

East Transition Team Rolling Agenda for Tenet 1 and 2



Members:

East: Marlene Blocker, Caterina Leone-Mannino, Jennifer Cody, Lee Wingo, Tara Opiel-Teacher, Chris Slifka, Gavin Jenkins

RCSD: Demario Strickland, Edward Mascadi

Parent/Scholar: Paul Conrow, FACE Input, Lighthouse Input

RAP: Rosemary Wilson

UR: Cindy Callard, Mike Daley

Meeting Dates: [10/7](#), [10/28](#), 11/25, [12/16](#), 1/13, [2/10](#), [3/17](#), [4/7](#), [5/12](#), [6/2](#)

Objective: Successfully transition East back to RCSD in a way that honors the systems and structures in place.

"I think...I wonder...Perhaps we could cut back by...because..."

Meeting Date 6-2-25

Attendance

Blocker - East	Opiel - East	Conrow - East	Strickland - RCSD	Wingo - East
Leone - East	Slifka - East	Daley - UR	Mascadri - RCSD	
Cody - East	Jenkins - East	Callard - UR	R. Wilson - East	

Agenda Items for Discussion

[Tenet 1 and Tenet 2 Second Semester Topics](#)

Updates:

- ☐ Issac McGee has been offered the Vice Principal position and accepted. This will go to Board for approval on June 10th, 2025.
- ☐ Staffing Vacancies stand as follows after initial offers were accepted.
 - ☐ **Upper School Vacancies:**
 - ☐ 1 Art

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- ☐ 2 Foreign Language
- ☐ 1 Science
- ☐ 3 SPED
- ☐ 1 Counselor
- ☐ 1 Bilingual Social Studies
- ☐ 2 Music
- ☐ 4 Teaching Assistants
- ☐ **Lower School Vacancies:**
 - ☐ 2 Science
 - ☐ 1 Bilingual Science
 - ☐ 1 Teaching Assistant

- ☐ TL - 9 TL interviews will be done by the end of today, all will be done by June 12th.
- ☐ No updates on Blocker or Cody positions formally. Cody is slated to be at East as CAO.
- ☐ Questions:
 - ☐ List of instructional coaches/administrators at CO to connect with throughout the transition. Might not be accurate at this time due to changes at CO level.
 - ☐ Para and TA's are hourly: they will continue at 7.5 hours for the 2025-2026 school year, unclear what the following years will be for arrival/dismissal times.
 - ☐ What is the plan for continuing the tenet groups for next year- still going to meet, most likely going to be every other month. Will have more to discuss next year as we get closer to the actual transition.

Topic	East Current State	Guiding Questions/ Notes
	→	

Meeting Date

5/12/2025

Attendance

East Transition Team Rolling Agenda for Tenet 1 and 2



Blocker - East	Opiel - East	Conrow - East	Strickland - RCSD	Wingo - East
Leone - East	Slifka - East	Daley - UR	Mascadri - RCSD	
Cody - East	Jenkins - East	Callard - UR	R. Wilson - East	

Agenda Items for Discussion

[Tenet 1 and Tenet 2 Second Semester Topics](#)

Updates: [Tenet 1 and 2 Topics Second Semester](#)

- ☐ Principal interviews took place. Akua “Dufie” Kankam will be the new principal of East on 7/1/25.
- ☐ Vice Principal interviews are taking place after school today. Four candidates will be interviewed and two will be selected to fill the positions now vacant.
- ☐ Staffing has been finalized for both Upper and Lower. It is clear what vacancies need to be filled and staff have conducted screening interviews and will start making offers soon.
- ☐ We had one person resign in April and another will be resigning at the end of the year. Contrary to what many thought, the East staff will remain largely the same with new additions based on new classes.
- ☐ Budget lines have been shared with me and contracts for next year are being completed now so we do not have the delay in services we saw this past year.
 - ☐ Leader in Me
 - ☐ UR
 - ☐ Center for Youth
 - ☐ NWEA/HMH
- ☐ SBPT update from Caterina
- ☐ No clear definitions for CAO or former Supt positions to report.
- ☐ EL Model is now an RCSD Model - Will East Lower be joining with that? Currently it is CREW time that we do through Family Group and being done with fidelity. EL Curriculum has also been used, but the expectation is for them to be taught through the NYS Standards. Hopes that Principal Wingo will share practices happening at East.
- ☐ TL - Process is to reinterview every 2 years. Current ones may apply again as well as new people. There is a committee of CAO, admin and teacher reps. Info was shared with RCSD personnel. RCSD coaches are assigned by principals currently and East structures will be shared. ALL positions at East including the Lead TL are being interviewed in the next few weeks.
- ☐ PL Recommendations from RCSD as far as district based and schools based schedule have not been finalized yet.
- ☐ Strong recommendation from Superintendent Strickland to continue these Tenet Transition meetings next year.

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Topic	East Current State	Guiding Questions/ Notes
	→	

Meeting Date
4/7/2025
Update Provided to Team
1. The preliminary budget has been done for RCSD and is currently under Board review. We have been able to maintain much of what we have, however, there will be a decrease in school operating budgets. Once we have final numbers, we will work through that more with both principals. 2. Principal interviews are Thursday. The two candidates we will be interviewing are Caterina Leone Mannino and Dufie Kankam. The RCSD's head of Human Capital will be leading the process. 3. Preliminary staffing has been finalized. New teachers to support our incoming SPED and Bilingual sections have been provided, along with the specials and supports they will need. Hiring will be underway for that. 4. CAO and Superintendent positions are in the budget, however, what the roles look like has not been finalized. The ultimate goal would be to support East and RCSD as we transition back. 5. Partnership with UR Warner School will still be in place with the changes we collectively made and is in the budget. 6. Dr. Rosser came and visited Friday afternoon. He was interested in hearing about East and not interested in dismantling what we have done. He asked many questions and plans to review all recommendations made as well as look over MOA's and contracts. 7. East will continue to control their master schedule with Kyle Crandall staying in the building as registrar. 8. Curriculum reviews continue. The ELA reviews has wrapped up and a final review will be shared soon.

