

## HUMAN CAPITAL INITIATIVES

### Resolution No. 2018-19: 88

#### By Member of the Board

Resolved, that upon the recommendation of the Superintendent, the employee(s) certified as listed below, having satisfactorily completed his/her probationary service required under State Law and by the Board, is (are) **granted tenure** in the tenure area(s) listed below, effective on the date(s) indicated, and be it further

Resolved, that this resolution be adopted with the express reservation of the power in the Board at any time to abolish these positions.

Name	Certification	Tenure Area	Effective Date
(none)			

#### Seconded by Member of the Board

### Resolution No. 2018-19: 89

#### By Member of the Board Commissioner LeBron

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below, is (are) **appointed to the professional educator tenure area** shown, with the effective date, probationary period, and salary stated, and that such person(s) shall be eligible for tenure upon completion of the probationary period subject to the Board of Education's unfettered right to deny tenure and, to the extent required by Education Law Section 3012 with respect to classroom teachers, the requirement that such person(s) receive at least three (3) Effective APPR ratings within the four (4) years prior to consideration for tenure and do not receive an Ineffective rating in the final probationary year.

Name	Certification	Tenure Area	Probationary Period	Salary
McHugh, Kelly	Childhood Educ. 1-6	Elementary	September 4, 2018 – September 3, 2022	\$53,334/yr.
Danglis, Cassandra	ESOL	ESOL	September 4, 2018 – September 3, 2022	\$52,823/yr.
Specht-Widmaier, Tiffany	ESOL	ESOL	September 4, 2018 – September 3, 2021	\$54,686/yr.
Lopez, German	Spanish 7-12	Foreign Language	September 4, 2018 – September 3, 2021	\$69,459/yr.
Keller, Dean	Music	Music	September 4, 2018 – September 3, 2022	\$50,286/yr.
Wright, Sara	Music	Music	September 4, 2018 – September 3, 2022	\$46,260/yr.

Zinke, Andrea	School Psychologist	School Psychologist	September 4, 2018 – September 3, 2022	\$50,892/yr.
Gooch, Colleen	Literacy B-6	Remedial Reading	September 4, 2018 – September 3, 2022	\$54,686/yr.
O'Donnell, Elizabeth	Literacy B-12	Remedial Reading	September 4, 2018 – September 3, 2022	\$48,050/yr.
Reid, Cayley	Literacy B-12	Remedial Reading	September 4, 2018 – September 3, 2022	\$48,050/yr.
Weil, Mary	School Counselor	School Counselor	September 4, 2018 – September 3, 2022	\$56,055/yr.
Brown, Rhesa	School Social Worker	School Social Worker	September 4, 2018 – September 3, 2022	\$53,334/yr.
Matthews, Angela	School Social Worker	School Social Worker	September 4, 2018 – September 3, 2022	\$48,050/yr.
Rodriguez, Abigail	School Social Worker	School Social Worker	September 4, 2018 – September 3, 2022	\$57,529/yr.
Reidy, Erin	Biology 7-12	Science	September 4, 2018 – September 3, 2022	\$49,117/yr.
Bardanis, Abby	SWD 7-12	Special Education	September 4, 2018 – September 3, 2022	\$49,117/yr.
Cardone, Amanda	SWD 7-12	Special Education	September 4, 2018 – September 3, 2022	\$51,744/yr.
Convertno, Katie	SWD 1-6	Special Education	September 4, 2018 – September 3, 2022	\$48,050/yr.
McAllister, Claire	SWD 1-6	Special Education	September 4, 2018 – September 3, 2022	\$46,260/yr.
Sharpe, Allison	SWD 7-12	Special Education	September 4, 2018 – September 3, 2022	\$47,205/yr.
Wallace, Melissa	SWD 1-6	Special Education	September 4, 2018 – September 3, 2022	\$52,823/yr.
Calkins, Alicia	Speech/Hrg, Hand.	Speech/Hearing	September 4, 2018 – September 3, 2022	\$49,117/yr.

