

HUMAN CAPITAL INITIATIVES

Resolution No. 2017-18: 638

By Member of the Board Commissioner Sheppard

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
Bridges, Redia	Childhood Education 1-6	Elementary	March 1, 2018 – February 28, 2022	\$45,560/yr.
Tomczyszyn, Jennifer	Childhood Education 1-6	Elementary	March 26, 2018 – March 25, 2022	\$49,941/yr.
Vignare, Joel	Childhood Education 1-6	Elementary	March 5, 2018 – March 4, 2022	\$47,406/yr.
Fletcher, Lea	Social Studies 7-12	Social Studies	February 26, 2018 – February 25, 2022	\$50,983/yr.
Boress, Joshua	SWD 1-6	Special Education	February 26, 2018 – February 25, 2022	\$47,406/yr.
Shuford, Elise	SWD 1-6	Special Education	February 12, 2018 – February 11, 2022	\$47,406/yr.
Thurman-Goff, Jessie	SWD 1-6	Special Education	March 7, 2018 – March 6, 2022	\$47,406/yr.
Bravo-Gonzalez, Idabel	Teaching Assistant	Teaching Assistant	March 12, 2018- March 11, 2022	\$13.40/hr.
Gerstner, Cheryl	Teaching Assistant	Teaching Assistant	February 26, 2018- February 25, 2022	\$13.40/hr.
Mahoney, Shanice	Teaching Assistant	Teaching Assistant	March 19 2018- March 18 2022	\$13.62/hr.
Eang, Visamak	Teaching Assistant	Teaching Assistant	February 26, 2018- February 25, 2022	\$13.97/hr.

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 639

By Member of the Board Commissioner Sheppard

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
Staskiewicz, Jennifer	School	School	.6	March 13, 2018 –	\$33,742/yr.
	Psychologist	Psychologist		June 30, 2018	

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 640

By Member of the Board Commissioner Sheppard

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
Wilson, Lakisha	SBL; SDL	Bracket III (Assistant Principal)	SWW	January 12, 2018- January 11, 2022	\$74,579/yr.
Feldman, Jennifer	SBL; SDL	Bracket IV (CASE)	Central Office	February 16, 2018- February 15, 2022	\$85,956/yr.
Pollack, Jill	SDL	Bracket IV (CASE)	Central Office	April 23, 2018- April 22, 2022	\$68,822/yr.
Murrell-Dilbert, Sharon	SDA	Principal (Bracket I)	School No. 2	October 2, 2017- October 1, 2021	\$144,029/yr.
Passero, David	SBL; SDL	Principal (Bracket I)	School No. 34	July 1, 2018-June 30, 2022	\$102,018/yr.

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 641

By Member of the Board Commissioner Sheppard

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
Stein, Heather	Childhood Education 1-6	Elementary	February 26, 2018 – June 30, 2018	\$49,941/yr.

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 642

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, grant-funded position(s)** listed below.

Name	Certification	Job Title	Effective Date	Salary
(none)				

Seconded by Member of the Board

Resolution No. 2017-18: 643

By Member of the Board Commissioner Sheppard

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.**

Name	Certification	Effective Date	Salary
Dellanoce, Louann	Social Studies	March 19, 2018	\$52,781/yr.
Hugelmaier, Brian	Physical Education	February 26, 2018	\$47,406/yr.
Lakeberg, Barbara	Special Education	March 19, 2018	\$48,534/yr.
Salvati, Adam	Physical Education	February 26, 2018	\$47,406/yr.

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 644

By Member of the Board Commissioner Sheppard

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.

Name	Certification	Interim Assignment	Location	Effective Date	Salary
Morales-Whitehead, Kimberley	SDL-pending	Bracket IV (CASE)	Central Office	March 23, 2018	\$73,322/yr.
Morgan, Kisha	SDL	Executive Director Specialized Services (Bracket I)	Central Office	March 23, 2018	\$109,000/yr.
Petrella, Maria	SDL	Zone Director of Specialized Services (Bracket II)	Central Office	March 23, 2018	\$75,000/yr.

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 645

By Member of the Board Commissioner Sheppard

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.

