

Rochester Board of Education
Business Meeting
September 22, 2016

Attendance: President White, Vice President Elliott, Commissioners Adams, Cruz, Evans, Hallmark, and Powell; Superintendent Barbara Deane-Williams; East High School EPO Superintendent Shaun Nelms; and Acting Board Clerk Francine Scott.

President White convened the meeting at 6:35 p.m.

- I. The Pledge Allegiance to the flag was led by a young audience member selected by President White.
- II. **Acceptance of Minutes:** Motion to accept the minutes of the August 25th Business Meeting was made by Vice President Elliott and seconded by Commissioner Powell. Adopted 7 – 0.
- III. **Recognitions:** The Northeast College Preparatory High School was presented with the Yes We Can Award for increasing graduation rates in 2015 from 38.4% to 57.4% for 2016. The school community has worked diligently over the past few years to create a unified vision community that has enhanced school climate, attendance and student achievement.
- IV. **Speakers Addressing and Agenda Item:** No Speakers
- V. **Speakers not Addressing an Agenda Item:** Students Schalinda Bollar and Jakill Hill spoke about using the Code of Conduct as a tool to help students. Parent Mary Lupien spoke about crude oil being transported via railways through the local community. Parent Robert Woolever, stated he and his wife are hearing impaired, and would like for their children to continue attending School No. 1 because it is a good school and they live in the same neighborhood. Community Member Agustin Melendez spoke about the positive work that Hillside Work Scholarship is doing to help graduate students attending the Rochester City School District. Community Member Rosemary Rivera welcomed Superintendent Deane-Williams to the District and encouraged her to meet with stakeholders to work together on anti-racism and the code of conduct. Community Sally Williams welcomed the Superintendent and thanked Dr. Christiana Otuwa, Deputy Superintendent of Teaching and Learning and Banke Awopetu-McCullough, Consultant, for their work on the Code of Conduct.
- VI. **Superintendent's Reports:**

Dr. Nelms delivered a presentation to update the Board on the opening of schools, the collective impact of communities working together, and East High School demonstrable improvement.

Dr. Nelms reported that it was a great start to the opening of schools. The Upper and Lower schools did a survey to determine how well East start off was and overall the classroom behavior has improved as well as parent participation. He indicated that the average attendance data does not report how many students come to class or show up period by period, but using this data is a good starting point to look at patterns at how well students are doing. Dr. Nelms

also reported that while they are still working to increase student attendance, secondary attendance is up from last during this time. He added that calling homes and doing home visits have been helpful.

Teachers teaching as of Day 1

- Shared commitment to professional learning
- Positive energy from staff and scholars
- Scholars saying they “want to do better”
- Hallways clearer
- Support and Family Group changes are working well

Attendance Monitoring and Intervention Plan is as follows:

- Parents call home when scholar is absent
- Clerical runs attendance letters/administrator follows up
- Counselors meet with scholar w/in 48 hours of 3 day absences
- Counselors contact parent w/in 48 hours of 5 day absences
- Social Worker and/or attendance assistant make home visit w/in 48 hrs of 10 day absence and continues to monitor attendance weekly
- Grade Level Team (includes administrator, counselors, social worker, agency partners and attendance assistant) meets monthly to review grade level attendance

Dr. Nelms reported that East received preliminary Demonstrable Improvements from the New York Stated Education Department which shows that East High School is in good shape and that they should have a report from the State by September 29th.

The Demonstrable Improvements are based on the following indicators:

- Received preliminary Demonstrable Improvement Indicator results from NYSED
- In the process of responding re: extenuating circumstances
- Collaborating with US & LS principals, FACE/CET Chairs, RTA, etc.
- Final determinations to be provided by the Commissioner @ September 29, 2016

Dr. Nelms stated creating a community wide school helps to prepare students long after leaving high school. He visited Atlanta to look at examples of how schools and communities collaborate.