**Seconded by Member of the Board Commissioner Funchess**

**Adopted 5-0 with Commissioner Elliott and Commissioner Sheppard absent**

**Resolution No. 2018-19: 90**

**By Member of the Board Vice President Powell**

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below, is (are) **appointed to PART-TIME positions within the teacher tenure area** shown, with the effective date, and salary stated. Be it noted that no seniority or tenure shall accrue during such part-time service.

Name	Certification	Tenure Area	FTE	Effective Date	Salary
O'Brien, Andrea	Speech/Hearing	Speech/Hearing	.6	September 4, 2018 – June 30, 2019	\$31,046/yr.

**Seconded by Member of the Board Commissioner Funchess**

**Adopted 5-0 with Commissioner Elliott and Commissioner Sheppard absent**

**Resolution No. 2018-19: 91**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below, is (are) **appointed to PART-TIME positions within the administrator tenure area** shown, with the effective date, and salary stated. Be it noted that no seniority or tenure shall accrue during such part-time service.

Name	Certification	Tenure Area	FTE	Effective Date	Salary
(none)					

**Seconded by Member of the Board**

**Resolution No. 2018-19: 92**

**By Member of the Board Vice President Powell**

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below is (are) **appointed to the administrative tenure area** and the assignment shown, with the effective date, probationary period and salary stated, and that such person(s) shall be eligible for tenure upon completion of the probationary period subject to the Board of Education's unfettered right to deny tenure and, to the extent required by Education Law Section 3012 with respect to building principals, the requirement that such person(s) receive at least three (3) Effective APPR ratings within the four (4) years prior to consideration for tenure and do not receive an Ineffective rating in the final probationary year.

Name	Certification	Tenure Area	Assignment	Probationary Period	Salary
Moscicki, Donna	SAS	Bracket IV (CASE)	Specialized Services	August 6, 2018 – August 5, 2022	\$85,000/yr.

Mullins, Shannon	SDL	Bracket IV (CASE)	Specialized Services	August 6, 2018 – August 5, 2022	\$80,000/yr.
Peets, Tina Louise	SDL	Bracket IV (CASE)	Specialized Services	August 6, 2018 – August 5, 2022	\$75,000/yr.

**Seconded by Member of the Board Commissioner LeBron  
Adopted 7-0**

**Resolution No. 2018-19: 93**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below is (are) **appointed** as a **CONTRACT SUBSTITUTE** in the tenure area and for the period and salary stated.

Name	Certification	Tenure Area	Duration	Salary
(none)				

**Seconded by Member of the Board**

**Resolution No. 2018-19: 94**

**By Member of the Board Commissioner LeBron**

Resolved, that upon the recommendation of the Superintendent, the following named person(s) certified as indicated, be, and hereby is (are) **appointed to the non-tenure bearing, grant-funded position(s)** listed below.

Name	Certification	Job Title	Effective Date	Salary
Bishop, Melody	SBL/SDL	Expanded Learning Resource Coordinator	August 6, 2018	\$78,156/yr.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 7-0**

**Resolution No. 2018-19: 95**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the following named person(s) certified as indicated, be, and hereby is (are) **appointed to the non-tenure bearing job title of Home Hospital Teacher.**

Name	Certification	Effective Date	Salary
(none)			

Seconded by Member of the Board

**Resolution No. 2018-19: 96**

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below is (are) **assigned to the “interim” position** shown, at the salary and effective date stated.

Name	Certification	Interim Assignment	Location	Effective Date	Salary
(none)					

Seconded by Member of the Board

**Resolution No. 2018-19: 97**

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below is (are) **PROVISIONALLY appointed to the listed Competitive Civil Service** titles, with the salary and effective dates noted.

Name	Job Title	Salary	Effective Date
(none)			

Seconded by Member of the Board

**Resolution No. 2018-19: 98**

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below is (are) **PERMANENTLY appointed**, subject to required statutory and contractual probationary period(s), **to the listed classified Civil Service** titles, with the salary, and effective dates noted.

