

Federal and State Funded Programs Committee of Stakeholders

December 12, 2022



State and Federal Programs COS Theory of Action



If we convene a committee of various stakeholders...



to discuss and provide feedback on the development, implementation...



and progress monitoring of state and federal-funded programs we will create programs...



that reflect District and student need and community voice...



that are implemented in a fiscally- and policy-responsible way.



Agenda

- Welcome
- Committee Member Spotlight
- Office of School Innovation Updates
- Breakout rooms
 - Office of Professional Learning
 - Office of Equity, Inclusion and Curriculum Program
 - Office of Human Capital
- Stakeholder Feedback and Resources
- Questions?



Committee Member Spotlight - Rhonda Morien

Five Fun Facts:

1. Worked in Education for 24 years
2. Mother of three- 22, 17, 15
3. I used to be a high ropes instructor and project adventure specialist
4. Traveling is my weakness. I'll plan an insane trip in a weekend and just go with the flow around the world.
5. I received an award in 7th grade for reading 100 novels in one school year.





Office of School Innovation

- **School Climate Survey**

- First of two administrations (Fall 2022/Spring 2023), released on December 5, 2022
- Fall administration window continues through December 23, 2022
- Available for Students, Parents/Guardians, Instructional and Non-Instructional Staff
- Time to complete is between 3-5 minutes
- Survey can be found [here](#)
- Data will be used to guide decision making at the building and district level
 - Also be shared with public after each administration



Presenters For Today

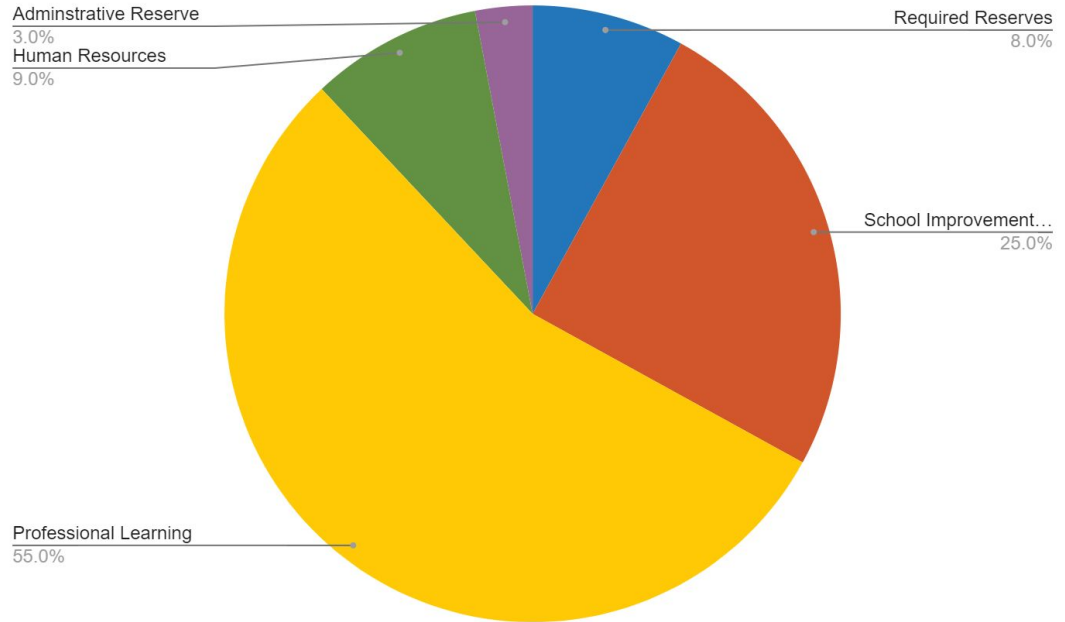
- Office of Professional Learning
- Office of Equity, Inclusion and Curriculum Program
- Office of Human Capital



2022-23 Budget Overview - Title II

Highlights

- Instructional coaches to support reading curriculum
- Teacher and principal recruitment
- Bilingual teacher development and recruitment
- Leadership development programs to support increased staff effectiveness
- Teachers-on-Assignment to support professional learning





Title II - Office of Professional Learning

Mission and Vision

The Office of Professional Learning is dedicated to the development of educators so they may gain the skills and knowledge necessary to provide high quality educational experiences for all students of the Rochester City School District. We strive to develop meaningful learning opportunities through collaborative experiences and embedded professional growth opportunities. Educators can then engage students in rigorous instructional activities evident in increased student understanding and achievement.

