

EAST EDUCATIONAL PARTNERSHIP ORGANIZATION HUMAN RESOURCES

Resolution No. 2019-20: 736

By Member of the Board

Whereas, by Resolution No. 2014-15: 457, adopted on January 29, 2015, the Board authorized the revised Educational Partnership Organization (EPO) Contract with the University of Rochester to serve as the EPO for East High School, for a term of up to five years, commencing on July 1, 2015; therefore be it

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below, is (are) **appointed to the professional educator tenure area** indicated below, 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 APPR rating in the final probationary year.

Name	Certification	Tenure Area	Probationary Period	Salary
(none)				

Seconded by Member of the Board

Resolution No. 2019-20: 737

By Member of the Board

Resolved, that upon the recommendation of the EPO 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, subject to the condition that they each receive an APPR Rating that makes them eligible for tenure under New York Education Law 3012, after all appeals are exhausted; 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. 2019-20: 738**By Member of the Board**

Resolved, that upon the recommendation of the EPO 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
(none)					

Seconded by Member of the Board**Resolution No. 2019-20: 739****By Member of the Board**

Resolved, that upon the recommendation of the EPO 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. 2019-20: 740****By Member of the Board**

Resolved, that upon the recommendation of the EPO 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
(none)					

Seconded by Member of the Board

Resolution No. 2019-20: 741

By Member of the Board

Resolved, that upon the recommendation of the EPO 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. 2019-20: 742

By Member of the Board

Resolved, that upon the recommendation of the EPO 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. 2019-20: 743

By Member of the Board

Resolved, that upon the recommendation of the EPO 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. 2019-20: 744

By Member of the Board

Resolved, that upon the recommendation of the EPO 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 (none)	Job Title	Classification	Salary	Effective Date
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Seconded by Member of the Board

Resolution No. 2019-20: 745

By Member of the Board Commissioner Maloy

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

Name	Tenure Area or Job Title	Effective Date
Johnson, Macenzi	East - Teacher	2/12/20
Marshall, Norman J.	East - Teacher	3/13/20

Seconded by Member of the Board Commissioner Powell. Adopted 7-0.

Resolution No. 2019-20: 746

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) listed below are granted a **leave of absence** from their current tenure area, beginning on the date of commencement of a new probationary appointment with the East High School EPO and continuing through the duration of their employment in such new position.

Name (none)	Tenure Area or Job Title	Assigned School / Department	Date Leave Commences
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Seconded by Member of the Board

Resolution No. 2019-20: 747

By Member of the Board

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

Original Resolution (none)	Resolution Date	Amendment
Seconded by Member of the Board		

Resolution No. 2019-20: 748

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the following named persons, be, and hereby are appointed to the **non-tenure** bearing **grant-funded positions**.

Name (none)	Job Title	Effective Date	Salary
Seconded by Member of the Board			

Resolution No. 2019-20: 749

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent and pursuant to Education Law § 211-e(3), the person(s) listed below is (are) **assigned to serve at East High School**:

Name (none)	Title	Effective Date
Seconded by Member of the Board		

EAST EDUCATIONAL PARTNERSHIP ORGANIZATION OTHER

Resolution No. 2019-20: 750

By Member of the Board Commissioner Maloy

Whereas, by Resolution No. 2014-15: 457, adopted on January 29, 2015, the Board authorized the revised Educational Partnership Organization (EPO) Contract with the University of Rochester to serve as the EPO for East High School, for a term of up to five years, commencing on July 1, 2015; and

Whereas, it is the recommendation of the Originator(s) stated below that the District enter into an Agreement with The Center for Youth Services, Inc., to collaborate with the Student Health Center and School Counseling team, under direction of the University of Rochester, and incorporate various essential student development elements, including: 1) maintaining a comprehensive referral process with a closed feedback loop that involves all school stakeholders; 2) a student profile that documents the assets and needs of each student, tiered according to needs, with an affiliation to a meaningful adult in the school building who will act as a mentor; 3) an orientation program designed for all transitioning students; 4) prevention education to respond to high risk behaviors; 5) crisis intervention, conflict resolution, decision making and peer mediation, with the goal to ensure academic and social/emotional success of all East High School students, during the 2019-2020 school year; for a sum not to exceed Ninety Thousand Dollars (\$90,000.00); and