Name	Job Title	Classification	Salary	Effective Date

Seconded by Member of the Board

**Resolution No. 2018-19: 99**

**By Member of the Board Commissioner Hallmark**

Resolved, that upon the recommendation of the Superintendent, the **resignation(s) for retirement purposes** of the person(s) listed below are accepted and effective on the date(s) listed and may not be revoked.

<b>Name</b>	<b>Tenure Area or Job Title</b>	<b>Effective Date</b>
Arthur, Joan	Assistant Principal	August 14, 2018
Jenkins, Barbara	Bus Dispatcher	September 29, 2018
Latona, Michael	Bus Driver	September 4, 2018
Romero, Cynthia	Elementary	July 30, 2018
Hastings, Margaret	Mathematics	August 1, 2018

**Seconded by Member of the Board Commissioner LeBron  
Adopted 7-0**

**Resolution No. 2018-19: 100**

**By Member of the Board Vice President Powell**

Resolved, that upon the recommendation of the Superintendent, the **resignation(s)** of the person(s) listed below are accepted and effective on the dates(s) listed and may not be revoked.

<b>Name</b>	<b>Tenure Area or Job Title</b>	<b>Effective Date</b>
Orman, Jodi	Elementary	August 31, 2018
Rumph, Simia	Elementary	August 26, 2018
Burnett, Kaysie	Reading	August 31, 2018
Payne, Alison	Science	August 4, 2018
Hine, Erin	Speech/Hearing Handicapped	August 31, 2018
Petri, Melissa	Speech/Hearing Handicapped	July 26, 2018

**Seconded by Member of the Board Commissioner Funchess  
Adopted 7-0**

**Resolution No. 2018-19: 101**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below is (are) **terminated** from the position(s) shown and as of the effective date indicated.

Name	Tenure Area or Job Title	Effective Date
(none)		

**Seconded by Member of the Board**

**Resolution No. 2018-19: 102**

**By Member of the Board Commissioner Hallmark**

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below are granted a **leave of absence, without pay**, beginning on and continuing through the dates indicated, subject to the requirements of the applicable collective bargaining agreement(s).

Name	Tenure Area or Job Title	Assigned School / Department	Period	Article or Contract Section
Alvarado, Damaris	Office Clerk IV	Central Office	July 17, 2018 – September 30, 2018	Article 18 Section 1
Roman, Rosa	Para Bilingual	School No. 22	September 4, 2018 – June 26, 2019	Section 23 M.(a)

**Seconded by Member of the Board Vice President Powell  
Adopted 7-0**

**Resolution No. 2018-19: 103**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below are granted **paid leave(s) of absence** for the time period(s) indicated, subject to the requirements of the listed and other related provisions of the applicable collective bargaining agreement(s).

Name	Tenure Area or Job Title	Assigned School / Department	Period	Article or Contract Section
(none)				

**Seconded by Member of the Board**

**Resolution No. 2018-19: 104**

**By Member of the Board Vice President Powell**

Resolved, that upon the recommendation of the Superintendent, the Resolutions listed below are hereby **AMENDED** as set forth below.

<b>Original Resolution</b>	<b>Resolution Date</b>	<b>Amendment</b>
Resolution No. 2018-2019: 21	July 26, 2018	Amend to change the tenure date of the probationary appointment granted to Claudia Birrittella, from September 4, 2022 to September 4, 2021.
Resolution No. 2018-2019: 24	July 26, 2018	Amend to change Faith Hart's salary from \$92,656/yr. to \$87,406/yr.

**Seconded by Member of the Board Commissioner LeBron  
Adopted 7-0**

**Resolution No. 2018-19: 105**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the **teacher(s)** and/or **administrator(s)** listed below is (are) **recalled to the part-time or substitute position(s)**, in the tenure area(s) and on the effective date indicated. Such named person(s) shall remain on the preferred eligibility list for their tenure area(s).

