
FOLLOW-UP QUESTIONS

The District makes an effort to follow up on questions that are asked or submitted at Board of Education regular and Town Hall meetings but that remain unanswered when the session ends. Find the questions and answers organized by category here.

PAVE ARTS

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.

SOCIAL AND EMOTIONAL HEALTH (Including Restorative Practices)

Can we do more to educate the community about restorative practices? Do you think you have the buy-in you need?

Restorative Practices represent a significant shift in the discipline paradigm. Buy-in from the community is crucial to its success.

It is important to communicate clearly what we are doing. We will continue to educate the community by hosting parent and caregiver meetings with all schools to inform them of the work we are doing to support our educators and our students in learning social emotional learning (SEL) strategies.

We will also host community-wide sessions to inform all those interested of our work towards several common goals: preventing problem behaviors; promoting positive discipline in schools; fostering healthy school climates through development of SEL skills; and constructive conflict resolution for all students and adult learners, including educators and support staff.

How long does a suspension need to be in order for Restorative Practice to be effective?

Restorative Practices and suspension are separate measures that can be employed as disciplinary steps, and they are not mutually inclusive or exclusive of each other. Restoration may benefit a student as a sole measure to correct behavior, or can be assigned a student upon return from suspension. ReStorative measures can even be employed with a student facing a hearing for expulsion.

Which schools operate Safe School Ambassador programs?

The three secondary schools – New Rochelle High School, Albert Leonard Middle School and Isaac E. Young Middle School – all have Safe School Ambassador initiatives that are designed to enhance the culture and climate in the schools. In the program, students are chosen to be trained and mentored to prevent and head off bullying incidents among their peers.

STAFFING

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 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.