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Meeting Date

3/17/2025

Attendance

Blocker - East	Opiel - East	Conrow - East	Strickland - RCSD	Wingo - East
Leone - East	Slifka - East	Daley - UR	Mascadri - RCSD	
Cody - East	Jenkins - East	Callard - UR	R. Wilson - East	

Agenda Items for Discussion

Tenet 1 and Tenet 2 Second Semester Topics

- ☐ Hiring of Permanent Administrative Positions
 - ☐ Job for principal was posted, closes this friday 3/21. Once that is done the interviews are set to take place week before break. Once principal is selected, the VP position will be posted and the new principal will sit in on the interview for the VP. All stakeholders will be a part of the interview committee.
- ☐ **How does East Mission and Vision align to RCSD M &V?**

East: At East we are taking charge of our future by being tenacious, thinking purposefully, and advocating for self and others.

RCSD: We cultivate a culture of ACADEMIC EXCELLENCE for all and a community of EMPATHY, EQUITY, and ACCOUNTABILITY that empowers students to succeed beyond graduation. Activating DREAMS and unlocking POTENTIAL

 - The RCSD mission and vision came about based on the strategic plan and therefore it is often updated as that new strategic plan takes place, however, the goal would be that it stays despite the new plan.
 - It is common that most schools have their own mission as long as it aligns with the district-wide mission and vision.
 - The East Mission and Vision has been the same for 10 years
- ☐ Role of Supt and CAO moving forward
 - ☐ A new RCSD superintendent has been named moving forward.
 - ☐ Will be tabled until further notice.
 - ☐ Dr. Rosser met with Superintendent Strickland and the East transition was a topic of discussion. It was shared that these positions were originally slated to continue for the 25-26 school year, Supt. Strickland explained this should be honored for the upcoming school year and a part of the upcoming conversations. Supt. Strickland is not sure where this stands moving forward.
- ☐ Staffing

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- ☐ Meeting is scheduled to discuss staffing, hopefully at that point Marlene will have a clearer picture on SPED and Bilingual based on what is slated to happen next year.
- ☐ How can we ensure with RCSD that 9th graders have equitable access to East?
 - ☐ There was question on the availability of 60 spots at the 9th grade level
 - ☐ 173 scholars are slated to move up from 9th grade.
 - ☐ There should be the availability to have the 60 spaces as well as the two self-contained classes. The goal was to have 250 students at the 9th grade level for the 25-26 school year.
 - ☐ Are the students in the self-contained program going to be added into our total enrollment numbers for 9th grade or centrally placed in the program and not a part of those numbers?
- ☐ How can we embrace “we” verses “Us and them” as we transition and embrace change
 - ☐ Merging structures: understanding each entities structures and how we can collectively use them for the benefit of students and families.
 - ☐ Curriculum: attempting to come to an understanding of each entity's curriculum to determine how to best move forward.
 - ☐ Social Studies Review was in February
 - ☐ ELA was launched at the beginning of March
- ☐ How will the strong curriculum and assessment alignment of initiatives take place moving forward without a CAO?
 - ☐ The first big step was to audit the curriculum of both RCSD and East. Acknowledges the hard work that has taken place during the development. Plans to continue through all the curriculums and complete audits.
 - ☐ Practices such as UBD and “beginning with the end in mind” is being rolled out to coaches and schools to hopefully continue this process.
 - ☐ No decision has been made on whether or not the CAO position will continue for 25-26.
 - ☐ At this point, East will use the current curriculum for the 25-26 school year.
 - ☐ The curriculum has always been available to the RCSD and can be adopted/adapted/evolved etc.
- ☐ Fiscal Constraints anticipated for 25-26
 - ☐ We have already cut contracts, some were part of the natural process and cut due to a move in ownership to East rather than external.
 - ☐ No final answers on staffing: meeting to come at the end of the week
 - ☐ 7th grade counselor and social worker will absorb the students from the 6th grade
 - ☐ TL release time/roles have been reduced
 - ☐ Give backs in other positions to help reduce constraints
 - ☐ TAPU budgets were received for US and LS
 - ☐ ~60% reduction
 - ☐ 1003A targeted amount was earmarked to pay for CFU at US
 - ☐ Concerns over use: question about contracts and its impact on tutoring, Saturday school, etc if this is used in this way.
 - ☐ RCSD Budget should hopefully be available digitally on Friday 3/21
 - ☐ At this time there should not be deficit
 - ☐ Increase in foundation aid, waiting for confirmation