<b>Name</b>	<b>Tenure Area</b>	<b>FTE</b>	<b>Duration</b>
(none)			

**Seconded by Member of the Board**

**Resolution No. 2018-19: 106**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the **teacher(s), teaching assistant(s), and/or administrator(s)** listed below is (are) **recalled from a preferred eligibility list**, to the tenure area and on the effective date indicated.

<b>Name</b>	<b>Tenure Area</b>	<b>Effective Date</b>
(none)		

**Seconded by Member of the Board**



**Resolution No. 2018-19: 107**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the **Civil Service** employees listed below is (are) **recalled from a preferred eligibility list**, to the job title and on the effective date indicated.

Name	Job Title	Classification	Effective Date
(none)			

**Seconded by Member of the Board**

**Resolution No. 2018-19: 108**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, pursuant to Education Law Section 2585, and the District's Collective Bargaining Agreements, the positions indicated within the tenure areas of the least senior individuals listed below have been **abolished** and the employment of such individuals is discontinued as of the listed effective date.

Be it further resolved that such individuals shall be placed on a **preferred eligibility list** for their listed tenure area in the order of their length of service as (a) professional educator(s) in the District.

Name	Position	Tenure Area	Effective Date
(none)			

**Seconded by Member of the Board**

**Resolution No. 2018-19: 109**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, pursuant to New York State Education Law, and Civil Service Law and the District's Collective Bargaining Agreements, the position(s) within the **Civil Service** job classification(s) listed below shall be **abolished** as of the effective date shown and the employment of least senior listed person(s) shall be discontinued, and they shall be placed on a **preferred eligibility list** as required by law and/or contract.

Name	Job Title	Classification	Effective Date
(none)			

**Seconded by Member of the Board**

**Resolution No. 2018-19: 110**

**By Member of the Board**

Resolved, that upon recommendation of the Superintendent, pursuant to New York State Civil Service Law, and the District's Collective Bargaining Agreements, the positions within the job classification(s) of the person(s) listed below are **abolished** and, having exercised their rights under Civil Service Law § 80, such person(s) shall be **appointed to the new positions** indicated.

Be it further resolved that such employee(s) shall be placed on (a) **preferred eligibility list(s)** for their abolished job title(s) in the order of their length of service in the classified civil service of the District.

Name	Abolished Job Title	Effective Date	New Job Title
(none)			

**Seconded by Member of the Board**

## AUTHORIZATION OF ADDITIONAL PAY

**Resolution No. 2018-19: 111**

**By Member of the Board Vice President Powell**

Resolved, that, upon the recommendation of the Superintendent, payment for additional service be, and it hereby is, authorized for the following named persons, to be paid in accordance with the terms stated during the date(s) specified. Such payment is contingent upon the successful completion of assigned task(s) and the delivery of work product(s) deemed to be satisfactory by the Principal/Director and Division Chief. Subject to the said dates, maximum hours and pay rates specified below, the Board authorizes the Administration to make changes in the personnel providing these services, if necessary, in order to carry out the intent of this resolution.

**Division Chief:** Elizabeth Mascitti-Miller

**Principal/Director:** Christine Caluorie-Poles

**Spending:** \$136,500.

**Funding:** Title I Grant

**Budget Code:** 5124-F-14902-2070-0268

**Description:** Other Professional Work

**Justification:** As an indirect service to students, teachers from the will work to develop structures and practices around building relationships and creating school culture for the 2018/19 school year for the RISE Community School.

**Deliverable(s):** Structures and practices will be included in the staff handbook.

**Schedule:** Monday - Saturday 8:00 am - 5:00 pm

**Strategic Plan:** Goal: 1; Objective: F

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Akwaa, Joyce	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Arnold, Mary Beth	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Baker, Jodi	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Bannister, Fatima	8/3/18 - 8/31/18	#41- Social Worker	78 hrs.	\$35/hr.
Barone-Crowell, Julie	8/3/18 - 8/31/18	#41- Library Media Spec.	78 hrs.	\$35/hr.
Beagley, Cynthia	8/3/18 - 8/31/18	#43 - Teacher	78 hrs.	\$35/hr.
Bissell, Todd	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Breedy, Tesha	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Cannon, John-Martin	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Catalino, Regina	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Comstock, Megan	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Cordeiro, Stefanie	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Davis, Khieta	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.

