

First 100 Days Report



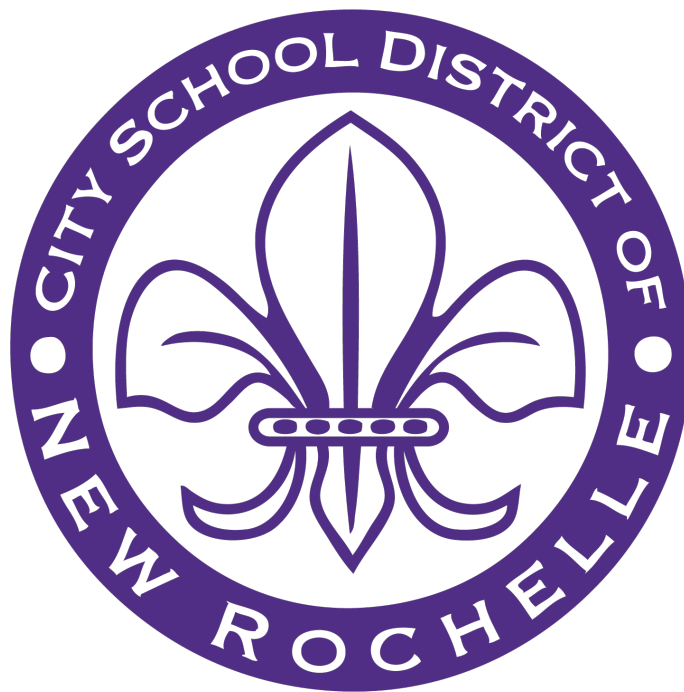
February 2020

*A report on my first hundred days as the Superintendent
of the City School District of New Rochelle*

Dr. Laura Feijóo

November 1 2019 - February 8 2020

A report on my first hundred days as the Superintendent
of the City School District of New Rochelle



Embracing Diversity, Driving Success

Dear New Rochelle School Community,



It has been a privilege to come to the New Rochelle community and serve as Superintendent. Over the past 100 days, I have embraced all that is New Rochelle and have lead through the vision that the City School District has so insightfully created.

As I prioritized my work for the first 100 days, I focused on the Strategic Roadmap adopted by the Board of Education. The roadmap identified the following five Strategic Directions that drive toward our mission:

Student Learning: Provide a high quality and challenging education for every child that promotes the intellectual, creative, social, emotional, and physical development of all students.

Safe and Supportive Schools: Cultivate safe, nurturing environments that embrace our rich diversity and are conducive to learning and growth.

Superb Staff: Recruit, hire, develop, evaluate and support all staff to consistently and collaboratively provide a high quality and challenging education for every child.

Engagement and Outreach: Foster an active partnership amongst community, parents, staff and students to live our Mission and achieve our Vision.

Resource Management: Manage fiscal, technological, and capital resources effectively and efficiently, in support of our Mission and Vision.

The following report highlights completed tasks and ongoing progress made under each Strategic Direction during my first 100 days as Superintendent. While I'm pleased with the work we've accomplished so far, this milestone is not a finish line. Our hard work is just beginning, and I look forward to working with parents, staff, students and community members on providing the rich, high-quality education our students deserve.

Sincerely,

A handwritten signature in blue ink that reads "Laura Feijóo". The script is fluid and cursive.

Dr. Laura Feijóo

Superintendent



Student Learning

Completed

<p>Reorganized the Campus School to:</p> <ul style="list-style-type: none">• include appropriate certified staff• maximize instructional time• introduce science labs• enforce closed campus• expand lunch area• enrich lunch options	<p>Worked with building Principals to roll out the Phase I and II presentations. Each school completed a Phase I Report as part of the Superintendent's entry plan to gather data on demographics, student performance and more. Under Phase II, principals will use the data to provide feedback on District Priorities and prioritize next year's goals.</p>	<p>Set specific District 2019-2020 goals rooted in the data presented in Phase I.</p>
<p>Organized consolidated, expanded summer school programs for all students to experience access to all programs.</p>	<p>Accepted and set-up AR-VR equipment which immediately expands access to cutting edge technology in the Arts Department.</p>	<p>Implemented informal school visits with lens on District Priorities.</p>

Ongoing

<p>Working with building level leaders and Central Administration to increase options and access for students attending Campus School.</p>	<p>Working with Dr. Alex Marrero and Albert Leonard Middle School administration to address and promptly implement a plan to rectify the TSI designation the school has received.</p>	<p>Working with Dr. Alex Marrero and Columbus Elementary School building administration to address and promptly rectify the data that lead to the potential TSI designation the school has received.</p>
<p>Assessing the effective and full support of our Special Education students to ensure that we are meeting their needs and expanding access and outcomes.</p>	<p>Studying the root causes for the success gaps for African Americans, Latin-x, English Language Learners and Special Education students.</p>	<p>Working with Legal Counsel to sort through regulations and ensure that the legally required policies are in place.</p>