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- ☐ Vacancies were absorbed, no other cuts were made at this time
- ☐ Cultivating Partnerships/ UR Partnerships - what are they? Will they stay? What is needed from RCSD for continuance?
 - ☐ All of the partnerships with the U of R will continue because they are not items that East pays for. They are either paid for by grants or through U of R budgets.
 - ☐ One area of concern is the constant transportation for the CTE programs: will need to be strategic with RCSD moving forward to allow for input of transportation into budget lines for both East and RCSD to ensure no missed opportunities.
 - ☐ Any partnerships open to the RCSD would be available to East
 - ☐ Any new partnerships should be explored by the RCSD and East
- ☐ Channel for communication and exchange of ideas?
 - ☐ Curriculum review component: communication and collaboration between the RCSD and East
 - ☐ East Admins have been invited to executive session
 - ☐ East US and LS principals are included in communications from the entire district
 - ☐ East superintendent is invited to the academic meetings from the district moving forward.
 - ☐ Tenet teams have served as a way to communicate and exchange ideas
 - ☐ Mascadri has also helped to keep East informed.
- ☐ Collective Bargaining moving forward / Living Contract - Who would spearhead these?
 - ☐ A majority of RTA items would fall into the living contract: assumed that this would continue to go through RTA.
 - ☐ Goes to principal and union reps
 - ☐ Then goes to labor relations
 - ☐ then goes to 80% approval vote annually.
 - ☐ ASAR would go through their union
 - ☐ The "living" contract language is not part of ASAR
 - ☐ The MOA was never meant to override the RCSD ASAR agreement
 - ☐ Starting July 1st, all East ASAR members will follow the RCSD ASAR agreements. (time off, flex days, etc.)
- ☐ Questions:
 - We have seen some success between the U of R and East; How do we leverage that for the RCSD?
 - Tell the story of the transformation: East has been treated as an entity of its own. Supt. Strickland has experience in another district that has had an EPO and it was never treated as separate.
 - East is more than just the photos and facts, but it would help to carve out exactly what made it successful and share that story with others to see what can potentially be used elsewhere.
 - Can we document these things as it can be integral for setting up these programs (ex. CTE) at other schools based off of the work that we have done here.
 - Instead of being seen as a barrier, be used as a support system for others.
 - Opportunities for East/other RCSD students have opened the doors for ways to branch out and have other schools/programs continue to spread
 - Many teachers do not have the experience in the district or teaching other than at East; who

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might the new “faces” be that would be the point person/people that we may be interacting with more in the future as we continue to transition?

- Marlene and Supt. Strickland will continue to facilitate and push for the information to be shared moving forward.
- Principals will also do this as they go to their admin meetings as we move forward.

- ☐ Governance Council and SBPT
 - ☐
- ☐ Associate Director for SPED and Coordinator of Health and PE. What role will CO staff play in supervising these administrators for 25-26 and beyond?
 - ☐
- ☐ Master Scheduling? Will East control for 25-26? Then what? What role with RCSD admin have in this work?
 - ☐
- ☐ Can course catalogs from East and RCSD be merged so scholars have access to all courses?
 - ☐
- ☐ How will US and LS Leadership work collaboratively in the future with structure changes?
- ☐ What don't we do/know about that is being implemented in other RCSD schools that we need to know and could/should be discussing?

Topic	East Current State	Guiding Questions/ Notes
	→	

Meeting Date

2/10/2025

Attendance

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Blocker - East	Opiel - East	Conrow - East	Strickland - RCSD	Wingo - East
Leone - East	Slifka - East	Daley - UR	Mascadri - RCSD	
Cody - East	Jenkins - East	Callard - UR	R. Wilson - East	

Agenda Items for Discussion

☐ Freshman Academy

- ☐ 250 Scholars
- ☐ 1 Director
- ☐ 1 AP
- ☐ Contained area for classes
- ☐ 2 Counselors
- ☐ 2 Social Workers
- ☐ Separate Family Group
- ☐ This format will be pushed forward for 25-26. It may look differently moving forward for 26-27.

☐ SEL Supports with Counselor, Administrator and Social Workers

- ☐ Each grade 6 & 7, 8, 10, 11, 12 have a Counselor, Administrator and Social worker Team (CAST)
- ☐ Bilingual Social Worker at Upper School will be absorbed
- ☐ This will be pushed forward for 25-26.

☐ 8 go 9 Process

- ☐ Lower School has had a city wide enrollment process, however, at the last board meeting it was put in the North East Zone; Are 8th graders who want to remain at East automatically enrolled at upper school?
- ☐ Will this limit the amount of city-wide seats for enrollment after the eighth grade students "roll up"?
- ☐ Further context is needed to define a "city-wide" enrollment in the RCSD to determine if LS should be "city-wide" or North East zone as well as to ensure equitable access to East and all other schools.
- ☐ Every high school in the RCSD will continue to be a "city-wide" draw, East Upper included.
- ☐ 8th grade students would automatically roll up; if they chose to go elsewhere they would have to opt out.
- ☐ 70 new seats would be available as a City Wide draw as well as any openings from scholars that left.
- ☐ All North East zone high schools would have bilingual programs, however, due to teachers that are certified as bilingual, may mean one of the three North East schools have their bilingual program phased out and become an ENL-only program.

☐ 6th Grade

- ☐ East currently has a 6th grade, Current figuration in RCSD is K-6 or K-8
- ☐ Teacher Certification is K-6 some teachers may have middle school extensions

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- ☐ 6th Grade has been capped at 40 for 25-26 to control staffing.
- ☐ Are there any K-5 charters to recruit students to our 6th grade program?
- ☐ We get some 6th grade students from #33 as well as other Non-RCSD schools

☐

Contracts	Cost 24-25
Center for Youth	\$ 220,000.00
Character Strong	\$ 6,297.00
CMP4 (Free for next 7 years) MATH LS	\$ 70,800.00
Connected Communities	\$ 5,000.00
Expeditionary Learning TL Development	\$ 50,000.00
HMH/180 Instructional Program	\$ 51,081.00
HMH/NWEA/PL	\$ 11,395.00
IBERO	\$ 85,000.00
Leader in Me	\$ 38,000.00
U of R	\$ 280,415.00
Vista	\$ 11,000.00
Total	\$ 828,988.00

☐ Contract Recommendations:

- ☐ CFY to continue
- ☐ Character Strong will be absorbed through school budget TAPU.
- ☐ CMP4 Math will continue at no cost
- ☐ Connected Communities will be determined by budget allowance from TAPU and possibly Title 1
- ☐ EL Contract separate for East will not continue, but would like to have RCSD's contract inclusive of East for Teacher Leader development.
- ☐ HMH and NWEA will continue for our Literacy Program. The Literacy program will be cut down to every other day other than for the most needy.
- ☐ IBERO: offers a bilingual community-based organization, but funding at school level does not seem feasible.
- ☐ LIM: (\$15,000) would keep the curriculum, but cut back on the coaching, teacher leading the program at school level would take on some of the coaching.
- ☐ UR: $\frac{1}{3}$ coaching for administrators, $\frac{1}{3}$ professional learning/curriculum supports, $\frac{1}{3}$ other supports
 - ☐ EPO Board met to discuss reductions:

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- ☐ Math and science PL continue at half cost
- ☐ Math and science CADRE continue
- ☐ 1 rep at SS CADRE
- ☐ Came out to relatively 95,000
- ☐ Reduction by about 184,000
- ☐ VISTA: had the last two years (5,000 first year, 11,000 for last year), There is a year three option which would continue at 11,000. This would be pending the amount of operating dollars that are available.