Name	Job Title	Salary	Effective Date
Colon, Wanda	Bus Operations Expediter	\$20.16/hr.	March 23, 2018
Sarkis, Cheryl	Contract Administrator	\$64,917/hr.	March 23, 2018
Janssen, Thomas	Internal Investigator	\$30,000/yr.	March 23, 2018
Hernandez, Betzaida	Office Clerk II-Bilingual	\$16.91/hr.	March 23, 2018
Eberhart, Katherine	Office Clerk IV	\$13.21/hr.	March 23, 2018
Gouveia, Lynann	Senior School Secretary	\$22.53/hr.	March 23, 2018

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 646**By Member of the Board Commissioner Sheppard**

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.

Name	Job Title	Classification	Salary	Effective Date
Medina, Marisol	Assistant Personnel Analyst- Bilingual	Competitive	\$54,874/yr.	April 2, 2018
Moyer, Alison	Associate Counsel	Competitive	\$115,000/yr.	March 23, 2018
McFadden, Michael	Bus Driver	Non-Competitive	\$15.46/hr.	March 23, 2018
Game, Linda	Buyer	Competitive	\$56,350/yr.	March 23, 2018
Thomas, Latoris	Cleaner	Labor	\$10.40/hr.	March 26, 2018
Torres Lopez, Nicole	Cleaner	Labor	\$10.40/hr.	March 26, 2018
Serio, Shannon	Clerk I	Competitive	\$18.15/hr.	April 2, 2018
Basham, Christine	Cook	Non-Competitive	\$11.70/hr.	March 26, 2018
Tolbert, Rickey	Cook	Non-Competitive	\$12.42/hr.	March 26, 2018
Papakiriakos, Nick	Cook Manager	Non-Competitive	\$19.82/hr.	March 26, 2018
Ramirez, Noemi	Cook Manger	Non-Competitive	\$21.75/hr.	March 26, 2018
Hassan, Suleiman	Custodial Assistant	Non-Competitive	\$10.70/hr.	March 26, 2018
Jones, Robert	Custodial Assistant	Non-Competitive	\$12.87/hr.	March 26, 2018
Kregal, John	Food Service Field Supervisor	Competitive	\$32.11/hr.	March 23, 2018
Dilcher, Kyle	Maintenance Mechanic I	Non-Competitive	\$17.99/hr.	March 26, 2018
Ventresca, Cara	Occupational Therapist	Competitive	\$39.15/hr.	March 23, 2018
Evans, Patrice	Paraprofessional	Non-Competitive	\$10.40/hr.	February 14, 2018
Nzikamira, Joseph	Paraprofessional	Non-Competitive	\$10.40/hr.	March 12, 2018
Padron, Misleydis	Paraprofessional	Non-Competitive	\$10.40/hr.	February 14, 2018
Patterson, Brytne	Paraprofessional	Non-Competitive	\$10.40/hr.	February 14, 2018
Soto, Elizabeth	Paraprofessional	Non-Competitive	\$10.40/hr.	March 12, 2018
Stubbs, Sherman	Paraprofessional	Non-Competitive	\$11.20/hr.	February 26, 2018
Whyte, Ani' Vreh	Paraprofessional	Non-Competitive	\$10.40/hr.	February 28, 2018
Irizarry-Rios, Ada	Porter	Labor	\$11.34/hr.	March 23, 2018

Rivera Olavarria, Arniel	Porter	Labor	\$11.34/hr.	March 26, 2018
Vazquez Loreano, David	Porter	Labor	\$11.34/hr.	March 26, 2018
Santiago, Elvirita	School Sentry I	Non-Competitive	\$14.27/hr.	March 26, 2018
Sinkler, Latasha	School Sentry I	Non-Competitive	\$14.27/hr.	March 26, 2018

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 647

By Member of the Board Commissioner Sheppard

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.