Our work is aligned with the New York State Professional Development Standards and those of Learning Forward. This alignment ensures that we stay current with the latest research on professional learning and work collaboratively with leaders in the profession to improve our service.



Professional Learning at RCSD





Professional Learning So Far...

Leadership Summit

September 6, 2022

Superintendent's Conference Days

November 4, 2022

November 8, 2022

Upcoming Professional Learning Opportunities

December 9, 2022 (School-based/Principal Led)

March 3, 2023 (School-based/Principal Led)

May 1, 2023 (Superintendent's Conference Day)

May 15, 2023 (School-based/Principal Led)

May 16, 2023 (Superintendent's Conference Day)



Professional Learning Opportunities (2022-23)

Professional Learning Courses	Number of Courses Offered	Number of Participants
Social Emotional Learning	43	2,245
Trauma Informed Care	5	349
Anti-Racism	15	645
Cultural Relevance & Responsiveness	15	1,259
Student-Teacher Relationships	8	331



Office of Professional Learning

The Office of Professional Learning works in partnership with other offices to provide the opportunities for all RCSD staff, including:

- Association of Supervisors & Administrators of Rochester (ASAR)
- Rochester Teacher Association (RTA)
- Board of Education Non-Teaching Employees
- Office of Human Capital
 - New Hire Employee Orientation
 - New Teacher Orientation Summer Training
- Office of Chief Academic Officer



Expected Outcomes

- Improved ability to manage, monitor, and report out on usage of supplemental federal funding
- Increased capacity to respond to District financial needs
- Increasing student achievement consistent with NYS academic standards;
- **Improving the quality and effectiveness of teachers, principals, and other school leaders;**
- **Increasing the number of teachers, principals and other school leaders who are effective in improving student academic achievement in schools; and**
- Providing low-income and minority students greater access to effective teachers, principals, and other school leaders (NYSED.gov).



Federal Relief Funding Highlights (Q5)



Staffing Efforts - Leadership Development



Summer Programming

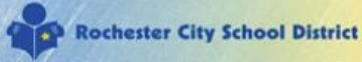


Technology





Office of Human Capital



**WHO WE ARE.
WHAT WE DO.**

HUMAN CAPITAL

**Recruit, develop, support, and retain
the most effective diverse staff.**



Office of Human Capital

High Quality
Staff

Leadership &
Instructional
Capacity



Learning Focused Leadership Development

TNTP

Leadership Coaching for School Chiefs to provide high quality principal support and feedback

Central Office Instructional Leadership Development

Principal Instructional Leadership Development

Principal Pipeline

CTAC

Central Office Transformation

Leadership training for CO administrators- collaborative, cross-functional project management



Learning Focused Leadership Development

Lead Evaluator Training (APPR) - Teacher Evaluation

Training for Lead Evaluators on Growth Focused Feedback

TeachBoost- platform for completing APPR observations, feedback, and evaluation



TeachBoost



Teacher Recruitment Pipelines

Goals:

- Increase number of teachers in hard to staff areas/subjects
- Increase number of teachers of color and bilingual teachers
- Provide assistance to cover some tuition costs in exchange for commitment to work in RCSD
- Partner with multiple Institutes of Higher Education to establish certification pipelines



Teacher Recruitment Pipelines

Office of Human Capital, Recruitment, Selection & Retention Team

- Added 3 recruiters

Office of Human Capital, Staff & Educator Effectiveness Team

- Added Director of Staff & Educator Effectiveness
- Added TOA ROC Urban Teaching Fellow Program



Teacher Recruitment Pipeline

Assisting educational staff pursuing NYS Teacher Certification:

- Paraprofessional —> Teaching Assistant
- Teaching Assistant —> Teacher
- Substitute Teacher —> Teacher
- Teacher —> TOA/Lead Teacher

Teacher Certification Action Plans available for all non-certified staff seeking certification

Tuition & Fee Reimbursement



Assistance toward NYS Teacher Certification

Hired 363 new teachers to start the 2022-2023 school year.

