



# JANUARY 2017 UPDATE

Presentation to the Board of Education  
Barbara Deane-Williams, Superintendent of Schools  
January 26, 2017

# Thank You for Bringing Customer Voice to Our 100-Day Plans

More than 1,250 people at events  
More than 1,600 survey responses

*We will continue to listen and learn as we build a strategic framework for the next school year and beyond.*



**Student Voices**



**Faith Communities**



**Parent Meetings**



**Focus Groups**



**Principals and Teachers**



**Community Voices**



**School Visits**



**Kitchen Table Conversations**

# Our Path Forward in Semester Two

Listen • Learn • Innovate • Focus



# ACT

# New RCSD Scorecards and Progress Trackers



## ENROLLMENT

Total Enrollment of Grades PreK-12 (Details of the Demographic Breakdowns in the Notes Section)\*

| 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|---------|---------|---------|---------|
| 31,121  | 30,877  | 30,439  | 29,111  |

## 100% GRADUATION

Four-Year Cohort Graduation Rate (August)

Four-Year Cohort Graduation Rate of English Language Learners

Four-Year Cohort Graduation Rate of Students With Disabilities

Percentage of First-Time 9th Grade Students Earning 6 Credits or More (On-track Indicator for On-Time Graduation)

Percentage of Students Who Scored 65 or Above in the English Language Arts Regents Exam in the Accountability Cohort

Percentage of Students Who Scored 65 or Above in the Math Regents Exam in the Accountability Cohort

Percentage of AP Exam Takers with a Qualifying Score of "3" or Higher (Total Number of Test-Takers Included in Parenthesis)

## PROFICIENCY FOR ALL

Grade 2 Students Reading At or Above National Average

Grade 2 Students Having Math At or Above National Average!

Grade 3 Students Reading At or Above National Average!

Grade 3 Students Having Math At or Above National Average

Percentage of Students Who Met or Exceeded Standards in 4th - 8th grade NYS ELA Exams (Level 3 or Above)

Percentage of Students Who Met or Exceeded Standards in 4th - 8th grade NYS Math Exams (Level 3 or Above)

Percentage of English Learners Who Are Making Annual Progress on the New York State English as a Second Language Achievement Test (NYSESLAT)

2012-13

NA

NA

NA

NA

NA

NA

NA

NA

NA

NA

NA

NA

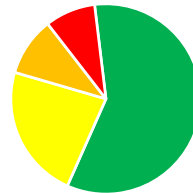
NA

NA

NA

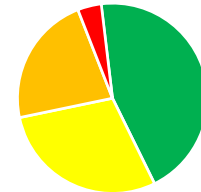
## Grades 4-6 Student Progress Tracker

### Student Daily Attendance



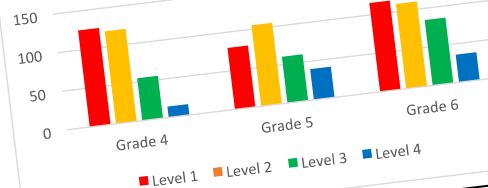
- Satisfactory
- At Risk
- Chronically Absent
- Severely Chronically Absent

### Quarterly Grades



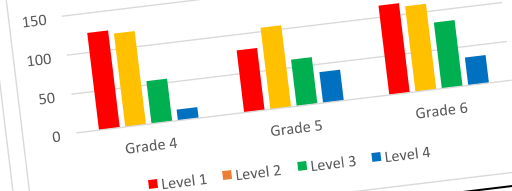
- Meeting Standards in All Subjects
- Not Meeting Standards in 1 Subject
- Not Meeting Standards in 2 Subjects
- Not Meeting Standards in 3 or More Subjects