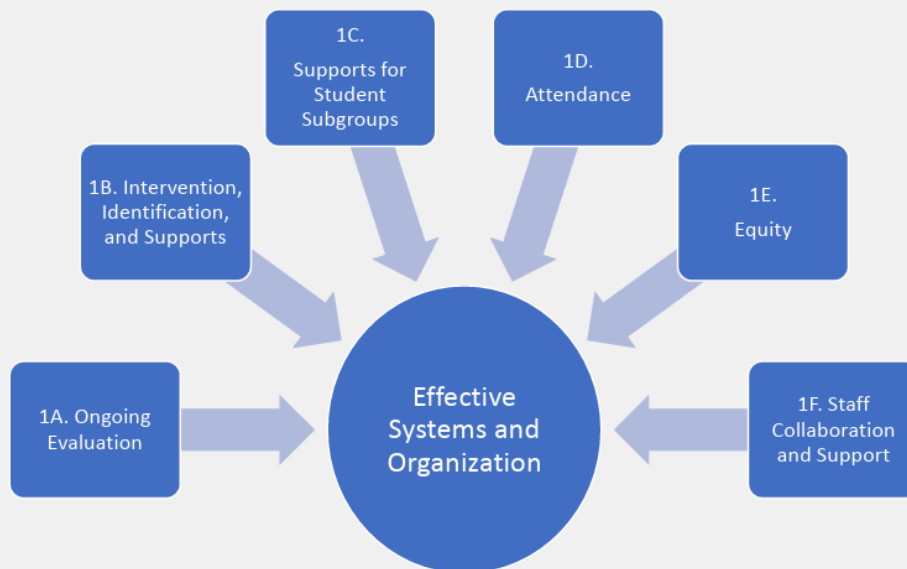
☐ We have tackled the following items:

- ☐ SPED
- ☐ Bilingual
- ☐ Starting and end times
- ☐ Block Schedule
- ☐ Collaborative Planning Time
- ☐ ENL Programming
- ☐ Transportation
- ☐ Collective Bargaining Agreements
- ☐ **What should be next?**



☐ DTSDE Framework [Link](#)

Tenet 1 – Systems and Organizations: Effective schools establish schoolwide systems and structures that promote continuous improvement and success for all students.

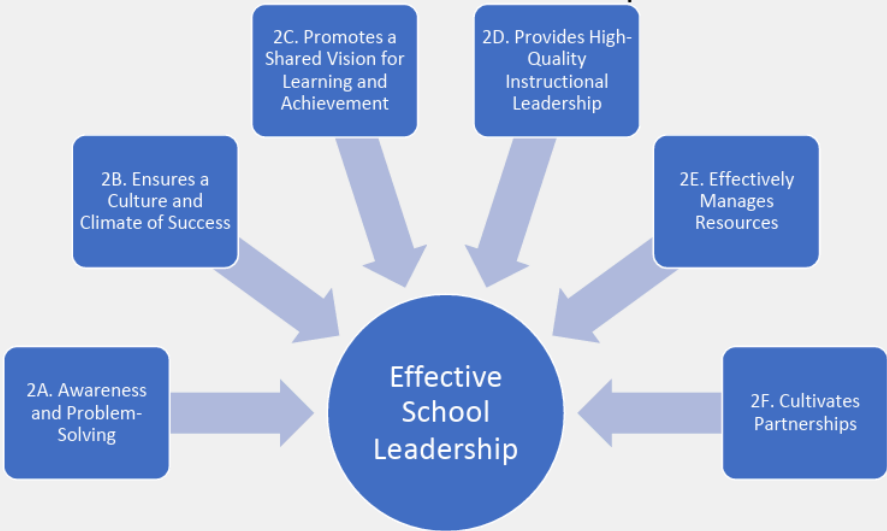


East Transition Team Rolling Agenda for Tenet 1 and 2



Tenet 2 – School Leadership: Visionary leaders create a school community and culture that leads to success, well-being, and high academic outcomes for all students.

Pillars of Effective School Leadership



Tenet 1 and Tenet 2 Second Semester Topics

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East Transition Team Rolling Agenda for Tenet 1 and 2



Tenet 1 and 2 Topics Second Semester

Topic	East Current State	Guiding Questions/ Notes
	→	
Disciplinary Referral System	East currently uses its own tool.	The district uses PowerSchool? Will we need to use PowerSchool?

Wondering: What don't we do/know about that is being implemented in other RCSD schools that we need to know and could/should be discussing?

Meeting Date

1/13/2025 Cancelled

Attendance

Blocker - East	Opiel - East	Conrow - East	Strickland - RCSD	
Leone - East	Slifka - East	Daley - UR	Mascadri - RCSD	
Cody - East	Jenkins - East	Callard - UR		

Agenda Items for Discussion

- ☐ FA Structure for 25-26
- ☐ SEL Model for all grades - CAST
- ☐ Update on Bilingual FINAL Continuum
 - ☐ **East Upper**
 - ☐ Bilingual Seats will be prioritized for CURRENT ELL's, with limited seating for former ELL's.
 - ☐ Former and EVER ELL's will be transitioned to Biliteracy Pathway (SLA 1, 2, Spanish I, 2, 3, 4, AP Spanish Language, and AP Spanish Literature)
 - ☐ Bilingualism and Biliteracy will be fostered by continued use of vocabulary

East Transition Team Rolling Agenda for Tenet 1 and 2



development in two languages throughout all content areas.