- Of these, 228 or 63% were fully certified, in their position, to start.
- 18 were certified in another content area.
- 107 were not fully certified in their position to start.
- 4 have since received certification
- 6 have applications under NYSED review
- 97 engaging in Teacher Certification Actions Plans (T-CAPs)



ROC Urban Teaching Fellows Program

Teacher residency program in which graduate students pursuing NYS Initial Teaching Certification teach with an RCSD School Based Teacher Educator .8 and serve as a building substitute .2

Receive substitute teacher pay and a tuition stipend

2022-23 University of Rochester/Nazareth College

- 6 Fellows placed in 3 RCSD schools (School 15, School 23 & East)

2023-24 New York University

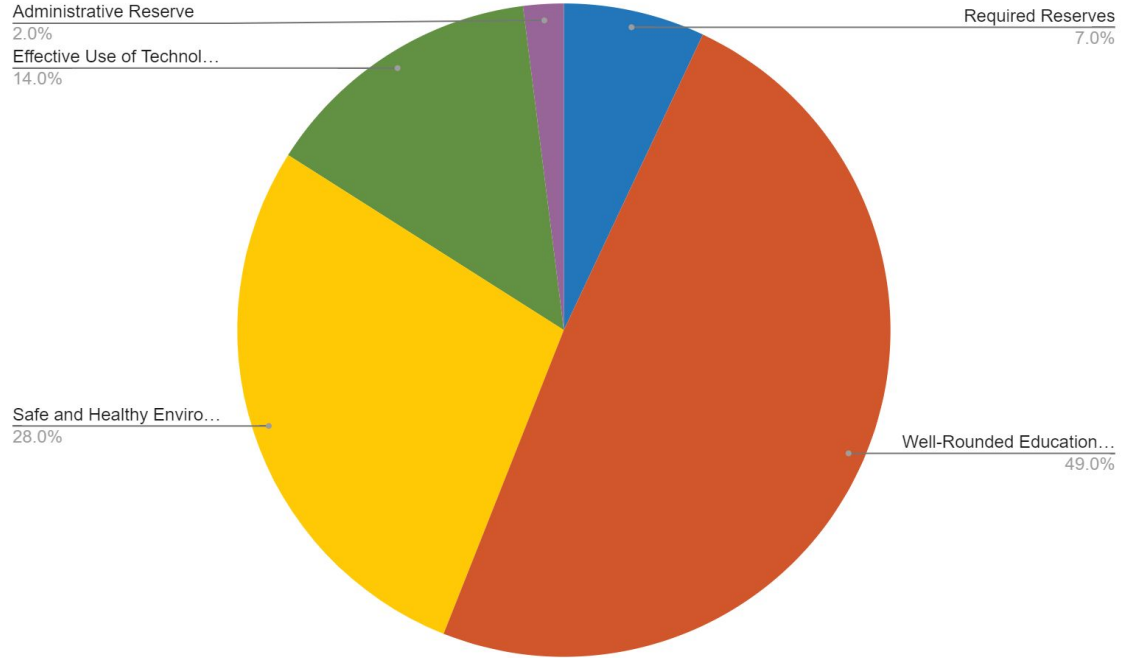
Future potential partners: St. John Fisher University, SUNY Brockport, Empire State College



2022-23 Budget Overview - Title IV

Highlights

- ROC Restorative Teachers-on-Assignment
- Instructional supports for Arts and Music programs
- Accelerated learning programs for dual credit opportunities
- Supports for equity, inclusion, and curriculum program audit





Title IV - Department of Equity and Inclusion

Participants will

- Gain an understanding of how Department of Equity, Inclusion and Curriculum Program Audit is aligned with Title IV goals
- Gain a better understanding of the work of the Department of Equity, Inclusion and Curriculum Program Audit
- Have their questions answered





Educators Our Children Deserve: Equity Champions

Guiding Principles for Teaching and Learning

Every child will engage with grade level content every day.