Whereas, the provision of the aforementioned services began September 1, 2019, prior to authorization, and the value of services already provided to date is \$54,000.00; and

Whereas, the process for selecting the provider of these services is subject to certain requirements of Contracting For Professional Services Policy 6741, and it is the determination of the Purchasing Agent that the services are unique or available from only one responsible entity; therefore be it

Resolved, that the Board hereby affirms the determination of the Purchasing Agent; and be it further

Resolved, that the *EPO Superintendent*, or designee, be, and hereby is, authorized to enter into an Agreement with **The Center for Youth Services, Inc.**, 905 Monroe Ave, Rochester, NY, to provide the remainder of the aforementioned services, for the period March 13, 2020, or as soon thereafter as the Agreement is fully executed, through June 30, 2020, for a total sum not to exceed Ninety Thousand Dollars (\$90,000.00 inclusive of \$54,000.00 for services already provided), contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Funding: General Fund (East High EPO Administration)

Budget Code: 5430-A-25905-2110-0000

Certified Budget Line Balance: \$159,689.00 (3/7/20)

Originator(s): Shaun Nelms

Strategic Goal: 1; Objective: E

Justification: Increase time on task for students through attendance maximization, extended learning programs and expanded school calendar.

Seconded by Member of the Board Commissioner Powell. Adopted 7-0.

ROCHESTER CITY SCHOOL DISTRICT OTHER

Resolution No. 2019-20: 751

APPROVAL OF CLOSING DOCUMENTS FOR ISSUANCE OF COUNTY OF MONROE INDUSTRIAL DEVELOPMENT AGENCY SCHOOL FACILITY REVENUE BONDS, SERIES 2020

A motion to amend the Paid in Full date from April 2020 to April 2023 was made by Commissioner Sheppard. Seconded by Vice President Elliott. Adopted 7-0.

By Member of the Board Commissioner Maloy

Whereas, the New York State Industrial Development Agency Act, constituting Title 1 of Article 18-A of the General Municipal Law, Chapter 24 of the Consolidated Laws of New York, as amended (the “Enabling Act”) authorizes and provides for the creation of industrial development agencies in the several counties, cities, villages and towns in the State of New York (the “State”); and

Whereas, pursuant to and in accordance with the provisions of the Enabling Act, the County of Monroe Industrial Development Agency (the “Agency”) was established by Chapter 55 of the 1972 Laws of New York, as amended (together with the Enabling Act, the “IDA Act”), for the benefit of Monroe County, New York and the inhabitants thereof; and

Whereas, many of the public schools of the City School District of the City of Rochester (“District”) are in need of substantial improvement, renovation and reconstruction in order to improve the quality of education in the City of Rochester (“City”); and

Whereas, pursuant to Chapter 416 of the Laws of 2007 of the State, as amended by Chapter 533 of the Laws of 2014 (the “Rochester Schools Act”), a joint schools construction board known as the Rochester Joint Schools Construction Board (the “RJSCB”), consisting of seven appointed voting members and one non-voting member, has been established to act as the agent of the City and the District; and

Whereas, pursuant to the Rochester Schools Act and a Cooperative Agreement among the District, the RJSCB and the City, executed on February 22, 2010, as amended on August 4, 2016, the RJSCB has developed a comprehensive school facilities modernization plan for Phase II (the “Phase II Master Plan”) and the State Comptroller has approved the Phase II Master Plan, all as contemplated by Section 5 of the Rochester Schools Act; and