- ☐ No Arabic WL Program offering is recommended.

☐ **East Lower**

- ☐ Two Bilingual Program at 7th and 8th Grade with 25 seats
- ☐ Bilingual TA support will be assigned to both 7th and 8th grade if bilingual content teachers cannot be secured for two subject areas.
- ☐ Keep SLA at 7th and 8th for Biliteracy Program
- ☐ Although not mandated, ENL Support in a third content area (.4 FTE) for entering/emerging students. This is in lieu of having three bilingual content areas available to students. This model would be similar to the model at Wilson.

☐ **ENL Programming Lower**

- ☐ 25 Seats with one section at each grade level of 7th and 8th grade, NOT 6th grade

☐ Update on SPED FINAL Continuum

☐ East Upper School

- ☐ 12:1:1 SC - New 9th grade
- ☐ 12:1:3 NYSAA
- ☐ 12:1:3 NYSAA
- ☐ 12:1:1 NYSAA
- ☐ 12:1:1 NYSAA - New (Lower Scholars rolling up)
- ☐ 12:1:1 NYSAA - New entrants

☐ East Lower School

- ☐ 12:1:1 SC - New 7th grade
- ☐ 12:1:1 NYSAA New scholars replacing ones that moved up

Topic	East Current State	Guiding Questions/ Notes
Freshman Academy	→ 200 per cohort → FA Director → FA Assistant Principal → Two Counselors → Two Social Workers → Concentrated Class Area of building → FA Newsletter	Will move to 250 per cohort. Will we have 2 admin, 2 Counselors, and 2 Social Workers?

Meeting Notes

☐ X

Recommendations / Decisions / Endorsements / Actions

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- X
- X

Meeting Date

12/16/2024

Attendance

Blocker - East	Opiel - East	Conrow - East	Strickland - RCSD	Wingo - East
Leone - East	Slifka - East	Daley - UR	Mascadri - RCSD	
Cody - East	Jenkins - East	Callard - UR	Wilson, R. - East	

Agenda Items for Discussion

- ☐ Feedback from Lower School Scholars on bussing
 - ☐ 45 Prefer yellow busses even if late, 39 prefer RTS
- ☐ Feedback from Scholars on Bilingual
 - ☐ 11 wanted a Bilingual Program at Lower School, 29 felt English only was fine.
- ☐ Transportation is projected to be both schools on RTS and time is from 8:00-3:30.
- ☐ Special Education Continuum Updates
- ☐ Bilingual Updates
- ☐ [SEL Supports](#)
- ☐ Monthly RCSD Interventionist Trainings
 - ☐ East Support Room Managers have been invited and will start attending December 18th.
- ☐ Freshman Academy Structure
 - ☐ 250 Scholars projected for 25-26, currently have 200
 - ☐ VP and Director, 2 Counselors, 2 Social Workers
 - ☐ Separate Family Group
 - ☐ Town Hall
 - ☐ Self contained space - will need to move also into F wing most likely, with more scholars
 - ☐ [Weekly Newsletter](#)
- ☐ Staffing
- ☐ [DTSDE Framework](#)

Topic		East Current State	Guiding Questions/ Notes
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Sped Continuum		→ Consultant ◆ Indirect / Direct → Resource → NYSAA ◆ 12:1:1 LS ◆ 12:1:1 Grades 9-11 ◆ 12:1:3 Grades 9-11 ◆ 12:1:3 Grades 9-12+	RCSD is proposing: Lower School 12:1:1 7th Grade Lower School NYSAA 12:1:3 Upper School NYSAA 12:1:1 Upper School NYSAA 12:1:3 Upper School NYSAA 12:1:3 Upper School NYSAA 12:1:1
Bilingual		→ X ◆ X →	RCSD is proposing:
SEL Supports		→ CAST Team at Each Grade Level 7-12 ◆ Counselor, Admin, SW ◆ FA has two 2 Counselors, 2 admin, 2 SW due to importance of 9th grade year ◆ SEL Mini Presentation	Will we be able to keep our same allotment? FG can continue Town Halls can continue

Meeting Notes

- ☐ Lower School bussing
 - ☐ Will be RTS
- ☐ LS Bilingual:
 - ☐ Unsure if the 29 students are part of the Spanish Speaking Community
- ☐ Transportation:
 - ☐ Both are going to be together and will be RTS, 8:00-3:30, final answer will be tomorrow morning.
- ☐ Special Education Continuum Updates:
 - ☐ No updates as of now
- ☐ Bilingual Updates:
 - ☐ No updates as of now
- ☐ SEL Supports:
 - ☐ CAST team at every grade level 7-12, 6 does not have a social worker but has a counselor.
 - ☐ FTE: 3 counselors at 10-12, 2 counselors at 9th (5 total US), 3 counselors at LS, 2 SW's, admin for each grade level, 1 Bilingual SW for 9-12.
 - ☐ LS has cohort and alphabet (has cross section of entire LS) - intervention plans,

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community referrals, at end of year each grade level meets with the next year team.