Our students must engage with high quality culturally responsive experiences where they are affirmed, seen and valued.

We have an obligation to provide an equitable experience to every student across the district that is not dependent on where they live or where they go to school.



Equity Key Messages

Shared Definition of Equity

Equity Process: Everyone gets what they need for equal access to high quality learning experiences and the support to flourish in those learning experiences.

Equity Goal: Equity has been reached when we can no longer predict outcomes based on race, ability, SES, gender, sexual orientation, etc.





Equity Key Messages

1. Equity is in the details of Teaching and Learning.
2. Interrupt systems that perpetuate inequities in the Rochester City School District.
3. Increase individual and collective capacity to effectively lead and teach a diverse and changing student population.
4. Culturally responsive teaching is the antidote to inequity by design.



Educators Our Children Deserve: Equity Champions

Achieving Equity Engagement Activity: E.Q.U.I.T.Y Acronym







Use the letters in the word equity to create an acronym that will let your community know what you believe equity to be.

<https://forms.gle/fgf1ajfCB89q9uE66>



Educators Our Children Deserve: Equity Champions

“**E**ducational equity stands at the center of our nation’s growing effort to reform and improve public schools and provide greater educational options to every family.”

If we		Then
E	Empower all stakeholders	 We will have EQUITY across the RCSD.
Q	Ensure high quality instruction	 Racial Equity is achieved when one’s racial identity no longer predicts, in a statistical sense, how one fares in the RCSD
U	Navigate from an unbiased lens and challenge prejudice	 This goes beyond formal racial “equality” where all are treated the same to fostering a barrier free environment where all have equitable access to high quality opportunities and receive the support needed to thrive in those opportunities.
I	Are inclusive in every possible way	 As RCSD achieves Equity people become stronger, a high standard of excellence is maintained, prejudice is challenged, equitable access is provided, unity is pursued, and all members are welcome just as they are.
T	Stand united pursuing togetherness with every interaction	
Y	Ensure that you are welcomed as you are	



Educators Our Children Deserve: Equity Champions

The three performance areas of The Department of Equity, Inclusion and Curriculum Program Audit are:

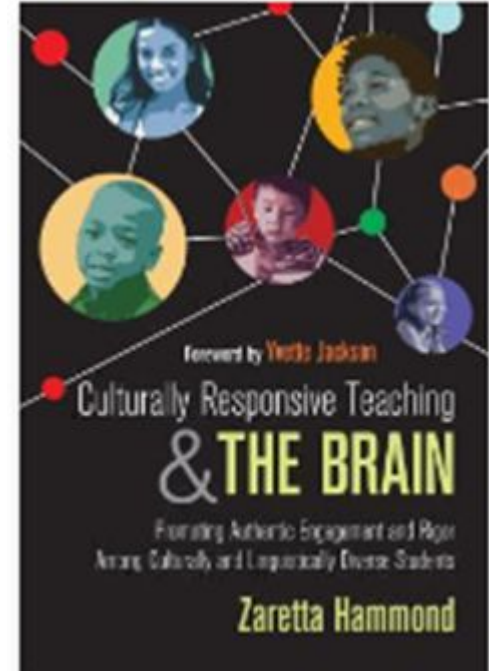
1. Professional Learning
2. School-Based Continuous Improvement Plan Coaching
3. Culturally Responsive Curriculum Program Audit





Performance Areas

1. **Ongoing professional learning** is rooted in the idea that teaching and learning is an adaptive process needing constant reexamination (*Moll, et al., 1992; Gay, 2010*).
2. **Intentionally implement the Data Wise Improvement Process**, students will be affirmed, education environments will be student-centered, equitable practices will be increased.
3. Provide students with a culturally responsive education and **determine if the curriculum perpetuates racism** and other forms of bias.





