

**ROCHESTER CITY SCHOOL DISTRICT
OTHER**

Resolution No. 2019-20: 900

By Member of the Board Commissioner LeBron

Whereas, Terry J. Dade submitted a written resignation from his employment as this District's Superintendent of Schools, dated April 23, 2020, in accordance with his Contract of Employment with the District; and

Whereas, this Board accepted Mr. Dade's resignation pursuant and subject to paragraph 18.b. of his said Contract with the District; and

Whereas, said paragraph 18.b. states in relevant part that upon receipt of a notice of resignation from Mr. Dade, "the Board, may, at its option, advance the effective date of such resignation up to the date of receipt thereof, and this Agreement shall terminate and become null and void as of the ultimate effective date of such resignation as determined by this paragraph"; and

Whereas, this Board believes it to be in the best interests of the District to exercise its option under the said paragraph 18.b. to so advance the effective date of Mr. Dade's resignation; therefore be it

Resolved that:

1. This Board hereby exercises its authority under the said paragraph 18.b. to advance the date of Mr. Dade's resignation; and thus
2. The ultimate date of Mr. Dade's resignation shall be May 18, 2020, and the said Contract of Employment shall terminate and become null and void as of that date; and
3. The District's Departments of Human Resources and Law be and hereby are authorized and directed to take all steps necessary to implement this Resolution, which is effective immediately.

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

Resolution No. 2019-20: 901

By Member of the Board Commissioner LeBron

Whereas, by Resolution No. 2019-20: 876, adopted on April 28, 2020, the Board accepted the resignation of Terry J. Dade as the Superintendent of Schools; and

Whereas, the Board recognizes that the recruitment and appointment of the Superintendent of Schools is among the most important duties and responsibilities of the Board; and the Board further recognizes the urgency for immediate action to promptly secure and retain a qualified individual to ensure continuous care for the education and welfare of students as well as the efficient and responsible administration of the District's school system; and

Whereas, a tentative Agreement has been reached with and executed by Dr. Lesli Myers-Small to serve as the District's Superintendent of Schools, subject to approval by this Board; therefore be it

Resolved, that the Board hereby appoints Dr. Lesli Myers-Small to serve as the District's Superintendent of Schools, effective May 19, 2020, and ending on midnight May 18, 2024, for a salary not to exceed \$250,000 per year, together with all other terms and conditions of employment as set forth in the said Agreement, which the President of the Board is hereby authorized and directed to execute on behalf of the District; and be it further

Resolved, that the Board hereby waives any requirements of its Recruitment of the Superintendent Policy 3111, that may be inconsistent herewith.

Seconded by Member of the Board Commissioner Maloy. 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.