- ☐ Freshman Academy: 9th grade depicts our graduation rate
- ☐ Leverage community supports/agencies for students; also have clothes closet, food pantry, etc.
- ☐ Lighthouse, cohort town halls, community providers, etc
- ☐ FG at both US and LS: 8-12 scholars, with 2 teachers - meant to build community, happens through use of curriculum (Leader in Me - LS and Character Strong - US)
- ☐ Lighthouse Governance (US) meet during FG and meet with Admin once a week, serve on RCSD student Leadership congress; LS has 5 teams that align to a specific purpose
- ☐ Town Halls - run by the administrator for that grade level, work with students, counselors etc, once per month typically during FG, purpose is to build unity amongst cohort, celebrate academics, attendance, birthdays, give other information such as college info, FAFSA, graduation requirements etc.
- ☐ Began offering bilingual town hall, but moved to a town hall format that is inclusive of all ENL scholars
- ☐ Graduation requirement cards translated to other languages to be inclusive of the diverse student populations
- ☐ Current structure is different than what is taking place in other schools across the district.
- ☐ A Counselor, SW, and Admin for every grade level has been imperative to the student success especially with Social Emotional needs.
- ☐ LS: current numbers at 6th grade is low, with hopes to increase, but they are going to absorb the vacancy and not fill it.
- ☐ Will have a counselor vacancy and hope to fill the position with a bilingual background to serve our Spanish speaking population.
- ☐ District does staff some schools more on the basis of need but there are differences based on certain services/caseloads.
- ☐ Christopher Miller is working on a document that depicts the staffing at other schools in the district to have a clearer picture of staffing.
- ☐ To not only preserve what we have done here, but also grow out some of the programs at other schools, have we looked at the staffing at central office as this does not directly impact the students.
- ☐ Monthly RCSD Interventionist Trainings:
 - ☐ Support Room managers will attend this meeting to ensure that things in the district such as MTSS are also taking place here at East.
- ☐ Freshman Academy Structure:
 - ☐ 250 scholars next year, currently at 200.
 - ☐ One or two self contained will most likely be implemented
 - ☐ 2 admins, 2 counselors, 2 social workers: critical to get students off to a good start.
 - ☐ They have their own corridor, own family group, own set of teachers etc: serves as a smaller school within a school.
 - ☐ District goal is to have a freshman academy of some sort at all the other schools to help build students ability for 5 credits and academic success.
 - ☐ There is a correlation between the number of students who get the 5 credits and 2 exams by end of freshman year and the graduation rate of the cohort 4 years later.
- ☐ Staffing:

East Transition Team Rolling Agenda for Tenet 1 and 2



- ☐ Hope is we would right size through increasing student cohorts.
- ☐ students would be phased in, not all at once.

☐ [DTSDE Framework](#)

Meeting Date

10-28-24

Attendance

Blocker - East	Opiel - East	Conrow - East	Strickland - RCSD	Pittman-RCSD
Leone - East	Slifka - East	Daley - UR	Mascadri - RCSD	Wilson, Rosemary
Cody - East	Jenkins - East	Callard - UR	Sadik-East	Geoge-East
Johnson - East	Wingo - East			

Agenda Items for Discussion “I think...I wonder... Perhaps we could cut back by...because...”

- ☐ ENL Programming
- ☐ SPED Programming
- ☐ Bilingual Programming
- ☐ Staffing

Topic	East Current State	Guiding Questions/ Notes
ENL Programming	→ Stand Alone → Integrated with ELA & Social Studies	1. What subject do we want utilize for integrated moving forward? 2. Is the RCSD requesting any changes with ENL at East? 3. Should an ENL teacher be in bilingual sections of classes? 4. How do we create a space for only non English proficient versus Bilingual.
SPED Programming	→ Consultant ◆ Indirect / Direct → Resource → NYSAA	1. What is a typical RCSD continuum? 2. Is there a need for a Bilingual 12:1:1? 3. What model does #33 and #28 have that would feed into us?

East Transition Team Rolling Agenda for Tenet 1 and 2



	◆ 12:1:1 LS ◆ 12:1:1 Grades 9-11 ◆ 12:1:3 Grades 9-11 ◆ 12:1:3 Grades 9-12+	EPO eliminated self contained classes because they had a less than 10% graduation rate for scholars enrolled in them. EPO wanted scholars in self contained SPED classes to have exposure to content teachers in all subject areas with expertise in that area. In addition, we wanted SPED teachers to be able to grow with content during CPT's with colleagues. IEP's were amended for any families that were in agreement with the change at the time.
Bilingual Programming	→ Lower School ◆ None → Upper School ◆ Has a mixture of many things. Bilingual scholars that are proficient and not proficient sit in the same current bilingual program. Some call it Transitioning but because we have proficient scholars it really is not. ◆ All scholars in Bilingual program take SLA	1. What can we do at LS to increase continuity and provide supports where they are currently needed? 2. How can we make certain we don't have proficient English speakers sitting in the seats for kids that are still not proficient? 3. How can we create a Native Language Strand? 4. How can we create a Transition Strand?

Meeting Notes

☐ ENL Programming

- ☐ Per NYSED entering and emerging students must have an ESOL unit of study in ELA. At any other level there is flexibility in subject area for use of units.
- ☐ Science is the greatest area of need at this time.
- ☐ Not having ENL and ICOT in the same section is encouraged unless students are both ELL's and a SWD. Must be considered when staffing.
- ☐ Bilingual Classes- If there is instruction in a bilingual class in the home language there should not be an ENL teacher present.
- ☐ Intentional planning of where students and ENL teachers are placed to allow space for non-spanish speaking students.
- ☐ Flexibility in determination of what subjects teachers should push in on a year-to-year basis.
- ☐ What is the profile of Arabic scholars at East?

☐ SPED Programming

- ☐ The district wants a 12:1:1 continuum throughout all the schools; feedback from parents

East Transition Team Rolling Agenda for Tenet 1 and 2



showed that they felt there were limited choices for schools and programs.