Whereas, the RJSCB has selected the 13 existing school building sites listed below for modernization in the Phase II Master Plan (the “Phase II Existing Site Facilities”):

1. James Monroe High School, 164 Alexander Street;
2. East Upper High School & East Lower School, 1801 East Main Street;

3. Edison Technology Campus, 655 Colfax Street;
4. * Dr. Freddie Thomas Learning Center, 625 Scio Street;
5. * School Without Walls Commencement Academy, 480 Broadway Street;
6. * Children's School of Rochester No. 15 (formerly known as Martin B. Anderson School No. 1), 85 Hillside Avenue;
7. Clara Barton School No. 2, 190 Reynolds Street;
8. George Mather Forbes School No. 4, 198 Dr. Samuel McCree Way;
9. Abraham Lincoln School No. 22 (formerly known as Dag Hammarskjold School 6), 595 Upper Falls Boulevard;
10. * Virgil I. Grissom School No. 7, 31 Bryan Street;
11. Dr. Walter Cooper Academy School No. 10, 353 Congress Avenue;
12. John Walton Spencer School No. 16, 321 Post Avenue;
13. The Flower City School No. 54 (formerly known as General Elwell S. Otis School No. 30), 36 Otis Street; and

*Note: RJSCB anticipates facility renovations will be complete and paid in full by April 2020, therefore not requiring financing through Series 2020 Bonds

Whereas, in addition to the Phase II Existing Site Facilities, the City and the District have acquired or may acquire additional ancillary real property for purposes of facilitating the modernization of the Phase II Existing Site Facilities pursuant to the Phase II Master Plan and to facilitate their subsequent use as school buildings (such real property, together with the Phase II Existing Site Facilities, the "Phase II Facilities"); and

Whereas, the RJSCB has presented the plans and specifications for the modernization and improvement of the Phase II Facilities in accordance with the Phase II Master Plan, including the implementation of the District-wide technology project at such facilities (the "Phase II Projects") to the Commissioner of Education of the State for approval as contemplated by Section 6 of the Rochester Schools Act; and

Whereas, the Phase II Projects collectively constitute a "project" within the meaning of the IDA Act by reason of Section 16 of the Rochester Schools Act; and

Whereas, to accomplish the purposes of the IDA Act, the Agency, in response to an application from the RJSCB, acting on behalf of the District and the City, requesting Agency financing for the Phase II Projects, adopted a resolution on December 6, 2016 authorizing the issuance of up to \$435,000,000 of bonds therefor; and

Whereas, the Agency previously issued its School Facility Revenue Bonds (Rochester Schools Modernization Project) on behalf of the City, the District and the RJSCB for the Phase I projects authorized under the Rochester Schools Act (the "Phase I Bonds"), pursuant to an Amended and Restated Indenture of Trust (the "Amended and Restated Indenture") dated as of February 1, 2015, between the Agency and U.S. Bank National Association, as trustee (the "Trustee"); and

Whereas, on August 1, 2017, the Agency, at the request of the RJSCB, the City and the School District, issued its School Facility Revenue Bonds (Rochester Schools Modernization Project), Series 2017 (the "Series 2017 Bonds"), to finance a portion of the costs of the Phase II Projects (the "Series 2017 Project"), incidental and related costs therefor and costs of issuance of

the Series 2017 Bonds, pursuant to the Amended and Restated Indenture and the Third Supplemental Indenture of Trust, dated as of August 1, 2017, between the Agency and the Trustee; and

Whereas, on August 1, 2018, the Agency, at the request of the RJSCB, the City and the School District, issued its School Facility Revenue Bonds (Rochester Schools Modernization Project), Series 2018 (the “Series 2018 Bonds”) in the aggregate principal amount of \$197,295,000, to finance a portion of the costs of the Phase II Projects, incidental and related costs therefor and costs of issuance of the Series 2018 Bonds, pursuant to the Amended and Restated Indenture and a Fourth Supplemental Indenture of Trust dated as of August 1, 2018, by and between the Agency and the Trustee; and

