

ROCHESTER BOARD OF EDUCATION

Business Meeting

July 28, 2016

Attendance: President White, Vice President Elliott, and Commissioners Adams, Cruz, Evans, Hallmark, and Powell; Interim Superintendent Linda Cimusz; East High School EPO Superintendent Shaun Nelms; and Acting Board Clerk Francine Scott.

President White convened the meeting at 6:35 p.m.

- I. The Pledge Allegiance flag was led by a young audience member selected by President White.
- II. **Acceptance of Minutes:** Motion to accept the minutes of the June 16th Business Meeting, July 1st Special Meeting, July 5th Special Meeting, July 9th Special Meeting, and July 18th Special Meeting by Vice President Elliott and seconded by Commissioner Evans. Adopted 6-0 with Commissioner Cruz absent.

Commissioner Cruz arrived at 6:55 p.m.

III. Recognitions:

Cynthia O'Connor representative of the National Campaign for Grade Level Reading presented the Rochester City School District with a 2015 banner as a Pacesetter Honoree for achieving measurable progress in advancing early literacy. The Rochester City School District is one of 38 communities across the nation that has been recognized as a Pacesetter for leading by example to solve one or more of the challenges that can undermine early literacy, school readiness, school attendance and summer learning. Last year there were approximately 1,200 students enrolled in the Summer Learning Program and 90% of the students maintained or improved their reading level. In addition, there was a significant reduction chronically absent students in grades K-3 where absences decreased from 37% to 30%. The Campaign for Grade-Level Reading is a collaborative effort to increase reading proficiency among children in low-income families.

Bob Carlson, Director of Management Services with the Council of Great City Schools presented Everton Sewell, Director of Budget, with the Richard H. Hine Certificate of Achievement Award for his accomplishment in the Urban School Executive Program. Mr. Carlson stated that Mr. Sewell exemplifies Dr. Hine's ideas of professionalism and meets the highest standards set forth by the organizations Urban School Executives Program. Mr. Sewell excelled in the program ranked as the 15th person to complete the program out of a total of 67 participants. The Certificates of Achievement are presented to those judged by subject-matter experts selected by the Council and the references of qualified individuals to assume senior executive positions in large urban school districts.

Mr. Adel Bouallagni, ESOL Teacher at Vanguard Collegiate High School was recognized for receiving the Empire State Excellence in Teaching Award. Governor Cuomo introduced The Empire State Excellence Teaching Award to recognize outstanding educators who

exemplify the highest standards of teaching. Honorees also receive a \$5,000 stipend to be used for continued professional learning.

The Commissioners awarded Ms. Cimusz with a plaque for her leadership, vision, and commitment to the Rochester City School District during last seven months as Interim Superintendent. President White stated that the Board wanted a partnership with the Superintendent and Ms. Cimusz fulfilled that desire. President White further stated that relationships are important regardless of our roles and thanked Ms. Cimusz immensely for the positive relationship that made the Board feel comfortable and confident during a time of uncertainty. Commissioner Powell said working with Ms. Cimusz felt like family; she was warm and thoughtful and appreciated working with her. Commissioner Hallmark also added that it was a pleasure working with Ms. Cimusz and felt like Ms. Cimusz was a team member and a mutual partner when collaborating with the Board. Vice President Elliott indicated that this was the first time in 10 years that she felt working with the Superintendent was collaborative and about educating the students, and appreciated Ms. Cimusz accepting the role under a crisis. Vice President Elliott stated that Ms. Cimusz helped the District immeasurably with her leadership. Commissioner Evans stated that there was an immediate connection with Ms. Cimusz. Whenever he would ask people how they felt about the Ms. Cimusz it was always positive. Commissioner Evans further stated that he appreciated Ms. Cimusz's respect and dedication for the Board and the expertise she brought to the District. Commissioner Cruz stated that during the middle of budget and uncertainty of leadership Ms. Cimusz was calm, professional and patient and she reassured the Board. Commissioner Cruz also thanked Ms. Cimusz for her work. Commissioner Adams stated that she felt Ms. Cimusz's sincerity with a number of District issues and appreciated the work that she accomplished during her seven months with the District.

IV. Speakers Addressing and Agenda Item: No Speakers

- V. Speakers not Addressing an Agenda Item:** Parent Maria Carmen Perez spoke about the need for her son to receive education support for special education services. Parents Molly Gildea, Leslie Buzzell, and Laquanda Fields spoke about the strong community involvement of the School Based Planning Team at School No. 23 and the need for the administration to communicate with staff and students, particularly addressing the placement of particular staff member. Community Member Cuevas Walker expressed how he would like to help the Rochester City School District address some of its everyday issues by providing a DVD that he created entitled, "I Think Twice."