Safe and Supportive Schools

Completed

Completed 20% of Altaris safety and security recommendations.	Implemented identification scanning at school and remain committed to working with our community to ensure that parents and guardians feel safe and welcome in our schools.	Committed to implementing and supporting safety initiatives to further secure our schools through partnership with the New Rochelle Fire Department, such as the painting of NRHS hallways with clear color coding.
Resolved bus pick-up and drop-off times with the County.	Worked on communications plan for when incidents happen at school.	Built a positive relationship with the office of the City Manager and New Rochelle Police Department to finalize an MOU to reinstate the mentoring programs at the middle schools and NRHS.

Ongoing

Working on implementing nearly 40% of security recommendations made by Altaris.	Working with the City of New Rochelle to communicate needs as they relate to traffic and snow removal around our schools.
Creating regulations for health and safety responses for when students are injured at school.	



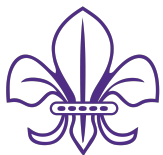
Superb Staff

Completed

Hired Dr. Alex Marrero as Assistant Superintendent for Curriculum and Instruction.	Created the position of Director of Diversity, Inclusivity and Innovation. This position has posted and closed. We expect to make a hire in the coming weeks.	Closed and will re-open the search for the Assistant Superintendent for Human Resources.
Conducted fundraising training and will propose policy changes and regulations to the Board of Education when our audit is complete.	Proposed and shared the comprehensive budget schedule.	Reorganized Central Office teams to create organizational effectiveness in response to the needs of schools.

Ongoing

Actively conducting a search for the NRHS Principal.	Exploring effective Professional Development options that will support the good work being done in our schools.	Preparing negotiations for a balanced FUSE contract.
--	---	--



"Over the past 100 days, I have embraced all that is New Rochelle and have lead through the vision that the City School District has so insightfully created."



Engagement and Outreach

Completed

Started "Message from the Superintendent" to have a clear channel with the community.	Created a new channel of communication for Board of Education meetings.	Began archive of Superintendent's reports to the New Rochelle Board of Education.
Celebrate student achievements at Board of Education meetings with resolutions and certificates.	Co-sponsored a Thanksgiving dinner with New Rochelle City.	Celebrated MLK day at the 48th annual breakfast.
Provide detailed "responses to inquires" at Board of Education meetings.	Improved mobile responsiveness for the weekly E-blast.	Resumed TV airing of the Board of Education meetings.
Introduced the "Superintendent Update" video on the district page after each Board of Education meeting.	Listened to the community and introduced a digital clock at Board of Education meetings to help manage time expectations during "Public Comment".	Attend as many school and community functions as possible.
Provide a constant and continuous open-door practice.	Listen to feedback from Board of Education members who sit on or visit other community boards.	

Ongoing

Actively participate with local and county My Brother's Keeper programming.	Working with R3 Communications to re-imagine and re-design the District's website to better provide resources and information to the school community.	Contributing member on the Board of the Fund for Educational Excellence.
Planning and developing a "Stop Hate – Night of Hope" symposium.	Evaluating the work of existing committees to review community input.	Creating additional opportunities to connect with the community through our communication channels.



Resource Management

Completed

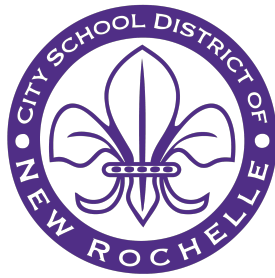
Began budget conversation as early as possible and integrated it into the Phase I presentations.	Began conversations on student-based budgets.	Hosted a Budget Town Hall, which was a round table discussion where all NRHS department chairs presented their requests to improve and expand the quality and rigor of instruction in NRHS.
Hosted Budget Café, an interactive forum for parents to meet directly with school leaders to discuss budget priorities.	Proposed a budgetary line item for STEAM programs in every school across the district.	Retained a demographer to monitor and study any implications to the budget.

Ongoing

Continuing to successfully work to maintain and upgrade facilities through capital improvements and bond-related work.	Conducting a detailed transportation study which we will share with the community when complete.	Resumed address verification initiative of District families.
--	--	---



"Our hard work is just beginning, and I look forward to working with parents, staff, students and community members on providing the rich, high-quality education our students deserve."



Mission:

The City School District of New Rochelle, through an active partnership amongst community, parents, staff and students, will provide a high quality and challenging education for every child, in a safe, nurturing environment that embraces our rich diversity and drives our success.

Dr. Laura Feijóo

*A report on my hundred days in as the Superintendent of
the City School District of New Rochelle*



City School District of New Rochelle
515 North Avenue New Rochelle, NY 10801