



Forkner, Amanda	7/1/20-6/25/21	#33	25	\$35	-
Good, Jeffery	7/1/20-6/25/21	28# – Teacher	40	\$35	-
Helbig, Elizabeth	7/1/20-6/25/21	CO-TOA	40	\$35	-
Kanealey, Michelle	7/1/20-6/25/21	#33	15	\$35	-
Melnichenko, Yelena	7/1/20-6/25/21	TOA	30	\$35	-
Schults, Denise	7/1/20-6/25/21	Rise – Teacher	40	\$35	-
Shepard, Maddison	7/1/20-6/25/21	Wilson Commencement	40	\$35	-

(B)

**Division Chief:** Genelle Morris  
**Principal/Director:** Karen Fahy  
**Spending:** \$700 Certified Budget Line Balance: See Below  
**Funding:** General Funds  
**Budget Code:** 5132-A-73716-2070-0000  
**Description:** Virtual Professional Development For Teachers and Administrators  
**Justification:** School will be open in a hybrid model and teachers need professional learning on how to deliver instruction in a virtual environment. These PD sessions on total participation techniques will focus on utilizing multiple virtual learning platforms.  
**Deliverable(s):** As an indirect service to students, staff will present professional development to teachers on how to provide instruction in a blended/ online environment.  
**Schedule:** Monday- Friday, 3:30-6:00 p.m.  
**Strategic Plan:** Goal 1, Objective A

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>\$/Hour</u>	<u>Rate</u>
Roger, Tina	9/25/20-12/31/20	RISE – TOA	10	\$35	-
Tellier, Pam	9/25/20-12/31/20	RISE – TOA	10	\$35	-

(C)

**Division Chief:** Genelle Morris  
**Principal/Director:** Karen Fahy  
**Spending:** \$5,600 Certified Budget Line Balance: See Below  
**Funding:** General Funds  
**Budget Code:** 5132-A-73716-2070-0000  
**Description:** Professional Learning for Grades 9-12 Teachers  
**Justification:** Grades 9-12 ELA teacher team has created a consistent, next generation Standards-aligned common formative assessment suite that provides grade level, district wide data on how well high school students are meeting the learning outcomes as outlined by the standards. This teacher team will provide professional learning for 9-12 classroom teachers to enable its implementation and provide guidance on 9-12 school reopening content delivery pacing.  
**Deliverable(s):** As an indirect service to students, teacher leaders will train 9-12 ELA staff on newly created NYS Next Generation standards aligned, common formative assessments and pacing guides for grades 9-12 ELA.  
**Schedule:** Monday- Friday, 3:30-6:00 p.m.  
**Strategic Plan:** Goal 1, Objective A

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>\$/Hour</u>	<u>Rate</u>
Barry, Mariana	9/25/20-1/22/21	#58- Teacher	20	\$35	-
Caselli, Josh	9/25/20-1/22/21	IAT- Teacher	20	\$35	-
Hardaway, Karen	9/25/20-1/22/21	NE College Prep- Teacher	20	\$35	-
Huntone, Sarah	9/25/20-1/22/21	#58- Teacher	20	\$35	-
Porretta- Baker, Gina	9/25/20-1/22/21	NE College Prep-Teacher	20	\$35	-
Rodriguez, Aylin	9/25/20-1/22/21	SWW- Teacher	20	\$35	-
Thoresen, Katherine	9/25/20-1/22/21	#28 -Teacher	20	\$35	-
Woodhams, Susan	9/25/20-1/22/21	SOTA - Teacher	20	\$35	-

(D)

