

Rochester Community Schools Strategic Plan 2024/2025 © G&D Associates

Plan	Vision Area	Vision Statement	Deliverable	Owner	Budget	Due By	Project Title
1	Learning	The district will ensure all students have independence in foundational literacy, mathematics, science, and humanities skills.	Identify and communicate a common set of core instructional strategies (ex. small group direct instruction, co-teaching, structured literacy, multi-sensory reading, etc.)	Kimberly Hempton	\$500,000	6/30/2025	Implement structured literacy models in elementary classrooms.
2	Learning	The district will ensure all students have independence in foundational literacy, mathematics, science, and humanities skills.	Identify, evaluate, and provide evidence-based classroom resources, assessments, and interventions that support foundational literacy skills and are aligned with the Science of Reading.	Kimberly Hempton	\$750,000	5/1/2025	Identify and attain common literacy curricula that align with structured literacy approaches.
3	Learning	Ensure that all students, at all ability levels, get learning experiences tailored to their needs.	Provide professional development on best practices that provide all access and opportunity based on what learners need, when they need it, through the most effective methods, and in the most appropriate environments.	Pasquale Cusumano	\$5,000	6/9/2025	Develop and implement differentiated learning strategies.
4	Learning	Embedded coaching on character, citizenship, creativity, critical thinking, collaboration, cultural proficiency, and communication, will continue to prepare students for success beyond school.	Develop a common language as to what DEI is and is not.	Kimberly Hempton	\$10,000	6/30/2025	Create a structured approach to communicating the purpose and impact of DEI work.
5	Learning	RCS will empower students to be owners of their learning by engaging them as co-creators of their experiences and action plans.	Design systems for regular student input and feedback.	Kimberly Hempton	\$8,000	6/30/2025	Create and implement a student-to-teacher feedback structure in all schools.
6	Teaching	The district honors and respects innovative and effective educators and will facilitate the sharing and adoption of their practices.	Develop systems that empower and support a growth mindset, as well as responsible and iterative risk-taking.	Dr. Neil DeLuca	\$20,000	9/1/2025	Create an innovative educator network.

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7	Teaching	Environments that are safe and reflective of district values will inspire innovative approaches to learning and teaching.	Establish a process to regularly review and evaluate the safety of our buildings along with safety and security processes.	Dr. Neil DeLuca	\$25,000	6/30/2025	Develop common attributes and indicators of a safe and secure environment.
8	Teaching	Environments that are safe and reflective of district values will inspire innovative approaches to learning and teaching.	Develop safety and security onboarding processes.	Dr. Neil DeLuca	\$2,500	6/30/2025	Develop and implement a standardized process to onboard safety and security training and initiatives to new, existing, and contracted employees.
9	Teaching	We will provide the technologies and support needed to deliver engaging, real-world, connected learning.	Develop processes to assess current standard technologies and infrastructure.	Dr. Neil DeLuca	\$1,000	5/14/2025	Conduct a technology impact audit for current software in the district.
10	Teaching	We will provide the technologies and support needed to deliver engaging, real-world, connected learning.	Identify systems for technology refresh needs and options.	Dr. Neil DeLuca	\$25,000	7/1/2025	Develop a 5-year technology refresh plan.
11	Teaching	We will provide the technologies and support needed to deliver engaging, real-world, connected learning.	Develop processes to assess and align IT department structures.	Dr. Neil DeLuca	\$2,000	6/1/2025	Align IT structures and supports with teaching and learning needs.
12	Teaching	RCS will utilize a multi-tiered system of academic and behavioral support.	Develop structures for district and school MTSS teams that address remedial and advanced intervention needs.	Kimberly Hempton	\$5,000	6/1/2025	Develop and communicate a tiered behavioral response framework for each level.

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13	Teaching	By providing a variety of evidence-based resources and supports, RCS educators are empowered to personally meet every student at their level with the appropriate pacing, breadth, depth, and level of challenge.	Identify systems to implement and assess differentiated instructional practices.	Pasquale Cusumano	\$20,000	6/11/2025	Gather research and identify a core set of Tier 1 practices.
14	Leadership	Alignment between the district and schools will continue to ensure cohesive vision progress.	Implement structures for alignment of the strategic plan, district, and school improvement plans.	Pasquale Cusumano	\$0	6/1/2024	Identify school-level deliverables aligned to district deliverables.
15	Leadership	Communications, both internally and externally, will continue to provide stakeholders with a clear view of strategic goals, innovative practices, and decision-making processes.	Review a dashboard that tracks strategic planning deliverables and project steps that is viewable by all.	Lori Grein	\$10,000	12/31/2025	Develop and implement expectations for the review and sharing of strategic plan projects.
16	Leadership	Recruitment, retention, and hiring practices will continue to include a variety of approaches to securing the best educators, support personnel, and administrators who are able to carry out the district's vision.	Establish a comprehensive process to identify ways the district might be able to improve and retain staff.	Dave Murphy	\$0	6/15/2025	Identify and implement a comprehensive exit interview process.
17	Leadership	Recruitment, retention, and hiring practices will continue to include a variety of approaches to securing the best educators, support personnel, and administrators who are able to carry out the district's vision.	Develop recruitment and hiring strategies with broad reach to a diverse candidate pool.	Dave Murphy	\$1,500	6/15/2025	Design and implement recruitment materials and processes for prospective employees.
18	Leadership	RCS will continue to utilize a variety of assessment methods to identify the needs of individual employees, schools, and the district.	Create systems to identify individual, school-level, and districtwide professional development priorities.	Kimberly Hempton	\$5,000	6/13/2025	Implement feedback structures to design meaningful and purposeful professional development.

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19	Professional Development	RCS will provide the time and support needed to implement, adjust, and evolve new strategies and initiatives.	Develop common processes and structures for initiative roll-out.	Pasquale Cusumano	\$3,000	9/1/2025	Develop common processes and structures for initiative roll-out.
20	Professional Development	RCS will provide in-depth onboarding coupled with sustained mentorship.	Design structures for new staff mentoring and onboarding.	Dave Murphy	\$5,000	7/31/2025	Develop and refine new teacher orientation, training and mentoring program.
21	Community Engagement	The district will continue to leverage a variety of communication methods and tools to provide strategic planning implementation updates, celebrate excellence, and build trust, as well as provide “windows” into life in our buildings.	Develop structures to evaluate and adjust methods for effective two-way communication and feedback.	Lori Grein	\$50,000	6/6/2025	Evaluate methods for two-way communication and stakeholder feedback.
22	Community Engagement	District personnel will continue to connect families in need with resources related to a variety of wrap-around services to ensure students are ready to engage in learning.	Implement systems to support student transitions at each level of their education, from birth to middle to post-high school.	Pasquale Cusumano	\$0	5/1/2025	Create school transition support activities.
23	Community Engagement	To support parents and caregivers who are new to the district, transferring to a new school, or interested in advocating for their students, Rochester Community Schools will provide onboarding, support, and collaborative opportunities.	Develop structures for the regular review and updating of the district website and associated web pages.	Lori Grein	\$20,000	6/1/2025	Review and adjust the district website.
Total					\$1,468,000		