

Strategic Planning Vision: Rochester Community Schools will continue to develop, support, enhance and drive forward educational excellence through five key areas: learning, teaching, leadership, professional development and community engagement.

LEARNING

YEAR 2 PRIORITIES, 2025-26

PLAN
1

Implement evidence-based literacy practices in elementary schools and engage in a comprehensive literacy review.

Incentives. Improved literacy instruction; increased professional learning opportunities; enhanced learning opportunities for students; less student, family and educator frustration.

Deliverable. Completed K-5 literacy review. **Success criteria.** By May 30, 2026, the district literacy leadership will make a recommendation for curricular resources to be adopted, as measured by the vote of the Board of Education.

PLAN
2

Expand work-based learning opportunities in grades 9-12 for student success.

Incentives. Providing embedded work-based learning for students in a career area that is related to the teacher's subject and passion.

Deliverable. Incorporate career exposure, including military options, at all levels. **Success criteria.** Each participating teacher successfully embeds at least one work-based learning activity or partnership into their curriculum by March 2026.

PLAN
3

Explore academic opportunities for high-achieving and high-ability students districtwide.

Incentives. A systematic approach to identifying and meeting needs of high-achieving/high-ability students, K-12

Deliverables. Identify processes to assess and adjust programming, assessments and options for students identified as high-achieving and high-ability. **Success criteria.** By June 30, 2026, present options and suggestions for future alternative frameworks to cabinet and Board of Education members, as measured by a presentation of findings.

PLAN
4

Explore the feasibility of alternative scheduling.

Incentives. Ensure RCS students are provided the best opportunities possible.

Deliverables. Explore the feasibility of alternative student course scheduling. **Success criteria.** By June 30, 2026, present options for future alternative scheduling to cabinet and Board of Education.

TEACHING

PLAN
5

Establish consistent data collection, analysis and response protocols.

Incentives. Expanding organizational data literacy, along with building coherence in data study, reflection and action planning.

Deliverables. Design common data protocol. **Success criteria.** By June 30, 2026, staff observations indicate improved engagement and growth, as measured by administrator reports.

PLAN
6

Implement AI (artificial intelligence) literacy and best practices for staff and students.

Incentives. Access to AI training, early integration support and opportunities to share future AI initiatives.

Deliverables. Research, develop and implement AI best practices. **Success criteria.** By June 30, 2026, 100% of teaching staff are introduced to the AI guidelines and understand expectations for AI use.

PLAN
7

Develop breakfast and lunch menus that include made-from-scratch and low-sugar options.

Incentives. Based on feedback, provide options that will increase participation.

Deliverables. Develop structures to provide healthier food options. **Success criteria.** By Oct. 31, 2025, the district will provide options that include scratch-cooking and lower-sugar items.

PLAN
8

Develop and implement a cohesive, districtwide behavior framework.

Incentives. By developing and implementing a behavior framework, we will strengthen schoolwide systems, promote positive behavior and ensure that every learning environment is set up for success.

Deliverables. Develop and implement cohesive districtwide behavior framework. **Success criteria.** By May 2026, implement a cohesive, districtwide behavior support framework that results in at least 70 instructional partnership rounds, with goal-setting, observation, implementation and review.

PLAN
9

Implement and roll out a visitor management system.

Incentives. A sense of security and responsiveness to collective voice.

Deliverables. Implement safety and security upgrades and refinements. **Success criteria.** By October 2025, successful implementation and understanding of the visitor management system and compliance with sign-in procedures.

PLAN 10 **Expand K-5 access to STEAM and engineering principles.**
Incentives. Participating staff gain leadership opportunities, ready-to-use resources and the chance to shape high-impact STEAM experiences that elevate their role in student learning.
Deliverables. Design and implement accessible, high-interest STEAM experiences that connect to real-world contexts and build foundational career competencies. **Success criteria.** 100% of pilot classrooms participate in a minimum of two STEAM lessons for each grade, K-5, as measured by STEAM standards and career readiness grant criteria.

PLAN 11 **Implement and assess responsive instructional practices.**
Incentives. Provide best instructional strategies to improve student engagement and achievement.
Deliverables. Implement responsive instructional strategies in K-12 and adult special education classrooms. **Success criteria.** By June 30, 2026, 80% of staff in identified needs area participate in the responsive instructional strategies professional development. 90% of piloting teachers will implement responsive strategies in a two-cycle iteration. Teacher reflections and student-focused groups will indicate improved engagement and growth, as measured by teacher reflections and student feedback.

LEADERSHIP

PLAN 12 **Develop a systemic process for policy and administrative regulation communication.**
Incentives. Clarity for all stakeholders, leading to increased compliance with district vision, board policies and administrative regulations.
Deliverables. Design a structure to communicate policies, administrative regulations and structures with stakeholders. **Success criteria.** By Feb. 1, 2026, the communication plan will be fully implemented.

PLAN 13 **Strengthen the tool and process for non-teacher evaluations.**
Incentives. Strengthen the workforce by implementing a more meaningful and comprehensive employee evaluation tool for support personnel.
Deliverables. Develop evaluation structures that focus on growth and timely, relevant and personalized feedback. **Success criteria.** By Sept. 1, 2026, the new tool will be implemented universally for selected support staff.

PLAN 14 **Develop additional training materials for business operations.**
Incentives. Enhance district procedures.
Deliverables. Develop training materials and resources to improve understanding of business office and purchasing procedures and penalties for noncompliance. **Success criteria.** By June 30, 2026, the district will have expanded training resources for financial procedures, which may include additional documentation, training videos or direct training.

PLAN 15 **Conduct an audit of tuition-based programs to include recommendations for increased profit margins and community needs.**
Incentives. Financial support for district operations.
Deliverables. Provide recommendations regarding tuition-based programs. **Success criteria.** By June 30, 2026, have programming designed that will not need to be subsidized by the general fund.

PLAN 16 **Develop a process to identify, communicate and check for understanding of district operations.**
Incentives. Uniform expectations, clear communication of policies and procedures, reduced legal risk to the district, predictable work environment for employees, promote sense of belonging, engagement and professional growth.
Deliverables. Create an RCS all-employee handbook. **Success criteria.** By August 2026, 100% percent of employees will receive access to the RCS employee handbook to start the 2026-27 school year.

COMMUNITY ENGAGEMENT

PLAN 17 **Standardize communication tools using ParentSquare.**
Incentives. Unify district communication tools into one platform.
Deliverables. Systematize ParentSquare as the source for newsletters, attendance, polls (surveys) and volunteer sign-up forms, in addition to districtwide communications. **Success criteria.** By Dec. 31, 2025, 100% of designated content creators will have access to additional ParentSquare features.

PLAN 18 **Explore opportunities to enhance digital content in alignment with Americans with Disabilities Act (ADA) best practices.**
Incentives. Demonstrate continued commitment to inclusive learning and community engagement.
Deliverables. Ensure digital content on the RCS website is accessible to individuals with exceptionalities. **Success criteria.** By June 30, 2026, the district website will be audited and adjusted as needed to meet ADA standards.

PLAN 19 **Gather internal and external stakeholder input.**
Incentives. Celebrate excellence, and build trust, as well as provide “windows” into life in RCS buildings.
Deliverables. Provide community surveys to better understand stakeholder thoughts and perspectives. **Success criteria.** By June 30, 2026, two opportunities for input will be shared with the community as measured by two communitywide surveys.