**Division Chief:** Genelle Morris  
**Principal/Director:** Karen Fahy  
**Spending:** \$9,100 Certified Budget Line Balance: See Below  
**Funding:** General Funds  
**Budget Code:** 5152-A-73716-2070-0000  
**Description:** Virtual Professional Development For Teachers and Administrators  
**Justification:** School will be open in a hybrid model and teachers need professional learning on how to deliver instruction in a virtual environment. These PD sessions will focus on utilizing multiple virtual learning platforms.  
**Deliverable(s):** As an indirect service to students, staff will present professional development to teachers on how to provide instruction in a blended/online environment  
**Schedule:** Monday- Friday, 3:30-6:00 p.m.  
**Strategic Plan:** Goal 1, Objective A

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>\$/Hour</u>	<u>Rate</u>
Moughan, Kathleen	9/25/20-12/31/20	CO/ IT- TOA	30	\$35	-
Suhail, Jamila	9/25/20-12/31/20	#17- Teacher	40	\$35	-
Kanealey, Michelle	9/25/20-12/31/20	RISE- Teacher	40	\$35	-
Forkner, Amanda	9/25/20-12/31/20	#33- Teacher	60	\$35	-
Thoresen, Katherine	9/25/20-12/31/20	#28- Teacher	30	\$35	-
Bradstreet, Becky	9/25/20-12/31/20	#45- Teacher	30	\$35	-
Perez, Siobhan	9/25/20-12/31/20	#25- Teacher	30	\$35	-

(B) + (C) + (D) = Spending \$15,400 Certified Budget Line Balance: \$24,500 (9/11/20)

(E)

**Division Chief:** Genelle Morris  
**Principal/Director:** Nancy Eichner  
**Spending:** \$3,640 Certified Budget Line Balance: (See below)  
**Funding:** General Funds  
**Budget Code:** 5132-A-51013-2060-0000  
**Description:** Other Professional Work

**Justification:** As an indirect service to students, Teachers will serve as Alternative Assessment Training Network specialists for the RCSD. They will work directly with teachers who have to administer the 2020-2021 New York State Alternate Assessments (NYSAA), now aligned to the Common Core Learning Standards. This NYS assessment is for students with severe cognitive needs who do not participate in other NYS assessments. Teachers will attend State meetings regarding NYSAA and will work directly with their colleagues on planning, training on administering NYSAA assessment tasks, and provide professional development on using the online testing system. Their work will ensure that the NYSAA will be appropriately administered to best capture student performance.

**Deliverable(s):** Training and support to teachers on strategies to support students taking the NYSAA assessment.

**Schedule:** Monday – Friday 3:00 – 8:00 pm

**Strategic Plan:** Goal:1 ; Objective: F

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>\$/Hour</u>	<u>Rate</u>
Newell, Jennifer	9/25/20-6/21/21	#58 - Teacher	52	\$35	-
Sacchitella, Pamela	9/25/20-6/21/21	All City - Teacher	52	\$35	-

(F)

**Division Chief:** Genelle Morris

**Principal/Director:** Nancy Eichner

**Spending:** \$18,375

Certified Budget Line Balance: (See below)

**Funding:** General Funds

**Budget Code:** 5132-A-51013-2060-0000

**Description:** Other Professional Work

**Justification:** As an indirect service to students, staff will create and serve as facilitators for e-Learning professional learning courses that are being done in collaboration with the ELA, Math, and Science departments. These courses are aimed at increasing teacher capacity for effective practice and targeted toward increasing student achievement.

**Deliverable(s):** Training and resources for effective instructional strategies to support students.

**Schedule:** Monday – Friday 3:00 – 8:00 pm

**Strategic Plan:** Goal:1 ; Objective: F

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>\$/Hour</u>	<u>Rate</u>
Brown, Kimberly	9/25/20-6/1/21	#58 - Teacher	20	\$35	-
Bunn, Mary	9/25/20-6/1/21	All City - Teacher	30	\$35	-
Colon, Candace	9/25/20-6/1/21	#7 - Teacher	30	\$35	-
Elliotte, Marianna	9/25/20-6/1/21	#33 - Teacher	20	\$35	-
Forkner, Amanda	9/25/20-6/1/21	#33 - Teacher	30	\$35	-
Good, Jeffrey	9/25/20-6/1/21	#28 - Teacher	20	\$35	-
Haller, Christopher	9/25/20-6/1/21	Northeast - Teacher	35	\$35	-
Helbig, Elizabeth	9/25/20-6/1/21	CO – Teacher on Assignment	30	\$35	-
Hennessy, Meghan	9/25/20-6/1/21	#12 - Teacher	20	\$35	-