- ☐ Current Programs in the continuum throughout the district are 12:1:1, CT, ICT, Resource, Self-Contained
- ☐ 12:1:1 program would allow all Special Education scholars to have access to all schools in the district and limit the overpopulation of 12:1:1's at other schools in the district
- ☐ Grow out model would consider a 12:1:1 at the 7th-grade and 9th-grade for next year
- ☐ The goal would be to work towards getting students to move to the least restrictive environment/setting
- ☐ Continuum at #33 - 12:1:1; Continuum at # 28: ASD 6:1:4, Bilingual ICOT
- ☐ ICOT Middle School Bilingual class may be necessary
- ☐ Grouping by similarity for 12:1:1 and begin reaching out to students and families
- ☐ Bilingual programming
 - ☐ Currently doing continuous enrollment for Bilingual Students meaning if a child was ever in a Bilingual program we consider them to rejoin it at grade 9 even if they didn't have it in MS.
 - ☐ No current bilingual program at the Lower School, currently offer bilingual programming at the Upper School
 - ☐ Would need 3 x Bilingual TA that would follow one cohort of students program in Grades 6-8 to provide content area support (in all 4 core areas) to bilingual students which would allow for it to be considered a Transitional Bilingual Program.
 - ☐ For Heritage Speakers, we would like to expand Native Language Arts programming (LOTE) for Spanish heritage speakers and Arabic heritage speakers (+2 LOTE NLA, one Spanish and one Arabic).;
 - ☐ Transitional is being taught in Spanish until English proficient. Two Way Dual Language Program is being taught in Spanish and English. Using Home language and target language and they have the opportunity to learn in both.
<https://nysed.gov/bilingual-ed/program-options-english-language-learnersmultilingual-learners>
 - ☐ Adding heritage language support would expand bilingual programming to both a transitional and two-way model.
 - ☐ Current block schedule/extended day allows students to still have their bilingual needs met as well as allow for students to have opportunities to participate in CTE classes.

Recommendations / Decisions / Endorsements / Actions

- Autonomy to select subject of ENL push in any based on student needs any particular year. Next year we recommend science.
- Add 12:1:1 GROW OUT model at 7th and 9th grade for 2025-26 where kids are grouped by similarity.
- Add bilingual TA's for each cohort at 6-8 to provide content area support to enable it to be called a Transitional Program that would allow kids to remain in a bilingual program.
- Add a Spanish heritage speaker program at both upper and lower school.
- Potentially add a heritage speaker LOTE for Arabic.
- Try to limit placing SWD's and ELL's in the same class unless they are both classifications.

East Transition Team Rolling Agenda for Tenet 1 and 2



Meeting Date

10-7-24

Attendance

Blocker - East	Opiel - East	Conrow - East	Strickland - RCSD	
Leone - East	Slifka - East	Wilson - East	Mascadri - RCSD	
Cody - East	Jenkins - East	Callard - UR	Daly - UR	

Agenda Items for Discussion

- ☐ Quick Introductions
- ☐ RTA Collective Bargaining Agreement approved on 9/10/24
- ☐ East Collaboration with RCSD thus far:
 - ☐ Supt. Conference Day 9/4/24 with D. Strickland and C. Emdin
 - ☐ Ed Mascadri moved to Chief and will cover East Upper and Lower both in Network 4
 - ☐ Blocker reached out to Dan Hurley and School Innovation- they will support Receivership and SCEP components for both schools and attend meetings for both to learn
 - ☐ Principals attended RCSD meeting on 9-19-24
 - ☐ Assistant Principal representatives attended AP Meetings one LS and one US
 - ☐ Dan Hurley and Amy Alkiewicz attend East NYSED meeting on 10/3/24
- ☐ FACE Meeting will provide avenue for parent input in addition to Paul Conrow
- ☐ Lighthouse Team will provide scholar input
- ☐ School Day Length / Starting Times
- ☐ Master Schedule with Blocks and FG
- ☐ Transportation
- ☐ Enrollment Caps
- ☐ Staffing
- ☐ Discussion Protocol: **"I think...I wonder... Perhaps we could cut back by...because..."**

Topic	East Current State	Guiding Questions/ Notes
School Day Length and Starting Times	→ 7.5 hour length of day → LS Times 7:30-2:30 → US Times 8:00-3:30	1. What should inform decision? 2. If change is made is there extra costs? 3. Current schedule supports both 5 blocks

East Transition Team Rolling Agenda for Tenet 1 and 2



		and Family Group, will that continue?
Master Schedule	→ Five 72 minute Blocks + 30 minute Family Group	1. Will we be able to continue this since RTA and ASAR contract were already approved for 2025-2026? 2. Curriculum has already been built and created for blocks, to undo this would require much time, where would that come from? Allows for 10 credits per year. Teachers teach 3 Blocks per day. Performance Tasks/CEPT's can be done in 72 minute Blocks.
Transportation	→ Lower School ◆ Yellow Busses → Upper School ◆ RTS Busses	1. Can we stay the same? 2. Do the times need to be different? 3. Can we do the same time if need be, like we did during COVID ? 4. What would the impact be of 6-12 riding RTS together?
Enrollment	→ Lower School ◆ 6th grade - up to 100 ◆ 7th grade - up to 180 ◆ 8th grade - up to 180 → Upper School ◆ Each cohort - 200 scholars	1. Should 6th grade stay? 2. How can we increase for more scholars to attend, but not flood the system to quickly to take away the culture that has been built? 3. What would be the impact on staffing if enrollment increases? East started out with 160 in 7th and 8th grade and 180 at 9-12 for each cohort. In order to get control and build systems and structures a large comprehensive HS was not the EPO goal. Once a successful culture was established numbers were increased by 20 at each grade level.
Staffing	→ East has different ratios than RCSD at RTA and at ASAR	1. What are RCSD staffing ratios? 2. Is it consistent across all schools? 3. How do we insure that the teacher to scholar ratio currently in place will continue to support teaching and learning? Team understands ratios are inflated

East Transition Team Rolling Agenda for Tenet 1 and 2



compared to other schools. This was done by design with EPO. Additional counselors and social workers were added to support SEL by EPO intentionally.