### NYS ELA Results



- Level 1
- Level 2
- Level 3
- Level 4

### NYS Math Results



- Level 1
- Level 2
- Level 3
- Level 4

# Research-Based Frameworks Guide Our Work

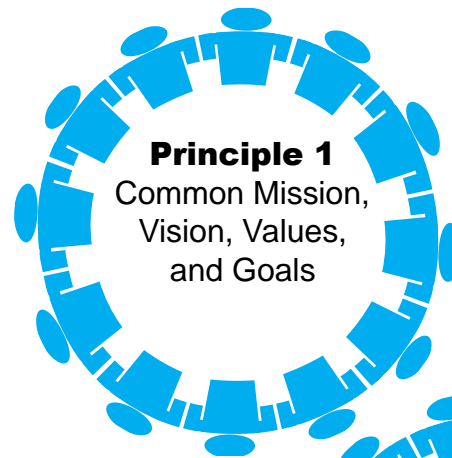
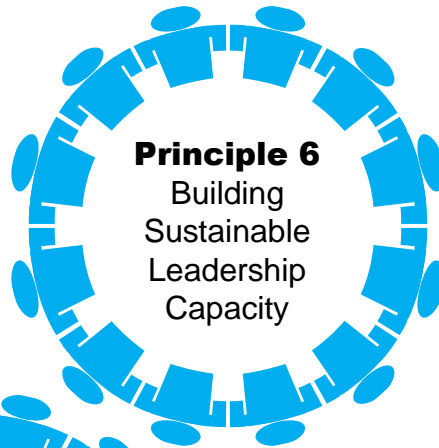
## Failure Is Not An Option

*Six Principles That Advance Student Achievement in Highly Effective Schools*

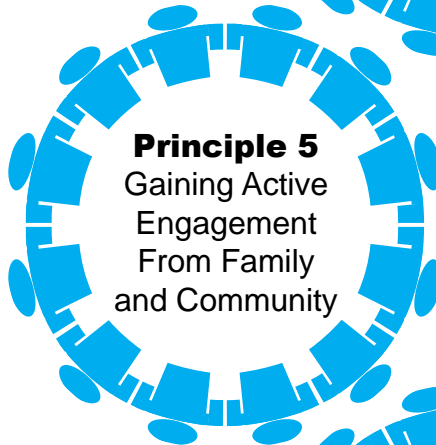


# Areas of Focus That Drive Our Strategy

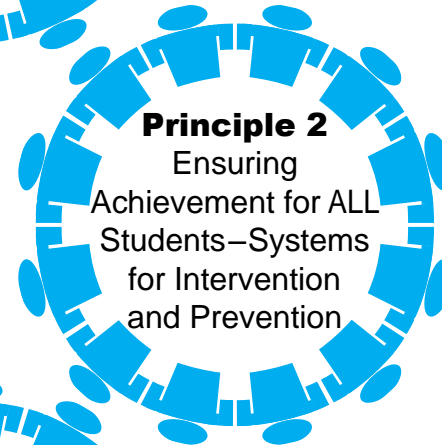
*Relational  
Capacity*



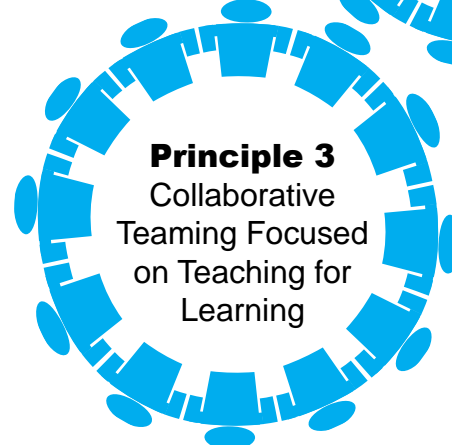
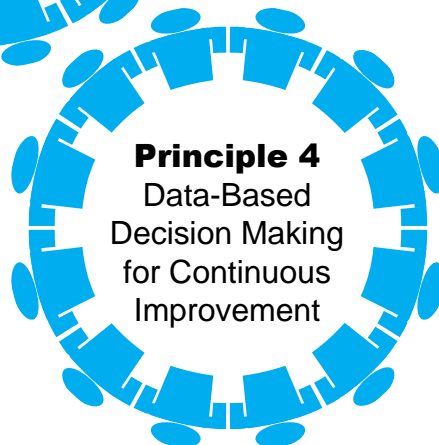
*Coherence*



**Accountability**  
To Close Access and  
Achievement Gaps



*Innovation*



*Equity*

# Strategy: Central Office Redesign




## T&L School Partnership and Support Teams

- Led by School Chiefs with teaching coaches, instructional directors and other CO administrators, including Superintendent
- Teams will visit teachers and students during the second semester, with a goal of seeing every classroom
  - Highlight bright spots
  - Identify support needs
  - Strengthen educator partnerships
- This work will inform our budget process and help to build our collective focus on equity across the District

# Strategy: Human Resources & Employee Relations

**OUR TEACHERS ARE MISSION-DRIVEN**



The Rochester City School District is hiring now for the 2017-18 school year. If you are driven to transform lives of urban students, join us for a recruitment event:

**Saturday, February 11, 2017**  
**10 a.m. to 4 p.m.**

**131 W. Broad Street, Rochester, New York**  
**3rd floor Conference Room 3A/B**


- Meet the Superintendent and other District leaders to learn about the District's work to build equity by helping all students achieve
- Learn about the joys of working in city schools and supporting every student by face and name
- Interview and present a lesson plan to hiring personnel showcasing your skills and passion to be an urban teaching professional
- Meet principals, teachers, mentors and leaders