Special Board Meeting: October 6, 2020

Johnson, Lesley	9/25/20-6/1/21	#5 - Teacher	20	\$35	-
Kanealey, Michelle	9/25/20-6/1/21	#33 - Teacher	20	\$35	-
Marino, Michaela	9/25/20-6/1/21	East Lower - Teacher	20	\$35	-
Ortenzi, Debra	9/25/20-6/1/21	#58 - Teacher	30	\$35	-
Patanella, Vici	9/25/20-6/1/21	#45 - Teacher	20	\$35	-
Perez, Siobhan	9/25/20-6/1/21	#25 - Teacher	20	\$35	-
Rodgers, Tina	9/25/20-6/1/21	#106 - Teacher	20	\$35	-
Schultz, Denise	9/25/20-6/1/21	#106 - Teacher	20	\$35	-
Sommer, Heather	9/25/20-6/1/21	#03 - Teacher	30	\$35	-
Thoresen, Katherine	9/25/20-6/1/21	#28 - Teacher	30	\$35	-
Trifeletti, Leigh	9/25/20-6/1/21	CO – Teacher on Assignment	60	\$35	-

(E) + (F) = Spending \$22,015.

Certified Budget Line Balance: \$25,864.

**Seconded by Member of the Board Commissioner Powell. Adopted 6-0 with one open Board seat.**

**ROCHESTER CITY SCHOOL DISTRICT  
HUMAN RESOURCES**

**Resolution No. 2020-21: 375**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the employee(s) certified as listed below, having satisfactorily completed his/her probationary service required under State Law and by the Board, is (are) **granted tenure** in the tenure area(s) listed below, effective on the date(s) indicated; and be it further

Resolved, that this resolution be adopted with the express reservation of the power in the Board at any time to abolish these positions.

Name	Certification	Tenure Area	Effective Date
(none)			

**Seconded by Member of the Board**

**Resolution No. 2020-21: 376**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the employee(s) certified as listed below, having satisfactorily completed his/her probationary service required under State Law and by the Board, is (are) **granted tenure** in the tenure area(s) listed below, effective on the date(s) indicated, subject to the condition that they each receive an APPR Rating that makes them eligible for tenure under New York Education Law 3012, after all appeals are exhausted; and be it further

Resolved, that this resolution be adopted with the express reservation of the power in the Board at any time to abolish these positions.

Name	Certification	Tenure Area	Effective Date
(none)			

**Seconded by Member of the Board**

**Resolution No. 2020-21: 377**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the employee(s) certified as listed below, is (are) having his/her **probationary period extended**, effective on the date indicated below under State Law and by the Board; and be it further

Resolved, that this resolution be adopted with the express reservation of the power in the Board at any time to abolish these positions.

Name	Certification	Tenure Area	Effective Date
(none)			

**Seconded by Member of the Board**

**Resolution No. 2020-21: 378**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below, is (are) **appointed to the professional educator tenure area** shown, with the effective date, probationary period, and salary stated, and that such person(s) shall be eligible for tenure upon completion of the probationary period subject to the Board of Education’s unfettered right to deny tenure and, to the extent required by Education Law Section 3012 with respect to classroom teachers, the requirement that such person(s) receive at least three (3) Effective APPR ratings within the four (4) years prior to consideration for tenure and do not receive an Ineffective rating in the final probationary year.

Name	Certification	Tenure Area	Probationary Period	Salary
(none)				

**Seconded by Member of the Board**

**Resolution No. 2020-21: 379**

**By Member of the Board Commissioner Powell**

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below, is (are) **appointed to PART-TIME positions within the teacher tenure area** shown, with the effective date, and salary stated. Be it noted that no seniority or tenure shall accrue during such part-time service.

