

Resolution No. 2018-19: 479

By Member of the Board Commissioner LeBron

Resolved, that the Board of Education of the Rochester City School District will utilize a search firm to complete the executive search services for a successor superintendent of schools for the District.

**Seconded by Member of the Board Commissioner Elliott
Adopted 5-1 with President White dissenting and Commissioner Funchess absent**

Resolution No. 2018-19: 480

By Member of the Board Commissioner LeBron

Whereas, the Board of Education of the Rochester City School District will facilitate a series of community forums to help identify the desired traits and qualities of the next superintendent of schools for the District; and

Whereas, the input gained through community forums and information attained through community input vehicles such as online surveys, focus groups and interviews with community members will assist the Board in establishing a candidate profile to be used to identify candidates for the superintendent of schools position; and

Whereas, the established candidate profile will be made public and available to all stakeholders; and

Whereas, candidates will be identified by the search firm based on the established candidate profile; and

Whereas, the applications of candidates will remain confidential until finalists are identified; and

Whereas, during the final rounds of the candidate screening process, public and open stakeholder/community interviews will be held with students and families, representatives of the District's workforce, and community stakeholders; and

Whereas, to allow for an open and transparent candidate screening process stakeholder interviews, facilitated by the Board or designee, shall be open to the public and televised and compiled feedback will be used to assess candidates; and

Whereas, all community forums should be located in a space that can accommodate large crowds, is in compliance with provisions of the Americans with Disabilities Act of 1990, offers free parking, and is easily accessible by bus; therefore be it

Resolved, that the Board will implement a superintendent search process that is well advertised and promoted and ensures a large amount of community input from all stakeholders through a series of community forums and opportunities for stakeholder input.

Seconded by Member of the Board Commissioner Elliott

Adopted 5-1 with President White dissenting and Commissioner Funchess 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.