Special Board Meeting: August 2, 2018

Dawson, Jennifer	8/3/18 - 8/31/18	#41 - TOA	78 hrs.	\$35/hr.
DeCarlo, Heather	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Dennis, Todd	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Donovan, Amanda	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Fenner, Amy	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Figliole, Daniel	8/3/18 - 8/31/18	#41- Teacher	78 hrs.	\$35/hr.
Fitch, Laura	8/3/18 - 8/31/18	#41- Teacher	78 hrs.	\$35/hr.
Follman, Kelly	8/3/18 - 8/31/18	#41- Teacher	78 hrs.	\$35/hr.
Gilbert, Katherine	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Graney, Doreen	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Greer, Leroy	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Harding, Taylor	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Hayward, Raymond	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Homer, Tanya	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Jones, Tara	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Kanealey, Michelle	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Kilinski, Lisa	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Lennertz, Lindsay	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Loewke, Jennifer	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Marseglia, Vicki	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
McCart, Jean	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Miller, Eva	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Myers, Michele	8/3/18 - 8/31/18	#41- Teacher	78 hrs.	\$35/hr.
Pollock, Jennifer	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Poulos, Stephanie	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Reff, Rachel	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Ricciuto, Julie	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Rokosz, Mark	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Schultz, Denise	8/3/18 - 8/31/18	#41- Math Coach	78 hrs.	\$35/hr.
Sherman, Meghan	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Smith, Christopher	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Trepanier, Kathleen	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Underwood, Michelle	8/3/18 - 8/31/18	#41 – Teacher	78 hrs.	\$35/hr.
Villane, Breanna	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Wallace, Christine	8/3/18 - 8/31/18	#39 - Teacher	78 hrs.	\$35/hr.
Wright, Marquis	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.
Yarwood, Karly	8/3/18 - 8/31/18	#41 - Teacher	78 hrs.	\$35/hr.

**Division Chief:** Elizabeth Mascitti-Miller  
**Principal/Director:** Moniek Silas-Lee  
**Spending:** \$5,005.  
**Funding:** Greater Rochester Health Foundation Grant for School #19  
**Budget Code:** 5152-G-11902-2010-0144

**Description:** Whole Child Health Institute  
**Justification:** As an indirect service to students, staff will attend the Training and Coaching Center for Healthy Futures Summer Institute. Greater Rochester Health Foundation Healthy Futures Schools in anticipation of creating a school-based Whole Child Health Team must attend. Training will engage participants in understanding Whole Child and Whole Person Health, and the process of building school environments that support whole child development.  
**Deliverable(s):** Implementation of action plan based on needs for the 2019/20 school year.  
**Schedule:** Wednesday - Friday 8:30 am - 3:30 pm  
**Strategic Plan:** Goal: 1; Objective: F

<u>Name</u>	<u>Date(s) To Be Worked</u>	<b>Regularly Assigned</b>	<u>Hours</u>	<u>Pay Rate</u>
		<b>School/Department &amp; Position</b>		
Cole, Kaitlyn	8/22/18 - 8/24/18	#19 - Teacher	13 hrs.	\$35/hr.
Dingle, Shawnette	8/22/18 - 8/24/18	#19 - Teacher	13 hrs.	\$35/hr.
Fragale, Emily	8/22/18 - 8/24/18	#19 - Teacher	13 hrs.	\$35/hr.
Harding, Monique	8/22/18 - 8/24/18	#19 - Teacher	13 hrs.	\$35/hr.
Hollomon, Keisha	8/22/18 - 8/24/18	#19 - Counselor	13 hrs.	\$35/hr.
LaRue, Barbara	8/22/18 - 8/24/18	#19 - Teacher	13 hrs.	\$35/hr.
Nenni, Taylor	8/22/18 - 8/24/18	#19 - Teacher	13 hrs.	\$35/hr.
Nicpon, Anna	8/22/18 - 8/24/18	#19 - Teacher	13 hrs.	\$35/hr.
Smith, Charlotte	8/22/18 - 8/24/18	#19 - Teacher	13 hrs.	\$35/hr.
Smith, Elizabeth	8/22/18 - 8/24/18	#19 - Teacher	13 hrs.	\$35/hr.
Tarnowski, Jeanette	8/22/18 - 8/24/18	#19 - Teacher	13 hrs.	\$35/hr.