Name	Certification	Tenure Area	FTE	Effective Date	Salary
Miller, James	Health	Health	.7	October 23, 2020	\$36,803

**Seconded by Member of the Board Commissioner Maloy. Adopted 6-0 with one open Board seat.**

**Resolution No. 2020-21: 380**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below, is (are) **appointed to PART-TIME positions within the administrator tenure area** shown, with the effective date, and salary stated. Be it noted that no seniority or tenure shall accrue during such part-time service.

Name	Certification	Tenure Area	FTE	Effective Date	Salary
(none)					

**Seconded by Member of the Board**

**Resolution No. 2020-21: 381**

**By Member of the Board Commissioner Maloy**

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below is (are) **appointed to the administrative tenure area** and the assignment shown, with the effective date, probationary period and salary stated, and that such person(s) shall be eligible for tenure upon completion of the probationary period subject to the Board of Education’s unfettered right to deny tenure and, to the extent required by Education Law Section 3012 with respect to building principals, the requirement that such person(s) receive at least three (3) Effective APPR ratings within the four (4) years prior to consideration for tenure and do not receive an Ineffective rating in the final probationary year.

Name	Certification	Tenure Area	Assignment	Probationary Period	Salary
Maeder, Edel	SDA	Director of Science	Central Office	November 4, 2020 – November 3, 2023	\$110,000/yr.

**Seconded by Member of the Board Commissioner Powell. Adopted 6-0 with one open Board seat.**

**Resolution No. 2020-21: 382**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below is (are) **appointed as a CONTRACT SUBSTITUTE** in the tenure area and for the period and salary stated.

Name	Certification	Tenure Area	Duration	Salary
(none)				

**Seconded by Member of the Board**



**Resolution No. 2020-21: 383**

**By Member of the Board Commissioner Maloy**

Resolved, that upon the recommendation of the Superintendent, the following named person(s) certified as indicated, be, and hereby is (are) **appointed to the non-tenure bearing, grant-funded position(s)** listed below.

<b>Name</b>	<b>Certification</b>	<b>Job Title</b>	<b>Effective Date</b>	<b>Salary</b>
Trepanier, Kathleen	SBL	Community School Site Coordinator	October 7, 2020	\$67,500/yr.

**Seconded by Member of the Board Commissioner Powell. Adopted 6-0 with one open Board seat.**

**Resolution No. 2020-21: 384**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the following named person(s) certified as indicated, be, and hereby is (are) **appointed to the non-tenure bearing job title of Home Hospital Teacher.**

<b>Name</b>	<b>Certification</b>	<b>Effective Date</b>	<b>Salary</b>
(none)			

**Seconded by Member of the Board**

**Resolution No. 2020-21: 385**

**By Member of the Board Commissioner Maloy**

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

<b>Name</b>	<b>Certification</b>	<b>Interim Assignment</b>	<b>Location</b>	<b>Effective Date</b>	<b>Salary</b>
Anderson, Tiffany	SDL	Associate Director of Special Education	Specialized Services	July 24, 2020	\$83,941/yr.
Nicholson, Marissa	SDL	Associate Director of Special Education	Specialized Services	October 7, 2020	\$80,364/yr.

**Seconded by Member of the Board Commissioner Powell. Adopted 6-0 with one open Board seat.**

**Resolution No. 2020-21: 386**

**By Member of the Board Commissioner Maloy**

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below is (are) **PROVISIONALLY appointed to the listed Competitive Civil Service titles**, with the salary and effective dates noted.

