

**Resolution No. 2018-19: 834**

**By Member of the Board Commissioner LeBron**

Whereas, by Resolution Nos. 2018-19: 478, 480 and 481, the Board of Education (“Board”) of the Rochester City School District (“District”) instituted a superintendent search utilizing an executive search firm and a candidate screening process with the goal to ensure input from all stakeholders, including a series of community forums and opportunities for stakeholder input; and

Whereas, by Resolution No. 2018-19: 557, the Board authorized the President of the Board to enter into an Agreement to retain the services of an Interim Superintendent until the appointment of a successor Superintendent of Schools, or September 1, 2019, whichever occurs first; and

Whereas, the Board has concluded the superintendent search and a tentative agreement has been reached with Terry J. Dade to serve as the District’s next Superintendent of Schools, which agreement has been approved by the District’s General Counsel as being authorized by Education Law §2565, contingent upon approval by the Board; therefore be it

Resolved, that the Board approves the aforementioned agreement and hereby authorizes and directs the President of the Board to execute, on behalf of the Board, the appropriate contract documents with Terry J. Dade to: provide *Consulting Services* to the District’s current Interim Superintendent, as needed from May 28 through June 30, 2019, for which *Consulting Services* he shall be paid at the hourly rate of \$155; and then to serve as the District’s *Superintendent of Schools*, effective July 1, 2019, and ending on midnight June 30, 2022, for a salary not to exceed \$250,000 per year, together with all other terms and conditions of employment as set forth in the Agreement.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-1 with Commissioner Davis dissenting**

**Resolution No. 2018-19: 835**

**By Member of the Board Commissioner Powell**

Resolved, that the **resignations** of the persons listed below are accepted and effective on the dates listed and may not be revoked.

<b>Name</b>	<b>Effective Date</b>
Missell, Lauren	June 27, 2019
McCullough, Ashlee	May 14, 2019

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 5-2 with Commissioner Davis dissenting and Commissioner LeBron absent**

**Resolution No. 2018-19: 836**

**By Member of the Board Commissioner Powell**

Resolved, that Latoya Davis is hereby **terminated** from the position of Paraprofessional effective May 14, 2019.

**Seconded by Member of the Board Commissioner Hallmark**

**Adopted 5-2 with Commissioner Sheppard dissenting and Commissioner LeBron absent**

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

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