

HUMAN CAPITAL INITIATIVES

Resolution No. 2015-16: 376

By Member of the Board Commissioner Evans

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
Roberts, Robyn	Bracket III (Assistant Principal)	January 9, 2016

**Seconded by Member of the Board Commissioner Cruz
Rejected 1-4 with President White, Vice President Elliott, Commissioner Adams, and
Commissioner Evans dissenting and Commissioner Campos and Commissioner Powell
absent**

Resolution No. 2015-16: 377

By Member of the Board Commissioner Evans

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	Acting Assignment	Location	Effective Date	Salary
Torres-Santana, Brenda	Principal (Bracket I)	School No. 35	December 11, 2015	\$90,000/yr.

**Seconded by Member of the Board Commissioner Adams
Adopted 5-0 with Commissioner Campos and Commissioner Powell absent**

EDUCATIONAL FACILITIES

Resolution No. 2015-16: 378

By Member of the Board Commissioner Evans

Resolved, that the Superintendent, or his designee, be, and hereby is, authorized to enter into an Agreement with **Watts Architecture & Engineering, D.P.C.**, 95 Perry Street, Suite 300, Buffalo, NY, to provide architectural / engineering services for a Capital Improvement Project at Marshall Educational Campus (180 Ridgeway Avenue), for the period December 14, 2015, or as soon thereafter as the Agreement is fully executed, through December 31, 2018, for a sum not to exceed Fifty Four Thousand Eight Hundred Twenty Four Dollars (\$54,824.00), funded by the Cash Capital Fund and/or Bond Ordinances, through the Department of Educational Facilities, contingent upon the form and terms of the Agreement having been approved by Counsel to the District.

Participation Statistics		
	\$	%
TOTAL CONTRACT	54,824	100
M/WBE AWARD	54,824	100
LOCAL AWARD		
RMSA		
NYS	54,824	100

Strategic Goal: 4; Objective: F

Justification: Oversee the renovation/replacement/reuse/parental choice of facilities to better meet student needs.

Seconded by Member of the Board Commissioner Cruz

Adopted 5-0 with Commissioner Campos and Commissioner Powell absent

OTHER

Resolution No. 2015-16: 379

By Member of the Board Vice President Elliott

Whereas, the New York State Board of Regents has an approved Elementary and Secondary Education Act (ESEA) Flexibility Waiver, focused on the principles of Differentiated Accountability and Turning Around Low Performing Schools which outlines the use of the Diagnostic Tool for School and District Effectiveness (DTSDE) as a tool for improving schools through a focus on District Leadership & Capacity, School Leadership Practices & Decisions, Curriculum Development & Support, Teacher Practices & Decisions, Student Social & Emotional Development, and Family & Community Engagement; and

Whereas, information gathered during DTSDE reviews informs NYSED’s efforts to work with Priority and Focus Schools with School Improvement Grants (SIG) or School Innovation Fund (SIF) Grants, or Comprehensive Education Plans (SCEP); and

Whereas, Rochester City School District is identified as a Focus District; and whereas Local Education Agencies (LEAs) that are identified as Focus Districts are required to complete the District Comprehensive Improvement Plan (DCIP) and schools identified as Priority or Focus Schools are required to complete the School Comprehensive Education Plan (SCEP); and

Whereas, Rochester City School District had a NYSED-approved extension pending the award decision on the School Improvement Grants (SIG 6) applications, including the application for School 41 – Kodak Park; and

Whereas, upon notification that the SIG 6 application for School 41 – Kodak Park was not approved, the School-Based Planning Team collaborated to write the School Comprehensive Educational Plan, which requires approval of the Superintendent and the Board of Education for submission to the New York State Education Department for approval; therefore be it

Resolved, that the Board of Education shall formally submit to the New York State Education Department the District Comprehensive Improvement Plan (DCIP) and School Comprehensive Education Plans (SCEP) developed by the Rochester City School District for the 2015-2016 School Year for the priority school indicated above.

**Seconded by Member of the Board Commissioner Evans
Adopted 5-0 with Commissioner Campos and 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 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.