<b>Name</b>	<b>Job Title</b>	<b>Salary</b>	<b>Effective Date</b>
Howard, Shanna	Senior School Secretary	\$24.63/hr.	October 7, 2020

**Seconded by Member of the Board Commissioner Powell. Adopted 5-0 with Vice President Elliott absent and one open Board seat.**

**Resolution No. 2020-21: 387**

**By Member of the Board Commissioner Powell**

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below is (are) **PERMANENTLY appointed**, subject to required statutory and contractual probationary period(s), **to the listed classified Civil Service titles**, with the salary, and effective dates noted.

<b>Name</b>	<b>Job Title</b>	<b>Classification</b>	<b>Salary</b>	<b>Effective Date</b>
Singleton, Tiffany	School Secretary	Competitive	\$20.96/hr.	October 13, 2020
Viggiano, Nicole	Director of Human Resources	Competitive	\$84,000/yr.	November 2, 2020
Raby, Tenisha	Food Service Helper	Labor	\$13.69/hr.	October 16, 2020

**Seconded by Member of the Board Commissioner Adams. Adopted 5-0 with Vice President Elliott absent and one open Board seat.**

**Resolution No. 2020-21: 388**

**By Member of the Board Commissioner Maloy**

Resolved, that upon the recommendation of the Superintendent, the **resignation(s) for retirement purposes** of the person(s) listed below are accepted and effective on the date(s) listed and may not be revoked.

<b>Name</b>	<b>Tenure Area or Job Title</b>	<b>Effective Date</b>
Golder, Maria	Elementary	November 5, 2020
Arroyo, Antonette	Paraprofessional	September 30, 2020
Leigh, Donnie	Paraprofessional	December 5, 2020
Wright, Diane	Elementary	October 24, 2020

**Seconded by Member of the Board Commissioner Powell. Adopted 5-0 with Vice President Elliott absent and one open Board seat.**

**Resolution No. 2020-21: 389**

**By Member of the Board Commissioner Maloy**

Resolved, that upon the recommendation of the Superintendent, the **resignation(s)** of the person(s) listed below are accepted and effective on the dates(s) listed and may not be revoked.

<b>Name</b>	<b>Tenure Area or Job Title</b>	<b>Effective Date</b>
Reaves, James	Community School Site Coordinator	October 7, 2020
Giehl, Kathleen	Paraprofessional	September 16, 2020
Leonard, Talea	Paraprofessional	October 3, 2020
Turner, Micqualani	Paraprofessional	October 3, 2020
Ocasio, Lisardo Ocasio	Porter	September 29, 2020
Banister, Fatima	School Social Worker	October 24, 2020
Bouchard, Debbie	Teaching Assistant	September 10, 2020
Mahoney, Shanise	Teaching Assistant	September 19, 2020

**Seconded by Member of the Board Commissioner Powell. Adopted 5-0 with Vice President Elliott absent and one open Board seat.**

**Resolution No. 2020-21: 390**

**By Member of the Board**

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.

<b>Name</b>	<b>Tenure Area or Job Title</b>	<b>Effective Date</b>
(none)		

**Seconded by Member of the Board**

**Resolution No. 2020-21: 391**

**By Member of the Board Commissioner Maloy**

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below are granted a **leave of absence, without pay**, beginning on and continuing through the dates indicated, subject to the requirements of the applicable collective bargaining agreement(s).

<b>Name</b>	<b>Tenure Area or Job Title</b>	<b>Assigned School / Department</b>	<b>Period</b>	<b>Article or Contract Section</b>
Hoskins, Danielle	ESOL	Northwest HS	September 8, 2020 – June 25, 2021	Section Ed. Law 2854

VerSchneider, Megan Remedial Reading School No. 16 November 5, Section 42 6.a.  
2020 – June 25,  
2021

**Seconded by Member of the Board Commissioner Powell. Adopted 5-0 with Vice President Elliott absent and one open Board seat.**

**Resolution No. 2020-21: 392**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below are granted **paid leave(s) of absence** for the time period(s) indicated, subject to the requirements of the listed and other related provisions of the applicable collective bargaining agreement(s).

