

HUMAN CAPITAL INITIATIVES

Resolution No 2012-13: 488

By Member of the Board Vice President White

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

Name	Tenure Area (Description) or Job Title	Location	Effective Date	Salary
Perez, Maycanitza	Principal (Bracket I)	NWCP	March 11, 2013	\$100,940/yr.

**Seconded by Member of the Board Commissioner Campos
Adopted 6-0 with Commissioner Powell absent**

Resolution No 2012-13: 489

By Member of the Board Vice President White

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 (Description) or Job Title	Effective Date
Cromartie, Bryant	Program Administrator (Bracket II)	April 8, 2013

**Seconded by Member of the Board Commissioner Elliott
Rejected 0-6 with President Evans, Vice President White, and Commissioners Adams, Campos, Cruz, and Elliott dissenting and Commissioner Powell absent**

OTHER

Resolution No 2012-13: 490

By Member of the Board Vice President White

Whereas, the Board of Education of the Rochester City School District, received the Helping Students Get Credit: Credit Recovery Programs in School Districts Report for the period from July 1, 2011 through June 15, 2012 from the State Comptroller's Office in February 2013, and

Whereas, the Board of Education is required to submit a response to the Helping Students Get Credit: Credit Recovery Programs in School Districts Report within 30 days of receiving the draft report, and

Whereas, the Board of Education is required to approve the Corrective Action Plan for submission to the Office of the State Comptroller and the New York State Education Department within 90 Days of receipt of the final report, it is

Resolved, that the Board of Education of the Rochester City School District approves the Combined Response and Corrective Action Plan for submission to the New York State Comptroller and the New York State Education Department.

**Seconded by Member of the Board Commissioner Elliott
Adopted 6-0 with Commissioner Powell absent**

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 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 FY 12-13 budget gap of \$33 Million and prepare a 5-year plan to address the structural gap.
Objective B	Improve the efficiency of Central Office staff.
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.
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.