Educators Our Children Deserve: Equity Champions

- Equity & Educational Excellence Policy 0201
- Culturally Responsive-Sustaining (CR-S) Framework
- Everyday Antiracism: Getting Real about Race in Schools
- RCSD Racial Equity Advocacy Leadership (REAL) Team

Professional Learning on the content in each of these documents is in the service of changes in instruction that lead to increased student cognition as a result of grade level, engaging, affirming and meaningful instruction.

“One of the goals of education is not simply to fill students with facts and information but to help them learn how to learn.”- Zaretta L. Hammond



School Based Continuous Improvement Plan

Alignment of Continuous Improvement Elements

Commitment Area: As we address how teachers provide more individual and collaborative student math practice structures to provide strategies for students to identify and correct math errors, students will be able to **independently solve multi-step problems and explain their thinking in writing** because they will have practiced how to carefully reflect on and change how they approach problem solving tasks.

Priority Question

Why do students struggle to answer **open-ended word problems**?



Learner-Centered Problem

While our students are able to read and annotate open-ended word problems, the next level of work is **applying the appropriate number sense strategy** to problems.





Culturally Responsive Curriculum Audit

Equitable Mathematics Instruction

1. Many voices are part of the conversation, and every student feels that they have something unique to contribute.
2. Many approaches to solving an individual problem are explored.
3. Thorough discussion trump quick answers.
4. Students utilize a variety of strategies for recognizing if things make sense.



We must be the Educators our Students Deserve

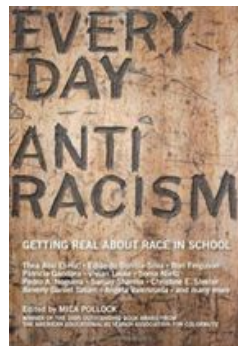
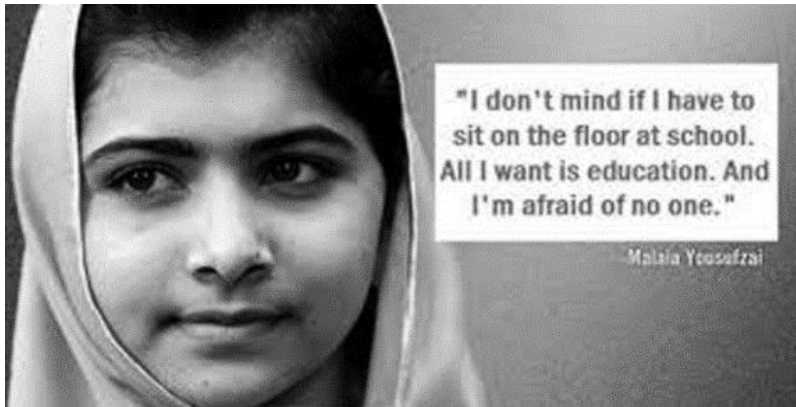
The ultimate goal is to impact Policies, Practices, and Beliefs to eliminate the predictability of achievement by race.





Support from the Executive Director of Equity

Equity Champions - [Change is Gonna Come](#)



CSDE's Culturally Responsive-Sensitizing Educational Framework



**IT IS SUPPORT
THAT SUSTAINS US
ON THE JOURNEY
WE'VE STARTED**

MARIE DEWOFF

PICTUREQUOTES.COM



PICTUREQUOTES.COM



Title Funding Overview (2022-23)

Title I A

School
Improvement
Programs

RCSD Allocation:
~\$31.9MM

Title II A

Supporting
Effective
Instruction

RCSD Allocation:
~\$2.8MM

Title III

English
Language
Acquisition

RCSD Allocation:
~\$0.5MM

Title IV A

Well Rounded
Education,
Safe & Health Students,
Technology

RCSD Allocation:
~\$2.0MM



Stakeholder Engagement and Resources

- [State and Federal Funded Programs website](#), includes:
 - Title Grants one-pagers
 - Title Quarterly Reports
 - Slides from previous meetings
- [Federal Relief Funds website](#), includes:
 - Federal Funding Plan
 - Approved Budget
- Committee of Stakeholder [Feedback Form](#)

Questions?
Comments?
Suggestions?

