

## Participant Guide

### Draft Values

- Student-Centered
- Relationships - Should Relationships be #1 on this list?
- Excellence
- Diversity, Equity, and Inclusion - Should we add belonging? (DEIB)
- Safety - Include physical, psychological, and emotional safety in the definition

### Ideas for Definitions

- **Student-Centered** - We put the needs of students at the forefront of all decision-making in the district.
- **Relationships** - We believe in an environment that is welcoming to all, creating a sense of community. We believe school should be a place of joy for students and staff.
- **Excellence** - We hold high standards for ourselves and our academic community. We foster a culture of continuous learning so that we can exceed expectations in performance.
- **Diversity, Equity, and Inclusion** - We believe in ensuring equal opportunity and access for all students, parents, and staff. We believe in an inclusive environment where all voices are valued and all individuals know they belong.
- **Safety** - We believe it is essential to create an environment where all stakeholders feel safe and supported. We believe safety includes physical safety, as well as mental health and well-being.

## Draft Vision

Activating dreams and unlocking potential.

- Is there a way to add in something about empowering & inspiring students to this?
- Is there a way to add in something about education to this?
- Should we just keep it simple?

**What thoughts do you have about the draft vision?**

## Draft Mission

We create a culture of academic excellence for all and a community of empathy, equity, and accountability that empowers students who are prepared to succeed beyond graduation.

- Can we simplify the wording?
- Can we add something to the end that invokes pride?
  - We are one Rochester.
  - We are RCSD strong.
  - We are one RCSD.

**What thoughts do you have about the draft mission?**



## Participant Guide

### Proposed Priorities & Goals

#### Inclusive, Healthy, and Joyful Environments

##### **Inclusive**

- Implement participatory budgeting and student voice activities in all schools designated as Comprehensive Support and Improvement (CSI).
- All schools will be exposed to the re-engagement protocol and support process for youth following out-of-school suspensions at the Restorative H.U.B.
- Increase the total number of responses in the climate survey from students, staff, and families.

##### **Joy**

- Increase the percentage of Hispanic students who attend at least 91% of school days. (Baseline- 27.8% of Hispanic students attended at least 91% of school days in 22-23)
- Increase the percentage of students in grade 9 who attend at least 91% of schools. (Baseline- 24% of 9th grade students attended at least 91% of school days in 22-23).
- School staff will report an increase in feeling supported by leadership by engaging in teacher wellness activities and intentional community building with their staff.

## Participant Guide

### Proposed Priorities & Goals

#### Inclusive, Healthy, and Joyful Environments

##### Healthy Environment

- Decrease the overall percentage of unduplicated out-of-school suspensions (Baseline- 22-23, 11.6% (11/15/22 rate was 5.1%) (23-24 3.8% as of 11/15/23)
- All schools will use data to develop academic culture commitments and develop action plans complete with measures of success.
- Increase in the percentage of students (67% 22-23 school year) identifying they feel safe at school by focusing on violence prevention and collaboration with community based organizations (Ibero, CFY,...) in repairing harm, navigating conflict peacefully and supporting safe communities.
- Increase the percentage of schools who utilize the RocRestorative coaching model through professional learning, in school support and collaboration.
- Increase understanding and implementation of the code of conduct by facilitating training and workshops with community partners.
- Increase the percentage of students who are trained in restorative practices in the district with RocRestorative.
- Decrease the percentage of 9-12 students who are suspended from their RTS bus by partnering with RTS and facilitating re-engagement meetings with students and their families.

## Participant Guide

### Proposed Priorities & Goals

#### **Instructional Excellence: Preparing Students for Life**

- Increase the percentage of students in grades 3-8 who are proficient on the NYS ELA assessment from 16% to 40% by June 2028
- All students reading by third grade- Increase the percentage of students proficient on 3rd grade NYS ELA from 15% to 50% by June 2028
- Increase the percentage of students in grades 3-8 who are proficient on the NYS Math assessment from 14% to 40% by 2028
- Increase the percentage of students passing the Algebra Common Core exam from 29% to 50% by 2028
- Increase the number of students earning 5 or more credits in 9th grade from 70% to 90% by June 2028
- Increase the percentage of students earning additional distinctions (Advanced Regents, seal of bi-literacy, career, and civic readiness) from 12% to 40% by June 2028
- Increase the percentage of students participating in advanced level courses (AP, IB, Dual Credit) from 18% to 40% by June 2028

## Participant Guide

### Proposed Priorities & Goals

#### **Recruit, Grow, and Retain Staff**

- Implement a Comprehensive Recruitment Strategy
- Enhance Professional Learning and Growth Opportunities
- Implement Inclusive Practices and Culturally Responsive Teaching
- Implement Retention Initiatives and Employee Well-Being Programs

#### **Strengthen School, Family, and Community Engagement**

- Implement culturally responsive family and community engagement that promotes two-way communication, partnership, and collaboration.
- Foster positive, caring, and restorative relationships that build a community of shared responsibility, trust, advocacy, and voice for all stakeholders.
- Use professional learning as a vehicle to empower families and community members by incorporating their assets into a culture of continuous improvement.

#### **Operational and Fiscal Excellence**

- Align allocation of resources with strategic plan.
- Improve and Implement transparent budget process.
- Develop long-range plan for the efficient utilization of facilities and transportation of students.
- Continue investment in providing a safe and secure learning environment for students, staff, parents, and community.