Name	Tenure Area or Job Title	Effective Date
Parent, Nancy	Clerk I	March 31, 2018
Beairsto, Carol	Elementary	June 23, 2018
Burke, Marianne	Elementary	June 23, 2018
Curry, Stephanie	Elementary	June 23, 2018
Ezell, Dawn	Elementary	June 23, 2018
Hess, Matthew	Elementary	June 23, 2018
Huggins, Anastasia	Elementary	June 23, 2018
McFarlane, Leslie	Elementary	June 23, 2018
McMath, Patrice	Elementary	July 1, 2018
Munier, Marie	Elementary	June 23, 2018
Padron, Henry	Elementary	June 23, 2018
Panisch, Laurence	Elementary	July 1, 2018
Pitts, Patricia	Elementary	June 23, 2018
Rice, Telesta	Elementary	June 30, 2018
Salvaggio, Cacilda	Elementary	January 23, 2017
Schmidt, Donna	Elementary	June 23, 2018
Schueckler, Patricia	Elementary	July 1, 2018
Fleche, Timothy	English	June 23, 2018
Dawson, Rosanne	ESOL	July 1, 2018
Gonzalez, Lisa	ESOL	July 1, 2018
Lindsey, Terry	ESOL	July 1, 2018
Snipes, Gwendolyn	Food Service Helper	April 28, 2018
Clough, Holly	Foreign Language	June 29, 2018
Jacobs, Brian	Health Education	July 13, 2018
Hoenig, Maura	Library Media Specialist	July 1, 2018
Shippers, Gerald	Maintenance Mechanic I	March 30, 2018
McElheny, Steven	Mathematics	July 1, 2018

Mineo, Donna	Mathematics	July 1, 2018
Vallilee, Kimberly	Mathematics	June 30, 2018
Shade, Celeste	Music	June 30, 2018
Speranza, M'Lou	Music	June 30, 2018
Furqan, Charlyne	Paraprofessional	June 9, 2018
Cali, Raymond	Physical Education	June 30, 2018
Whann, Michael	School Counselor	July 1, 2018
Andrews, Louise	School Instructor	March 3, 2018
Hetterich, Charles	School Instructor	July 1, 2018
Pavone, Michael	School Instructor	July 1, 2018
Rector-Hollomon, Patricia	School Instructor	July 1, 2018
Perez, Mary	School Psychologist	July 1, 2018
Buffum, Susan	School Secretary	March 29, 2018
Lurye, Carol	School Social Worker	July 1, 2018
Rulison, Karen	School Social Worker	October 31, 2018
Tanner, Ellen	School Social Worker	July 1, 2018
Antonio, Linda	Science	July 1, 2018
Carrozzi, Joseph	Science	July 1, 2018
Hendricks, Richard	Science	June 30, 2018
Zuniga, Joseph	Science	June 30, 2018
McFarland, Daisy V.	Secretary I	June 25, 2018
Clemons, Marguerite	Senior School Secretary	April 27, 2018
Asamoah-Wade, Windsor	Social Studies	August 1, 2018
Diaz, Enrique	Social Studies	June 30, 2018
Dimmock, David	Social Studies	May 5, 2018
Furiuso, Donald	Social Studies	June 25, 2018
Berry, Clara	Special Education	July 1, 2018
Rothberg, Marcia	Special Education	June 25, 2018
Shaw-Elliott, Mattieree	Special Education	August 19, 2018
Swetsky, Edith	Special Education	July 1, 2018
Vercolen, Rosaria	Special Education	June 23, 2018
O'Rourke, Carol	Speech/Hearing Handicapped	February 5, 2018
Rozestraten, Elizabeth	Speech/Hearing Handicapped	June 23, 2018
VanderMeid, Christine	Speech/Hearing Handicapped	July 1, 2018
Porter, Roberta	Teaching Assistant	June 23, 2018
Ostanski, David	Technology	June 30, 2018

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 648

By Member of the Board Commissioner Sheppard

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.

Name	Tenure Area or Job Title	Effective Date
Beebe, Edward	Custodial Assistant	February 13, 2018
Markham, Jolette	Elementary	February 12, 2018
Gibbens, Michelle	Foreign Language	April 7, 2018
Hugelmaier, Brian	Home/Hospital	February 27, 2018
Salvati, Adam	Home/Hospital	February 28, 2018
Tucker, Robert	Paraprofessional	February 27, 2018
Marlowe, Charles	Porter	February 12, 2018
Saltares, Brandon	Porter	February 26, 2018
Nelson, William	School Sentry I	February 9, 2018
Reed, Tamika	School Sentry I	February 14, 2018
Shales, Ryan	Social Studies	March 17, 2018

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 649

By Member of the Board Commissioner Sheppard

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.