Collective Impact

Purpose Built – Atlanta (East Lake Community)

Birmingham/Woodlawn United (October)

Columbus/Partners Achieving Community - Transformation (PACT) (TBD)

- Connected Communities
- Rochester Monroe Anti-Poverty Initiative
- Mayor’s Community Schools Consortium

Lorna Washington, Special Assistant to Dr. Nelms, will be visiting Birmingham, Alabama to see another example of how schools take a holistic approach to education working with local colleges and businesses.

Superintendent Deane-Williams delivered a presentation to update the Board on August graduation, opening to the schools, and Bright Spots.

Superintendent Deane-Williams reported that 192 students graduated at the August graduation ceremony which is 40 more students from August 2015.

Superintendent Deane-Williams indicated the opening of schools was a success; they reached the goal to have 100% staffing in schools. Teaching staff is 4% higher than last year. Some students do not have permanent teachers, but have certified teacher substitutes. Superintendent Deane-Williams also indicated it becomes a challenge when teachers leave the District as it creates a new vacancy. She stated they are watching carefully to see predictive data could assist to determine where to add support and reassign teachers fill current vacancies. Superintendent Deane-Williams indicated they want to ensure that every student is being taught by a certified teacher that is providing quality instruction.

Pre-K: 3,186 students enrolled as of Sept. 14

- 94% in full-day programs
- 3-year-olds: 1,125, with 1,121 full-day
- 4-year-olds: 2,061, with 1,983 full-day
- Both exceed our enrollment goals

K-12: 27,310 students enrolled as of Sept. 20

- 6,762 newly placed since July 1st which includes lottery placements, transfers
171 student re-entering from charter schools new students and 348 from out-of-country or Puerto Rico

Opening of School – Staffing

97% of classroom teacher positions are staffed. Since July 1:

- 280 teachers, paraprofessionals and teaching assistants hired
- 107 teachers have left the District
- 35 new positions created

Top shortage areas are foreign-language and special education (region-wide)

- We are using certified substitutes to provide instruction
- School Chiefs working on a virtual course option for some Spanish classes
- “True-up” process will fill some vacancies with current teachers

Superintendent Deane-Williams thanked the media for sharing positive coverage capturing many accomplishments and achievements of staff and students.

- Back to School at Mary McLeod Bethune School 45 – FOX Rochester
- New Early Childhood Education Center Offers Exploratory Learning for Kids – TWC News
- Man Up Initiative Greets Students on First Day of School – News 10
- Monroe High Varsity Football Returns to Make an Impact On and Off the Field – News 10
- School No. 22’s Mrs. Grayson Receives Golden Apple – News 8

- RCSD School for Refugees Awarded National Honor – Democrat & Chronicle
- World of Inquiry Boys Soccer (8-0) Defeats McQuaid – Democrat & Chronicle

Superintendent Deane-Williams also introduced “At Your Service” from Central Office to improve customer service internally and externally and to provide a prompt response to questions and concerns. She also added At Your Service would also help to identify specific areas that could use additional support and assistance. The telephone number for At Your Services is 324-7378 and website is atyourservice@rcsdk12.org.

Superintendent Deane-Williams noted the upcoming events:

- Saturday, September 24 Million Father March 2:30 p.m. – 6:00 p.m. starting point from City Hall to Dr. Martin Luther King, Jr. Memorial Park
- Wednesday, September 28 Franklin Turf Field Ribbon Cutting with the Buffalo Bills at 4:30 p.m.
- Thursday, September 29 School No. 12 Ribbon Cutting at 4:30 p.m.
- Friday, October 7 Superintendent’s Conference Day
- Monday, October 17 Early Dismissal
- Thursday, October 20 Attendance Blitz

Superintendent Deane-Williams congratulated Mary Adrecolich-Diaz, Principal of Rochester International Academy (RIA) and her staff for receiving the 2016 Gold School of Opportunity. RIA is one of eight schools in the country recognized by the National Educational Policy Center that actively strive to close opportunity gaps.