Name	Tenure Area or Job Title	Assigned School / Department	Period	Article or Contract Section
(none)				

**Seconded by Member of the Board**

**Resolution No. 2020-21: 393**

**By Member of the Board Commissioner Powell**

Resolved, that upon the recommendation of the Superintendent, the Resolutions listed below are hereby **AMENDED** as set forth below.

Original Resolution	Resolution Date	Amendment
Resolution No. 2020-21: 24	September 26, 2020	Amend Abraham Vargas layoff effective October 16, 2020 to retirement effective October 16, 2020.
Resolution No. 2020-21: 35	July 23, 2020	Amend to rescind the interim appointment of Samantha Brody.
Resolution No. 2020-21: 45	July 23, 2020	Amend to rescind the probationary appointment of Tiffany Anderson.

**Seconded by Member of the Board Commissioner Maloy. Adopted 5-0 with Vice President Elliott absent and one open Board seat.**

**Resolution No. 2020-21: 394**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the **teacher(s)** and/or **administrator(s)** listed below is (are) **recalled to the part-time or substitute position(s)**, in the

tenure area(s) and on the effective date indicated. Such named person(s) shall remain on the preferred eligibility list for their tenure area(s).

Name	Tenure Area	FTE	Duration
(none)			

Seconded by Member of the Board

**Resolution No. 2020-21: 395**

**By Member of the Board Commissioner Powell**

Resolved, that upon the recommendation of the Superintendent, the **teacher(s), teaching assistant(s), and/or administrator(s)** listed below is (are) **recalled from a preferred eligibility list**, to the tenure area and on the effective date indicated.

Name	Tenure Area	Effective Date
Brody, Samantha	Bracket III (Assistant Principal)	July 24, 2020
Soprano, Steven	Bracket III (Assistant Principal)	October 7, 2020
Lahr, Karen	Elementary	October 11, 2020

**Seconded by Member of the Board Commissioner Maloy. Adopted 5-0 with Vice President Elliott absent and one open Board seat.**

**Resolution No. 2020-21: 396**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, the **Civil Service** employees listed below is (are) **recalled from a preferred eligibility list**, to the job title and on the effective date indicated.

Name	Job Title	Classification	Effective Date
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Seconded by Member of the Board

**Resolution No. 2020-21: 397**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, pursuant to Education Law Section 2585, and the District's Collective Bargaining Agreements, the positions indicated within the tenure areas of the least senior individuals listed below have been **abolished** and the employment of such individuals is discontinued as of the listed effective date.

Be it further resolved that such individuals shall be placed on a **preferred eligibility list** for their listed tenure area in the order of their length of service as (a) professional educator(s) in the District.

Name	Position	Tenure Area	Effective Date
(none)			

**Seconded by Member of the Board**

**Resolution No. 2020-21: 398**

**By Member of the Board**

Resolved, that upon the recommendation of the Superintendent, pursuant to New York State Education Law, and Civil Service Law and the District’s Collective Bargaining Agreements, the position(s) within the **Civil Service** job classification(s) listed below shall be **abolished** as of the effective date shown and the employment of least senior listed person(s) shall be discontinued, and they shall be placed on a **preferred eligibility list** as required by law and/or contract.

Name	Job Title	Classification	Effective Date
(none)			

**Seconded by Member of the Board**

**Resolution No. 2020-21: 399**

**By Member of the Board**

Resolved, that upon recommendation of the Superintendent, pursuant to New York State Civil Service Law, and the District’s Collective Bargaining Agreements, the positions within the job classification(s) of the person(s) listed below are **abolished** and, having exercised their rights under Civil Service Law § 80, such person(s) shall be **appointed to the new positions** indicated.

Be it further resolved that such employee(s) shall be placed on (a) **preferred eligibility list(s)** for their abolished job title(s) in the order of their length of service in the classified civil service of the District.

Name	Abolished Job Title	Effective Date	New Job Title

**Seconded by Member of the Board**

**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.