*Every student by face and name.  
Every school, every classroom.  
To and through graduation.*

**Jobs will be offered on the spot to qualified candidates!**

Apply now at [www.rcsdk12.org](http://www.rcsdk12.org)

Interested candidates seeking employment for the 2017-18 school year must complete or update the RCSD online application by Wednesday, February 8, 2017 to confirm attendance to this event and to receive an invitation to schedule an interview on the same day. Upon completion of the online application, applicants will receive a confirmation email providing more details. Questions? Call Anne Brady at (585) 262-8585.



**Why Rochester?**

- Every new teacher is assigned a professional mentor
- Competitive salary and benefits
- NYS Teachers' Retirement System
- A vibrant community with a unique blend of history, innovation, and world-class cultural offerings
- The community is our classroom, with many partners and families who support our educational mission

## Immediately Implement a New Hiring Initiative for 2017-18 Teacher Needs

- More competitive and mission-focused recruitment
- Urgent focus on increasing diversity
  - Collaboration with Buffalo on outreach to HBCUs
- We want teachers, school leaders and employees who have a passion for serving urban children and working in partnership with parents and our community



# Strategy: Focus and Align Resources for Results

## **Implement a Newly Designed 2017-18 Budget Process**

- Greater transparency and school-level participation
- Ensuring that we provide all students the sound, basic education they deserve is our first priority
- We will set other priorities based on data, using academic return on investment (AROI)

# Strategy: Teaching, Pedagogy and Curriculum



- Develop a K-2 curriculum model that is reading-focused and grounded in social studies. It is designed to be culturally responsive, developmentally appropriate and student-centered, with access to interdisciplinary content
- Strengthen school-by-school capacity to personalize interventions and immediately improve course proficiency rates and graduation
- Rebuild District professional development to ensure teachers, leaders and employees have the best training available
- Work with nationally recognized urban school improvement partners to build teacher leadership and career ladders to administration
  - New York City Leadership Academy
  - Bank Street Education Center
- Focus our professional education on building racial equity and cultural competence skills

# Strategy: Social-Emotional Learning and Support



- Create a District rapid-response team to provide immediate (same day) intervention to schools and students
- Conduct a school-by-school audit of social-emotional learning supports
- Continue to teach and use restorative practices
- Expand implementation of DeGruy relationship model
- Provide coherent, responsive, personalized supports customized to each student's needs through cross functional teams
  - School counselors, psychologists, social workers, nurses and other pupil service providers

# Strategy: Student, Family & Community Engagement



- Reorganize the Parent Engagement, Placement and Communications Offices this spring
- Strengthen voice and role of school-based planning teams
- Assist schools in identifying signature strengths
  - Community schools
  - Expeditionary learning
  - Expanded Learning Time
  - Summer Learning
  - Montessori
  - STEM
  - International/Bilingual/ELL
  - Career education
  - College prep

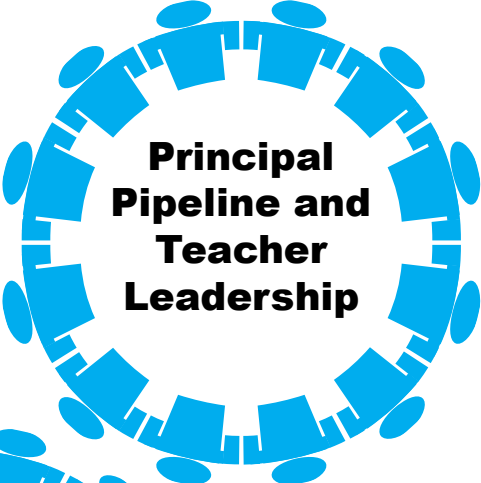
# Strategy: Student, Family & Community Engagement



## Activate student voice in every secondary school

- Identify and strengthen student leadership opportunities
- Increase participation and engagement in issues that impact student life
- Support County-wide race summit planned, designed and led by Rochester students
  - March 31<sup>st</sup> at Port of Rochester





**Principal  
Pipeline and  
Teacher  
Leadership**



**Every  
Student By  
Face and  
Name**



**Community  
is our  
Classroom**

**Strengthening  
Student  
Achievement**



**Focus On  
Equity of  
Access,  
Opportunity &  
Personalized  
Support**



**Student  
Progress  
Tracking  
Tools, AROI,  
etc.**



**T&L  
Partnership &  
Support Teams,  
Shared School-  
based  
Leadership**



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