Board Reports:

Audit Committee

Chair Mary Adams:

The Audit Committee met on Tuesday September 20th to discuss the Risk Assessment process and proposed Audit Plan. Commissioner Adams stated as with prior years, Anissa Henry-Wheeler, Auditor General obtained input from various sources and perspectives. Board members were given an opportunity to meet with the Ms. Henry-Wheeler to provide input, as well as, District Leaders. The Audit Committee discussed the key areas of concern resulting from the various risk assessment meetings. In the 2017 Audit Plan, emphasis was given to parent voice by including data from over 600 parent interactions with the Office of Parent Engagement to identify parent concern areas. This data was summarized and provided to the Parent Advisory Council for their information and use as they support parents in the upcoming year. The Committee included concerns from a sample of students again this year with student thoughts from five of our high schools facilitated by Sandra Anderson, a senior at School of The Arts, who worked as the summer intern in Office of Auditor General. Commissioner Adams stated the Audit Plan identifies the planned work that will be performed by the Office of Auditor General during the 2016-2017 fiscal year. The Audit Committee has recommended the 2017 Audit Plan for approval, with the understanding that modifications can be made, as needed. Commissioner Adams made a motion for the Board to accept the Office of Auditor General 2016-17 Audit Plan and it was seconded by .

Finance Committee

Chair Jose Cruz:

The Finance Committee met on Tuesday, September 20th to consider Resolution Nos. 2016- 17: 211 through 221. Commissioner Cruz motioned to approve the Financial Report for the 2015-16 Year-End and for the 2016-17 year to date and it was seconded by Commissioner Evans. Resolution 211 for Procurement & Supply; and Resolutions 212 through 221 for Facilities were reviewed by the Finance Committee, and are advanced to the Board with recommendation. Commissioner Cruz also stated the that Committee discussed conducting a series of public forums regarding the District budget to learn more about stakeholders' concerns and priorities, and to educate the public about the amount of discretionary funding in the budget. The next Finance Committee Meeting is Thursday, October 20th at 5:30 p.m.

Excellence in Student Achievement Committee

Chair Malik Evans:

The Excellence in Student Achievement Committee met on Thursday, September 8th, to:

- Join a webinar regarding the “Fast Break” program for at-risk teens and young adults
- Obtain an update of projected 2015-16 graduation rates

Dr. Barry Stern presented an overview of the “Fast Break” program, which is intended to promote accelerated learning to prepare students for careers and college. The program focuses on essential skills in literacy, math, and use of computer technology, as well as building competency in work-related skills such as communication, collaboration, conflict resolution, and customer service. By conducting intensive instruction (300 hours in 8-16 weeks) and utilizing a team of teachers from cross disciplines to follow each student's progress, students have been able to attain academic gains of more than two grade levels in reading and math and 80% have been placed in jobs or college within six weeks of completing the program. However, the projected costs for this program are quite high (i.e. \$200-400K for 20 students) and the structure would not easily be incorporated into schools' existing organization or schedule.

Dr. Shaun Nelms provided an update regarding projected graduation rates for East High School for 2015-16, which indicate a potential increase (+7%, or 40%) from 2014-15 rates. These figures have yet to be verified by the NYS Education Department and therefore are subject to change, but the preliminary data is encouraging. Under the EPO and East High School leadership, students' progress is monitored against critical benchmarks at each grade level to identify those at risk of failing to graduate. Each student is given a checklist of the requirements that have to be fulfilled each year for their advancement toward graduation, and this checklist is provided on the back of their ID badge as a constant reminder. In addition, East High School counselors randomly sample student transcripts throughout the year and perform an audit to ensure that they are taking the appropriate courses to lead to the credits needed for graduation. Taken together, these measures promote awareness of the extent to which each student is progressing, enable early intervention, and encourage students to take responsibility for their educational path.