Meeting Notes

☐ **School Day Length / Starting Times**

- ☐ District Current Day is 7:30 to 2:30, East Current Day is 30 minutes extra time a day; Lower school starts at 7:30 until 3:00, upper school starts at 8:00 and goes until 3:30
- ☐ Team would like to leverage the current time that we have at East but wonders what, if any, data is available to inform decision? If a change is made, how might this influence cost?
- ☐ Current schedule is able to support block scheduling and family group.

☐ **Master Schedule with Blocks and FG**

- ☐ Team believes believes Master Schedule is a foundation of a lot of our programs/structures at East that has led to success such as curriculum and allows students to have the opportunity to get credits; have teachers teach more than 3 periods a day; supports performance tasks/CEPT's to be completed;

☐ **Transportation (RCSD Middle = all Yellow, High = RTS)**

- ☐ Currently Lower School uses yellow busses and Upper School uses RTS, consistent with District
- ☐ Team wants to keep yellow bus consistent for the middle school and says parents have expressed their favor of them
- ☐ Team wonders how we may need to leverage the RTS if the busses are already going to the same neighborhoods based on a number of factors such as not currently have enough yellow busses/drivers for the district; bigger risk is that the students are not getting to school on time; can we implement community bus stops and consolidate to one transportation option if needed?

☐ **Enrollment Caps**

- ☐ Current Enrollment Numbers:
 - ☐ 180 7/8 grade level
 - ☐ 200 at each upper school cohort
- ☐ Team believes that these numbers have impacted culture and climate of building in a positive manner but understands other schools have a high enrollment and East currently has a cap.
- ☐ Team wonders about sustainability of programs if caps are raised and how it might influence culture if caps are raised too quickly; how might this influence the number of staff members needed?
- ☐ Team suggested to add 40 more students per cohort to avoid inflating the numbers to quickly and impacting the culture.

☐ **Staffing**

- ☐ Team understands ratios are inflated compared to other schools in the district and moving forward we must be strategic in staffing; team wants to ensure a strong teacher-to-student ratio that benefits teaching and learning. Team also wants to keep strong bonds that have taken

East Transition Team Rolling Agenda for Tenet 1 and 2



place as well as the instructional framework current staff members hold.

- ☐ Team wonders what reasonable staffing looks like for our building? Does this mean admin? Counselors? Teachers? Etc.
- ☐ Team believes that staffing and enrollment should be decided together to accommodate the increase in enrollment and maximize the course and pathway choices for scholars.

Recommendations / Decisions / Endorsements / Actions

- Length of day stays the same, but flexible in exploring possibility of changing times if it makes fiscal sense.
- Continuation of 72 minute Blocks
- Using same bussing if fiscally prudent - LS on yellow and US on RTS
- Increase cohort sizes by 40 more students per cohort as a way to support programming options for other scholars to join East and ensure the continuation of the culture that has been built by slow incremental increases.
- Current staffing ratios should remain until there is concrete information for RCSD staffing ratios that are consistent across all schools.

Meeting Date

August and September

Attendance

Blocker - East	Strickland - RCSD	
Leone - East	Mascadri - RCSD	
Cody - East	Wingo - East	

Topics were decided for this group to work on

Group was just getting started. We were trying to brainstorm topics for each tenet. In September we changed some of the items to different tenets and set meeting dates.

- ☐ Budget
- ☐ Collective Bargaining Agreement RTA
- ☐ Collective Bargaining Agreement ASAR
- ☐ Supervision with Chiefs for 24-25 and 25-26 transition
- ☐ Placement Decisions
- ☐ Enrollment Caps
- ☐ ENL Programming

East Transition Team Rolling Agenda for Tenet 1 and 2



- ☐ Bilingual programming
- ☐ SPED Programming
- ☐ NYSAA Programming g (LS: NYSAA 12:1:1, US: 12:1:1, 12:1:3, 12:1:3)
- ☐ Transportation
- ☐ Staffing Allocations
- ☐ School Day Length
- ☐ School Day Times
- ☐ Master Schedule with Blocks
- ☐ Professional Learning expectations (Moved to Tenet 3 and 4)
- ☐ NYSED Receivership Support and Transition for LS and RCSD Lead
- ☐ NYSED TSS for Upper with SCEP Support and RCSD Lead
- ☐ Admin PL who should attend RCSD meetings when?
- ☐ Contracts
- ☐ Literacy Program (Moved to Tenet 3 and 4)
- ☐ TL Structure with Staffing Allocations (Moved to Tenet 3 and 4)
- ☐ Academic Programming (Moved to Tenet 3 and 4)
- ☐ Course Catalog Options (Moved to Tenet 3 and 4)
- ☐ Curriculum (Moved to Tenet 3 and 4)
- ☐ Community Partners (Moved to Tenet 6)

Meeting Dates determined in September

- ☐ 10/7
- ☐ 10/28
- ☐ 11/25
- ☐ 12/16
- ☐ 1/3
- ☐ 2/10
- ☐ 3/17
- ☐ 4/7
- ☐ 5/12
- ☐ 6/2

Meeting Date

East Transition Team Rolling Agenda for Tenet 1 and 2



Attendance

Blocker - East	Opiel - East	Conrow - East	Strickland - RCSD	
Leone - East	Slifka - East	Daley - UR	Mascadri - RCSD	
Cody - East	Jenkins - East	Callard - UR		

Agenda Items for Discussion

☐ X

Topic	East Current State	Guiding Questions/ Notes
X	→ X →	
	→ X ◆ X →	
	→ X ◆ X →	

Meeting Notes

☐ X

Recommendations / Decisions / Endorsements / Actions

➤ X
➤ X