Name	Tenure Area or Job Title	Effective Date
Malcolm, Bernice	Bracket IV (CASE)	April 23, 2018
Francis, Charles	Paraprofessional	February 17, 2018
Brady, James	Porter	February 17, 2018
Easley, James	Special Education	April 23, 2018

**Seconded by Member of the Board Commissioner Hallmark
Adopted 4-1 with Commissioner Sheppard dissenting and President White and Commissioner Funchess absent**

Resolution No. 2017-18: 650

By Member of the Board Commissioner Sheppard

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).

Name	Tenure Area or Job Title	Assigned School / Department	Period	Article or Contract Section
Warren, Albert	Bus Attendant	Transportation	April 13, 2018 – June 1, 2018	Article 18 Section 3
Vasciannie, Brittany	Clerk Typist	School #22	March 12, 2018 - April 20, 2018	Article 18 Section 3
Williams, Yolanda	English	Edison	February 28, 2018 - June 22, 2018	Section 42.6.a.
Masco, Monica	ESOL	School #28	February 27, 2018 - April 30, 2018	Section 42.6.a.
Sager, Kirsten	ESOL	School #17	May 25, 2018 -June 22, 2018	Section 42.2.a.
Taylor, Shanice	Guidance	School #19	March 29, 2018 - April 20, 2018	Section 42.6.a.
McNeil, Marc	Maintenance Helper	Facilities	January 18, 2018 - April 5, 2018	Article 18 Section 3
Gonzalez, Julia	Paraprofessional	School #17	March 5, 2018 - March 16, 2018	Section 23.O.
Merritt, Debbie	Paraprofessional	School #44	February 28, 2018 – April 11, 2018	Section 23.O.
Cuckovich, Mary	Special Education	School #54	February 9, 2018 - April 30, 2018	Section 42.6.a.
Newton, Cheryl	Special Education	School #22	March 20, 2018 - March 29, 2018	Section 42.6.a.
Passero, Jessica	Special Education	School #25	April 11, 2018 – May 30, 2018	Section 42.6.a.
Swick, Joanne	Special Education	School #23	April 19, 2018 – May 4, 2018	Section 42.6.a.
Williford, Caroline	Special Education	School #43	April 17, 2018 – May 25, 2018	Section 42.6.a.

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 651

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. 2017-18: 652

By Member of the Board Commissioner Sheppard

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. 2016-2017: 728	May 25, 2017	Amend to change retirement date for Ramana Adibhatla from June 30, 2018 to June 30, 2019.
Resolution No. 2017-2018: 441	January 25, 2018	Amend to delete probationary appointment granted to Michael Marrone, School Psychologist.
Resolution No. 2017-2018: 529	January 25, 2018	Amend to change retirement date for Angela Smith from January 7, 2018 to February 28, 2018.
Resolution No. 2017-2018: 530	January 25, 2018	Amend to change resignation to retirement for Jerome Underwood.
Resolution No. 2017-2018: 584	February 15, 2018	Amend to change the probationary period of Shannon Markin-McMurtrie from February 16, 2018-February 15, 2022 to March 5, 2018-March 4, 2022.
Resolution No. 2017-2018: 584	February 15, 2018	Amend to change the probationary period of Beth A. Kusse from February 26, 2018-February 25, 2022 to February 20, 2018-February 19, 2022.
Resolution No. 2017-2018: 584	February 15, 2018	Amend to change the probationary period of Carrie Varno from February 26, 2018-February 25, 2022 to February 16, 2018-February 15, 2022.
Resolution No. 2017-2018: 588	February 15, 2018	Amend to rescind appointment for David Salvatore.

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 653

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. 2017-18: 654

By Member of the Board Commissioner Sheppard

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
Nguyen, Yajaira	Bracket IV (CASE)	March 23, 2018

**Seconded by Member of the Board Commissioner Hallmark
Adopted 5-0 with President White and Commissioner Funchess absent**

Resolution No. 2017-18: 655

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
(none)			

Seconded by Member of the Board

Resolution No. 2017-18: 656

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. 2017-18: 657

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. 2017-18: 658

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
(none)			

Seconded by Member of the Board

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 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.