Dr. Otuwa updated the Committee on projected 2015-16 graduation rates for the District and for each secondary school. One of the most significant aspects of her presentation was that the achievement gap between students of color and white students is diminishing, but the graduation rates for white and Asian students seems to have declined from 2014-15. Further investigation and analysis is needed to indicate the extent to which this may be an anomaly or a trend, and the factors that may have influenced the results. The overall District results appear encouraging

(50.9% 4-Year Rate for 2011 cohort; 52.5% for 2012 cohort), but the data still has to be verified and accepted by the NYS Education Department.

The Excellence in Student Achievement Committee urged the Administration to adopt the measures being used at East High School, such as monitoring students at each grade level to determine whether they are “on track” toward graduation, providing a checklist on each student’s ID badge of the remaining requirements to fulfill toward graduation, and sampling students’ transcripts throughout the year to ensure that the right courses are being taken to earn the necessary credits toward graduation. In addition, the Committee pointed out that additional analysis is needed to identify the factors affecting student performance, as well as what is and what is not effective. The next Excellence in Student Achievement is October 29th following the Finance Committee meeting.

Community and Intergovernmental Relations Committee (CIGR)

Chair Cynthia Elliott:

The Community & Intergovernmental Relations Committee met on Tuesday, September 13th. Vice President Elliott stated Fatimat Reid, Chief of Staff and Lori Baldwin, Director of Safety, provided the Committee with a status update regarding the 2016-17 Student Resource Officer (SRO) contract with the City of Rochester. The Committee will follow up regarding the SRO contract at a later time. The Committee discussed the possibility of conducting a forum on the Code of Conduct; more information is forthcoming. The Committee also discussed proposed goals for the 2016-17 school year which include; the Legislative Breakfast in November, the Legislative Agenda to be approved by the full Board in November, hosting forums, conducting work sessions to prioritize the Legislative Agenda, and increasing the intergovernmental part of the Committee. Vice President Elliott encouraged the Board to review the legislative updates found on the pages after the CIGR monthly agendas in order to inform the 2017 Legislative Agenda. At the October CIGR meeting, the Committee will work to advance the 2017 Legislative Agenda. Vice President Elliott also congratulated Mia Johnson, Board Staff, on her accepting a new job outside of the Rochester City School District. Vice President Elliott thanked Ms. Johnson for her outstanding work performance and her commitment and dedication to the Board of Education. The next CIGR Meeting is Tuesday, October 18th at 6:00 p.m.

Policy Committee

Chair Willa Powell:

The Policy Committee met on September 8th. Eva Thomas, Senior Director of Youth Development and Youth Services, presented policy recommendations to Policy 1240: Visitors to Schools and Policy 1900: Parent and Family Engagement primarily based on the changes of ESSA. The Policy Committee advanced the proposed policies as an Information Item to the full Board. Commissioner Powell stated that Lori Baldwin, Director of Safety and Lisa Burkovich, Emergency Management & Professional Development Coordinator presented policy recommendations to Policy 8135: Safe Schools. The Policy Committee advanced the proposed policy as an Information Item to the full Board. Steve Carling, Interim General Counsel, presented policy recommendations for Policy 5110: Education of Homeless Students. The Policy Committee advanced the proposed policy as an Information Item to the full Board. Commissioner Powell also stated that proposed Policy 8100: Health and Safety is a Discussion Item enclosed in your packet.

Keisha Morgan, Data Specialist and Special Assistant to Dr. Otuwa, presented policy recommendations to Policy 4325: Compensatory Education. Ms. Morgan and Dr. Otuwa will return to the Committee in October to further discuss. The Committee will discuss policy recommendations for at the October meeting, for Policy 4325: Compensatory Education and select a parent representative. The next Policy Committee Meeting is Thursday, October 13th at 5:30 p.m.

Board Governance committee

Chair Elizabeth hallmark:

The Board Governance Committee met on Tuesday, September 13th. Commissioner Hallmark stated the Committee discussed updating the Board Orientation Packet and the Board Governance Committee's goals. The proposed goals include updating the District's instructional goals, conducting Board self-assessments on an annual basis, evaluating each Board meeting, conducting on-going Board staff evaluation, and having more regularly scheduled work sessions. Commissioner Hallmark also stated the Committee's action item was to review the current Board Governance Committee's goals as well as the District's goals. The next Board Governance Committee meeting is Tuesday, October 11th at 6:00 p.m.