VI. Superintendent's Reports:

Dr. Nelms delivered a presentation to update the Board about Summer School and Projects indicating a low attendance for summer school and strategies to increase summer school for next year. Students are currently requalifying to participate in athletics for the upcoming school year. The American Heart Association Teaching Garden partnered with East students to start a vegetable garden that will support the culinary program at East. The planted goods from the garden will be used in the Village Gate restaurant, Rochester Youth Culinary Experience (RYCE), which will open in September and be operated by East High School culinary program. Students will be responsible for the restaurant's menu development, management and day-to-day operations. Parent Orientations for lower schools are scheduled

for August 23rd from 6:00 p.m. – 8:00 p.m. and upper schools August 24th from 6:00 p.m. – 8:00 p.m. Dr. Nelms also reported that East and School No. 33 are in discussion to create a true feeder pattern between School No. 33 and East in order to build a Community School Model. During the 2016-17 school year they are looking to develop a marketing plan to highlight the connection to East and the benefits of beginning at School No. 33 including specialized services to help transition families and students to East's Special Education Model. Dr. Nelms further added that this initiative would be communicated to parents and students in grades 4 and 5 while maintaining the managed choice options for selecting schools for grade 6. During the 2017-18 school year, Dr. Nelms stated that they will work with RCSD to develop an alternative plan for students and families who choose to attend another RCSD school and secure private funds needed to shift resources to transitioning families to East. Dr. Nelms also thanked Ms. Cimusz for being a champion for the Rochester City School District.

Interim Superintendent Cimusz delivered a presentation that updated the Board with the three types of improvement plans; School Improvement Grants (SIG), School Comprehensive Education Plan (SCEPs), and the District Comprehensive Improvement Plan (DCIP). The SIG and SCEP plans are developed at the school level working with school-based planning teams, assigning writers to work at schools and Central Office providing guidance to support, reviewing and maintaining stability for school communities, and setting improvement targets. The District Comprehensive Improvement Plan will identify how Central Office will support improvement at every school and require the District to align resources, priorities and School Improvement Plans. The 2016-17 plan will be submitted by August 1st and the State Education Department will be advised that the plan may be revised under Superintendent Deane-Williams. The Six Tenets to drive District Improvement include:

- District Leadership and Capacity;
- School Leader Practices and Decision;
- Curriculum and Development and Support;
- Teacher Practices and Decision's;
- Student Social Emotional Developmental Health, and
- Family and Community Engagement

Each tenet will have an action plan with measurable improvement goals that will be supported by tenet teams to include Central Office, School Leaders, Bargaining Units, parents, students, and community representatives. A progress report will be due to the Superintendent at regular intervals, and a committee of stakeholders will monitor District Comprehensive Improvement Plan. Key goals for the 2016-17 school year:

- Chronic absences will decrease and continue an improvement trend;
- The number of student suspensions will decrease 10 percent;
- State ELA and math assessment scores will improve;
- Internal Northwest Evaluation Association (NWEA) assessment will show academic growth; and
- Graduation rate will increase with 30-50% in 2016; will rise 8-10 percentage points in 2017; schools at 50-70% in 2016 will rise 5-8 percentage points in 2017, and schools 70-95% in 2016 will rise 3-5 percentage points 2017, and there will be at least a 3% point increase in graduation rates for below average sub-groups.

Ms. Cimusz stated it was a pleasure working with the Rochester City School District and

thanked Rochester community for their support.

Board Reports:

Audit Committee

Chair Mary Adams:

The Audit Committee did not meet. However, the Risk Assessment is underway and the Commissioners are encouraged to participate. The Audit Committee will meet in late August or September to discuss the information collected to develop a Risk Assessment plan.