Whereas, the Agency will authorize the issuance of the Agency’s School Facility Revenue Bonds (Rochester Schools Modernization Project), Series 2020 (the “Series 2020 Bonds”), to finance the remaining the cost of the Phase II Projects that have received the approval of the New York State Education Department (the “Series 2020 Project”), incidental and related costs therefor and costs of issuance of the Series 2020 Bonds, pursuant to a resolution of the Agency, the Amended and Restated Indenture and the Fifth Supplemental Indenture of Trust (the “Fifth Supplemental Indenture”) between the Agency and the Trustee; and

Whereas, the District and the City have leased, pursuant to a ground lease dated as of June 1, 2012, as amended and restated on August 1, 2017 (and which is to be further amended and restated on May 1, 2020, the “Amended and Restated Ground Lease”), the Phase II Facilities and certain additional property described in the Amended and Restated Ground Lease (collectively, the “Ground Lease Facilities”) to the Agency; and

Whereas, the District and the City have subleased the Ground Lease Facilities from the Agency, pursuant to a Sublease Agreement dated June 1, 2012, as amended and restated on June 1, 2013, February 1, 2015, and August 1, 2017 (and which is to be further amended and restated on May 1, 2020, the “Amended and Restated Sublease Agreement”); and

Whereas, payments to be made by the District under the Amended and Restated Sublease Agreement are expected to be sufficient to pay principal and interest on the Phase I Bonds, the Series 2017 Bonds, the Series 2018 Bonds and the Series 2020 Bonds (collectively, the “Bonds”); and

Whereas, the District and the City have entered into a State Aid Trust Agreement, dated as of June 1, 2012, as amended and restated as of February 1, 2015 and August 1, 2017 (the “Amended and Restated State Aid Trust Agreement”), with U.S. Bank National Association, depository bank (the “Depository Bank”), to provide for, among other things, the payment of all State Aid Revenues (as defined therein) into the State Aid Depository Fund (as defined therein) maintained with the Depository Bank for periodic transfer to the Bond Fund (as defined in the Amended and Restated Indenture) toward payment of the Bonds, and the balance to the General Fund (as defined therein); and

Whereas, such State Aid Revenues deposited to the Bond Fund shall be credited against Sublease Payments otherwise payable by the District under the Amended and Restated Sublease Agreement; and

Whereas, it is expected that the proceeds of the Series 2020 Bonds will be used to (i) finance costs of the Series 2020 Project, (ii) fund capitalized interest for the Series 2020 Bonds, and (iii) finance costs of issuance of the Series 2020 Bonds; and

Whereas, the Series 2020 Bonds will be marketed pursuant to a Preliminary Official Statement and an Official Statement, each containing certain information relating to the Agency, the District, the City and the RJSCB, and will be sold pursuant to a contract of purchase; and

Whereas, the respective counsels to the Agency, the City, the District, the RJSCB, Citigroup Global Markets Inc. (the “Underwriter”), the Depository Bank, and the Trustee, have prepared or reviewed, and/or will prepare or review, the following documents relating to the issuance of the Series 2020 Bonds (collectively, the “Transaction Documents”):

1. Fifth Supplemental Indenture between the Agency and the Trustee;
2. Amended and Restated Indenture between the Agency and the Trustee;
3. Amended and Restated Ground Lease between the Agency, the District and the City;
4. Amended and Restated Sublease Agreement between the Agency, as sublessor, and the District and the City, as sublessees;
5. Amended and Restated State Aid Trust Agreement between the District, the City, the Depository Bank, and the Trustee;
6. Preliminary Official Statement and an Official Statement with respect to the offering of the Series 2020 Bonds;
7. Purchase Contract between the Underwriter, the Agency and the District;
8. Continuing Disclosure Agreement between the District and the Trustee; and

