

Follow-Up Questions
Board of Education Meeting
Dec. 18, 2018

The following questions were asked at the Dec. 18, 2018 Board of Education meeting:

How do we attract, maintain and support diverse faculty and administrators?

From Assistant Superintendent for Human Resources, Dr. Joseph Williams:

Our overarching goal, first and foremost, is to attract the best and most skilled educators who have a track record of success in meeting the academic, social, and emotional needs of students. At the onset of each hiring season, with the mindset of excellence serving as the guiding force, administrators are given the opportunity review the [Human Resources-Excellence with Diversity](#) education policy, which addresses the district's goal of having diverse staffing. With consideration given to the aforementioned policy, administrators select resumes of candidates with skill sets and experience(s) that best match the academic, social and emotional needs of their students. They also employ methods for identifying applicants that have the potential of deepening and diversifying the candidate pool. The candidates from the diverse pool are then interviewed by a committee representative of the school's staff and community and also given a performance task or conduct a demonstration lesson, which is evaluated by the committee. The candidates who perform the best throughout the process are recommended to the Board of Education.

We maintain and support new staff by providing them with formal and informal mentors and professional development that serves to enhance their ability to meet the academic, social and emotional needs of our students.

What middle school courses can students take to prepare for PAVE?

The Performing And Visual Arts Education (PAVE) program is a rigorous program at New Rochelle High School that students must audition for in order to be accepted.

- Visual Arts - Each middle school offers an after school club designed to prepare grade 8 students for their auditions.
- Music - Each band, orchestra and choral teacher encourages grade 8 performing musicians to consider PAVE. They help the student prepare for the auditions.
- Acting - Each middle school theater program supports grade 8 students who indicate interest in PAVE Acting.

Learn more about PAVE with the brochure found [here](#) and the video found [here](#).