Finance Committee

Chair Jose Cruz:

The Finance Committee did not meet this month, but the resolutions related to finance were sent to the Board on July 15th for review. Board staff Debra Flanagan requested that any questions regarding the resolutions be submitted to her, so that they could be forwarded to the Administration to address prior to this evening's meeting. The Quarterly Change Order Report for March through June 2016 was presented at the Board meeting. The report was also sent previously (July 22nd) for review in advance for the Board meeting. Commissioner Cruz made a motion to accept the Quarterly Change Order Report for March through June 2016 and it was seconded by Commissioner Powell. The next Finance Committee Meeting: Thursday, August 18th, at 5:30PM

Excellence in Student Achievement Committee

Chair Malik Evans:

The Excellence in Student Achievement Committee conducted a Meeting of the Whole on Thursday, July 21st, to discuss the proposed partnership between Genesee Community Charter School and Roberto Clemente School No. 8 to enhance expeditionary learning and review School Comprehensive Education Plans (SCEPs) for all of the RCSD schools required to submit plans to the NYS Education Department. The principal of School No. 8, Laurel Avery-DeToy, described plans for the proposed partnership with Genesee Community Charter School. She noted that this charter school has implemented expeditionary learning for over 15 years, and is now a credentialed mentor school using this model. The Genesee Community Charter School was awarded a \$500K grant over a three-year period to partner with a district school to enhance best practices in education. Under this grant, the focus will be to improve literacy among students in grades K-2 using an expeditionary learning reading curriculum. A literacy specialist will provide professional development for teachers in both schools, including demonstration of lessons and assistance with student assessments and lesson planning. A total of 10 workshops will be held during each school year of the grant period. This proposal was unanimously approved by members of the Excellence in Student Achievement Committee (Resolution No. 2016-17: 82).

In this month's meeting, a presentation was given of improvement plans in the District, including responses from the Diagnostic Tool for School & District Effectiveness (DTSDE) surveys, the use of data in the planning process, and preparation of the School Comprehensive Education Plans and the District Comprehensive Improvement Plan. Dr. Otuwa and Michele Alberti, Executive Director of School Innovation, described a number of efforts to enhance the planning process: 1) obtaining greater support at the school level; 2) addressing problems earlier in the school year; and 3) maximizing the use of data to inform planning. Each school's

DTSDE review is now integrated with preparation of the School Comprehensive Education Plan to ensure that specific areas in need of improvement are addressed early in the school year; the DTSDE reviews are conducted beginning in October and a team meets the week after the review to develop a specific action plan for the school for the year. In addition, a committee of stakeholders will monitor implementation of improvement plans, with an individual team assigned to each of the six tenets of the DTSDE evaluation.

There was considerable discussion about the DTSDE survey content and response rates, with concern particularly for the low response rates on the student survey. Committee members presented a number of suggestions for improving response rates: 1) capturing data regarding the number of students not in attendance when the survey was administered; 2) reasons for these students not being in attendance; and 3) identifying ways to reach out to students who did not respond to ensure that their voices and perspectives are heard.

Although the members of the Excellence in Student Achievement Committee appreciated the efforts that have been made to improve the planning process, a great deal of concern remains about implementation of the plans. A number of suggestions were made:

- Identify leaders in each school to champion the School Comprehensive Education Plan;
- Develop effective leaders at the school level;
- Facilitate mentoring by effective school-based leaders to disseminate best practices; and
- Enhance accountability for failing to implement key aspects of School Comprehensive Education Plans (e.g. DTSDE surveys)

Superintendent Cimusz pointed out that a Leadership Summit will be held from August 15-19, during which all school leaders will be in training. She invited Board members to attend to discuss District goals and priorities. The next ESA Committee Meeting is scheduled for Thursday, September 8th at 5:30 p.m.

Community and Intergovernmental Relations Committee (CIGR)

Chair Cynthia Elliott:

The Community & Intergovernmental Relations Committee did not meet during the month of July. The Community & Intergovernmental Relations Committee will meet in August to discuss and consider the issue regarding NYS funding for Pre-K programs. The next CIGR meeting is scheduled for Tuesday, August 16th at 6:00 p.m.

Vice President Elliott also congratulated Shanai and Dele Akinniyi on the birth of their twins, Jackson and Elizabeth.

Policy Committee

Chair Willa Powell:

The Policy Committee met on Thursday, July 14th. Mr. Jerome Underwood, the Director of Family Initiatives, presented the policy deliverable and recommendations on Board Policy 1900: Parent and Family Engagement. He stated that the policy is good, but there are inconsistencies in the implementation across the system with loose accountability.

He proposed the following recommendations to the policy, implementation, and regulation:

- Parent liaisons/homeschool assistants reporting to the Office of Parent Engagement instead of principals;
- Making the job description of parent liaisons and home school assistants consistent;

- Expanding the work length of parent liaisons/homeschool assistants to 11 months for SCEP development and maintaining the SBPTs and relationships with parents;
- Restructuring OPE for elementary, secondary, and bilingual cases;
- Identifying parent complaints and grievances on a school level; and
- Staffing for Parent University that could also support the Student Leadership Congress.

