



ROCHESTER
COMMUNITY SCHOOLS

PRIDE IN EXCELLENCE

LEADERSHIP

Leadership is demonstrated by a set of behaviors and actions that inspire and bring people together to achieve their best. To this end, our leaders will foster a culture of transparency and empathy-building across the district that creates a sense of belonging, engagement and professional growth.

The RCS board of education, central administrators and school leaders will regularly collaborate to develop a shared approach to district improvement. Policies, administrative regulations and structures support the district's vision while enabling RCS to align resources, personnel and budget to the prioritized needs of the district. These aligned systems will allow the district to measure the effectiveness of its programs and work to make identified adjustments.

Alignment between the district and schools will continue to ensure cohesive vision progress. Communications, both internally and externally, will continue to provide stakeholders with a clear view of strategic goals, innovative practices and decision-making processes.

Current employee effectiveness, commitment and happiness are the foundation for the district's continued excellence. Leaders will model and support a healthy work/life balance. Administrators will regularly engage staff members about what motivates them, their growth and initiative implementation while providing feedback about their practices. To ensure continuous improvement and achievement of the highest standards, evaluation structures will be responsive to the needs of students and educators.

Rochester Community Schools 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. Cohesive development opportunities will deepen the talent pool of leaders while creating sustainable systems that enable Rochester Community Schools to evolve. District committees and subcommittees will include educators, representative employees, parents/ caregivers, community members and students to provide a problem-solving partnership that is equitable in representation, varied in perspectives and transparent in practice.

Through the highest quality executive and instructional leadership, Rochester Community Schools establishes the gold standard for building a framework of continued and sustainable excellence.