**Seconded by Member of the Board Commissioner Hallmark**  
**Adopted 7-0**

**GOALS & OBJECTIVES:** <http://intranet/sites/controls/RP/default.aspx>

<b>Goal 1: Student Achievement and Growth:</b> We will ensure that each of our students is academically prepared to succeed in college, life and the global economy.	
<b>Objective A</b>	Implement the Common Core curriculum.
<b>Objective B</b>	Implement Teacher Leader Evaluation/APPR.
<b>Objective C</b>	Meet New York State requirements as a “Focus District.”
<b>Objective D</b>	Increase our focus on college and/or career readiness.
<b>Objective E</b>	Increase time on task for students through attendance maximization, extended learning programs and expanded school calendar.
<b>Objective F</b>	Align professional learning opportunities for staff with student achievement goals, with an emphasis on multi-cultural responsiveness.
<b>Goal 2: Parental, Family and Community Involvement:</b> We will engage and collaborate with all our stakeholders, to hold ourselves collectively accountable for our students’ success.	
<b>Objective A</b>	Provide parents/guardians with diverse opportunities for active family participation in their student’s education.
<b>Objective B</b>	Design and implement multiple models for businesses, faith communities, the City, colleges and community-based organizations to help us improve the quality and quantity of instructional delivery.
<b>Objective C</b>	Work collaboratively our partners to increase the time devoted to literacy.
<b>Goal 3: Communication and Customer Service:</b> We will continually inform and seek input from parents, students, staff and members of the Rochester community, to continuously improve the quality of our instructional programs and operations	
<b>Objective A</b>	Adopt operational standards, practices and business processes to improve our levels of customer service and transparency.
<b>Objective B</b>	Improve the timeliness and customer-focus of our responses to complaints and service requests.
<b>Objective C</b>	Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.
<b>Goal 4: Effective and Efficient Allocation of Resources:</b> We will stabilize our finances, fund our priorities, and focus resources on significantly improving student achievement.	
<b>Objective A</b>	Eliminate the projected budget gap and prepare a 5-year plan to address the structural gap.
<b>Objective B</b>	Improve the efficiency of Central Office staff and administrative / support functions throughout the District.
<b>Objective C</b>	Reduce administrative and consultant expense.
<b>Objective D</b>	Negotiate collective bargaining agreements to moderate the increase in cost of employee salaries, wages, overtime, additional pay, health care, other benefits, time off and substitute pay.
<b>Objective E</b>	More effectively use space to control facilities’ capital and leased costs.
<b>Objective F</b>	Oversee the renovation/replacement/reuse/parental choice of facilities to better meet student needs.
<b>Objective G</b>	Allocate and align staffing with school building needs, curriculum needs and state mandates.
<b>Objective H</b>	Align financial resources to implement instructional strategies that improve student outcomes based on a consideration of value.
<b>Goal 5: Management Systems:</b> We will improve the efficiency and effectiveness of management systems that impact operations of Central Office and our schools, to facilitate the accomplishment of all goals and objectives.	
<b>Objective A</b>	Design and implement information systems that shift our focus from intervention to prevention of student achievement challenges.
<b>Objective B</b>	Support school efforts to meet Common Core standards of excellence for curriculum, extra-curricular and physical environments.
<b>Objective C</b>	Design and implement standards of excellence for the recruitment, development and retention of a highly effective and diverse staff.
<b>Objective D</b>	Evaluate current IT system and software to ensure optimal use of capacity and ease of customer interface.