The Committee proposed the following recommendations:

- The need for every staff member to be prepared to engage with parents in a way that empowers parents;
- Increasing parent accountability and responsibility;
- Requiring principals to support professional development;
- Evaluating principals on parent engagement and customer service;
- Providing professional development on implicit bias for parents and staff; and
- Using Parent University to help parents improve the schools.

Mr. Underwood and Ms. Eva Thomas will review the existing policy and provide draft language to the Committee based on changes to ESSA. They will also review and update the regulation to be presented to the next superintendent. The next Policy Committee Meeting is Thursday, August 11, 2016 at 5:30 p.m.

Board Governance committee

Chair Elizabeth hallmark:

The committee of the whole met on June 18th and July 26th to discuss some key issues and to draft ideas for the Superintendent's Goals. A Board Retreat with the new Superintendent Barbara Deane-Williams is scheduled for September 10th to discuss 3 – 5 goals. In addition, another Board Retreat is scheduled for January 21st to discuss the online Super Evaluation Tool.

President's Report

Board President Van Henri White:

President White announced Steve Carling as the Interim General Counsel. President White indicated that SUNY Geneseo and the Rochester City School District have a joint letter of agreement for the development of an EPO at School No. 19. The EPO with School No. 19 will be a teacher-lead model. He also noted that with an EPO at the Secondary and Elementary level we can develop practices that affect the entire School District. President White also met with the Executive Director of E3 an organization that promotes Charter Schools, and stated that Charter Schools are our competition and we can be just as innovative with the great things we have to offer our students and parents.

VII. Resolutions:

2016-17: 2: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Powell. Adopted 7-0.

2016-17: 12: Motion to adopt was made by Commissioner Hallmark. Seconded by

Commissioner Powell. Adopted 7-0.

2016-17: 13: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Powell. Adopted 7-0.

2016-17: 14: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Powell. Adopted 6-1 with Vice President Elliott dissenting.

2016-17: 15: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Powell. Adopted 6-1 with Vice President Elliott dissenting.

2016-17: 16: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Powell. Adopted 6-1 with Vice President Elliott dissenting.

2016-17: 17: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Powell. Adopted 7-0.

2016-17: 18: Motion to adopt was made by Commissioner Cruz. Seconded by Commissioner Evans. Adopted 7-0.

2016-17: 19: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Evans. Adopted 7-0.

2016-17: 22: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Powell. Adopted 6-0 with Commissioner Evans abstaining due to familial relationship.

2016-17: 23: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Evans. Adopted 6-1 with Vice President Elliott dissenting.

2016-17: 24 -30 Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Evans. Adopted 7-0.

2016-17: 32: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Evans. Adopted 7-0.

2016-17: 37-39 Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Evans. Adopted 7-0.

2016-17: 40: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Powell. Adopted 5-1 with President White abstaining due to familial relationship and Vice President Elliott dissenting.

2016-17: 41: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Powell. Adopted 6-1 with Vice President Elliott dissenting.

2016-17: 42: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Powell. Adopted 5-1 with President White abstaining due to familial relationship and Vice President Elliott dissenting.

2016-17: 43 - 44: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Cruz. Adopted 6-1 with Vice President Elliott dissenting.

2016-17: 45-64: Motion to adopt was made by Vice President Elliott. Seconded by Commissioner Cruz. Adopted 7-0.

2016-17: 65-66: Motion to adopt was made by Commissioner Evans. Seconded by Vice President Elliott. Adopted 7-0.

2016-17: 67: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Cruz. Adopted 7-0.

2016-17: 69 -72: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Evans. Adopted 7-0.

2016-17: 73: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Cruz. Adopted 5-0 with President White and Commissioner Evans abstaining due to familial relationship

2016-17: 74-77: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Evans. Adopted 7-0.

2016-17: 79-81: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Cruz. Adopted 6-1 with Vice President Elliott dissenting.

2016-17: 82-87: Motion to adopt was made by Commissioner Hallmark. Seconded by Commissioner Cruz. Adopted 7-0.

No requests submitted for Resolution No. 3-11, 20-21, 24, 31, 33-36, 68, and 78.

VIII. Unfinished Business: None

IX. Motion to enter into executive session to discuss matters related to the employment of specific individual made by Commissioner Evans at 8:25 p.m. Seconded by Vice President Elliott. Motion carries 7-0.

Motion to enter into open session made by Commissioner Evans at 9:05 p.m. Seconded by Vice President Elliott. Motion carries 7-0.

Motion to adjourn was made by Commissioner Adams, seconded by Vice President Elliott at 9:05 p.m. Motion carries 7-0.