offering the following Professional Development in order in the following areas:
 - Higher order questioning/thinking
 - Modeling
 - Use of claims, evidence and interpretation
- Designate model classrooms for FOSS Interdisciplinary Modules.
- All Middle School Staff members are expected to support the STEM Middle School Research and Exploration Project.
- NRCS #3 will showcase student participation by participating in Monthly STEM Challenges, STEM Expos, FOSS Module Culminating Activities, and Project Based Learning Culminating Projects. STEM challenge preparation will take place weekly throughout the school year, during PIE/ELT time, because of the school's participation in the SIG Grant in grades K-6

Student Social and Emotional Developmental Health

- NRCS #3 will improve students' access to more timely social and emotional support services by doing the following:
 - Positive Action curriculum in all classrooms after proper training through Professional Development.
 - Implementation of Restorative Practices after proper training through Professional Development.
- NRCS #3 will implement the following strategies within the building to promote recognition for students and staff by electing monthly award winners in the area of:
 - Citizenship, Academic Achievement, and STEM-mie of the month in each class to be designated by either the teacher or fellow students at the teacher's discretion.
 - In grades 7-8, students will be allowed to vote for "Teacher of the Month" in the core or elective subjects.

Family and Community Engagement

- To improve parent involvement, all teachers at NRCS #3 will have to create and maintain a classroom website. Websites will have to be updated bi-weekly, can be a grade level collaborative effort, and must include:
 - Upcoming Events
 - Pending Assessments
 - Upcoming Projects
 - STEM Challenge Info
 - Classroom Expectations
- All gradebooks must be updated through Parent Connect throughout the school year, where applicable.
- All parent communication (Phone calls, conferences, individual written communication and home visits) should be documented in attendance actions on a weekly basis. Training will be provided if necessary

School Safety and Security

- All staff members will actively supervise students throughout the day
- All students will be orderly transitioned by supervising staff to and from their destinations throughout the school day
- All staff members are expected to stand in the hallways outside of their classrooms to receive students