President's Report

Board President Van Henri White:

President White stated Steven Carling, Interim General Counsel, would give a presentation of the New York Open Meetings Law.

Mr. Carling stated that a meeting is when a quorum, majority of the voting members are present to discuss public business. The meeting can occur by video conference but cannot by telephone or with the use of email. Mr. Carling also stated that public has the right to hear deliberations but does not have the right to participate. Mr. Carling stated that the Board can set parameters on the public's participation to speak, but the parameters must be reasonable. The meeting discussion of business is open to the public as it relates to public concern; it is only when the discussions of legal advice between attorneys for a Board and Board members are excluded from public disclosure. Mr. Carling stated in order to enter into Executive Session the Board must have a motion and majority vote, and specify the reason for entering into Executive Session such as,

- Issues which that would jeopardize the public safety if disclosed;
- Matters which may reveal the identity of a law enforcement agency or informer;
- Information relating to current or future investigation or prosecution of a criminal offense which would imperil effective law enforcement if disclosed;
- Discussions regarding proposed, pending or current litigation;
- Collective negotiations pursuant to Article 14 of the Civil Service Law (the Taylor Law);
- The medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation; and
- The preparation, grading or administration of examinations.

For more information regarding Open Meetings Law, Mr. Carling provided the following link

VII. Resolutions:

2016-17: 180: Motion to adopt was made by Commissioner Evans. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 184: Motion to adopt was made by Commissioner Evans. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 186: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 187: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 188: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 190: Motion to amend Resolution No. 2016-17 to separate into Resolution No. 2016-17: 190a and Resolution No. 2016-17: 190b made by Vice President Elliott and Seconded by Commissioner Hallmark. Adopted 7 - 0.

2016-17: 190a: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 190b: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 6 – 1 with Vice President Elliott dissenting.

2016-17: 191: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 192: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 193: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 194: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 195: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 196: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 197: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 198: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 200: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 206: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 207: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7 - 0.

2016-17: 208: Motion to adopt was made by Commissioner Evans. Seconded by Commissioner Powell. Adopted 5-2 with Vice President Elliott dissenting and President White abstaining due to familial relationship.

2016-17: 209: Motion to adopt was made by Commissioner Evans. Seconded by Commissioner Powell. Adopted 6 – 1 with Vice President Elliott dissenting.

2016-17: 210: Motion to adopt was made by Commissioner Evans. Seconded by Commissioner Powell. Adopted 6 – 1 with Vice President Elliott dissenting.

2016-17: 211: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 212: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 213: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 214: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 215: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 216: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 217: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 218: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 219: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 220: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 221: Motion to adopt was made by Commissioner Cruz. Seconded by Vice President Elliott. Adopted 7 - 0.

2016-17: 222: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 223: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 224: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 225: Motion to adopt was made by Commissioner Powell. Seconded by Commissioner Adams. Adopted 6 - 1 with Vice President Elliott dissenting.

2016-17: 226: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 227: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 228: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 229: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 230: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 231: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 232: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 233: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

2016-17: 234: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Adams. Adopted 7 - 0.

No requests submitted for Resolution No. 173, 174, 175, 176, 177, 178, 179, 181, 182, 183, 185, 189, 199, 201, 202, 203, and 204

VIII. Unfinished Business: None

IX. Motion to enter into executive session to discuss matters related to the employment of a specific individual made by Vice President Elliott and seconded by Commissioner Evans at 8:20p.m. Motion carries 7 - 0.

Motion to enter into open session was made by Commissioner Evans and seconded by Vice President Elliott at 8:30 p.m. Motion carries 7 - 0.

Motion to adjourn was made by Commissioner Powell and seconded by Commissioner Adams at 9:00 p.m. Motion carries 7 – 0.