Whereas, the Agency is expected to adopt a resolution on March 17, 2020 authorizing the issuance by the Agency of the Series 2020 Bonds and the execution and delivery of the Transaction Documents as defined herein; and

Whereas, the City is expected to adopt a resolution on March 17, 2020 authorizing the issuance by the Agency of the Series 2020 Bonds and the execution and delivery of the Transaction Documents as defined herein; and

Whereas, the RJSCB adopted a resolution on March 9, 2020 authorizing the issuance by the Agency of the Series 2020 Bonds and an acknowledgement of the execution and delivery of the Transaction Documents as defined herein;

THEREFORE, BE IT:

Resolved, that the District hereby approves the issuance by the Agency of the Series 2020 Bonds in the maximum principal amount of \$55,466,081, pursuant to the Amended and Restated Indenture and the Fifth Supplemental Indenture, a draft of which has been provided to the District; and be it further

Resolved, that the President of the Board of Education, or, in his absence, his duly appointed designees (individually and collectively, the “Authorized Officer”) is authorized on behalf of the District to approve, execute and deliver documents necessary to facilitate the financing of the Series 2020 Project, including without limitation any Transaction Documents which are to be executed by the District (the “District Documents”), drafts or descriptions of which have been provided to the District; and be it further

Resolved, that each of the District Documents provided to the District is approved with such subsequent modifications as the Authorized Officer shall determine to be in the public interest and appropriate to the achievement of the purpose hereof, such determination to be deemed conclusive and shall be evidenced by the execution of such District Documents by the Authorized Officer; and be it further

Resolved, that the Authorized Officer is authorized and directed to take any such other action and to execute any other documents or certificates (including without limitation one or more Tax Certificate(s)) on behalf of the District as the Authorized Officer shall determine to be in the public interest and appropriate to facilitate the issuance of the Series 2020 Bonds; and be it further

Resolved, that the Authorized Officer is authorized and directed, on behalf of the District, to enter into such agreements and execute such certificates and documents as may be appropriate to facilitate the completion of the Series 2020 Project; and be it further

Resolved, that the final executed versions of the District Documents and any other document or certificate executed by the Authorized Officer shall be promptly delivered to the Board of Education and copies of the Transaction Documents executed shall be filed in the office of the General Counsel of the District; and be it further

Resolved, that the Underwriter, is authorized to distribute the Preliminary Official Statement and the final Official Statement with respect to the offering and sale of the Series 2020 Bonds, the forms of which will be satisfactory to the Authorized Officer; and be it further

Resolved, that the prior District resolutions are hereby ratified and confirmed by this Resolution; and be it further

Resolved, that this Resolution shall take effect immediately.

Originator(s): Karl Kristoff; Michael Schmidt; Robert Franklin

Seconded by Member of the Board Vice President Elliott. Adopted 7-0, as amended.

Resolution No. 2019-20: 752

By Member of the Board Commissioner Maloy

Whereas, the NYS Education Law 8 NYCRR § 100.2(l)(2)(i) requires that school districts adopt and enforce a code of conduct for the maintenance of order on school property and at school functions; and

Whereas, school districts may impose discipline for violations of their student disciplinary code, as long as it is proportionate to the severity of the offense involved; and

Whereas, while NYS Education Law § 3214(3)(c)(1) requires the Superintendent of Schools to conduct a disciplinary hearing for a long-term suspension and determine the appropriate discipline, the law also allows a student to appeal the long-term suspension decision to the local school board; therefore be it

Resolved, that the Board of Education formally adopts the following decisions on the long-term suspension appeals indicated:

<u>Hearing File</u>	<u>Result</u>
0125	The Suspension decision was upheld. The student was deemed guilty of the charges, and no penalty changes were warranted. The student may return to school on April 17, 2020.
0226	The Suspension Appeal was confirmed in part. The student was deemed guilty of the charges, but the penalty was reduced. The student may return to school on March 16, 2020.

Originator(s): Kallia Wade

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

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

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