

## Spencerport Central School District honored as Rochester **Top Workplace** for 3<sup>rd</sup> year in a row

Spencerport Central School District has been awarded a Top Workplaces 2021 honor for the third year in a row. The list is based solely on employee feedback gathered through a third-party survey administered by employee engagement technology partner Energage LLC. The anonymous survey uniquely measures 15 culture drivers that are critical to the success of any organization: including alignment, execution, and connection, just to name a few.

Dr. Pamela Kissel, interim superintendent for the Spencerport Central School District said, "This honor is truly a reflection of our administrators, teachers and staff, and the way we have all come together as a learning community in one of the most challenging years to serve in education. To be awarded for the third year in a row is a testament to Spencerport, and a reflection of the unity exemplified as one Ranger family."

Eric Rubino, Energage CEO, said, "during this very challenging time, Top Workplaces has proven to be a beacon of light for organizations, as well as a sign of resiliency and strong business performance. When you give your employees a voice, you come together to navigate challenges and shape your path forward. Top Workplaces draw on real-time insights into what works best for their organization, so they can make informed decisions that have a positive impact on their people and their business."

How our employees describe our culture



November 2020

forward-thinking hardworking  
positive friendly  
fair caring kind  
flexible supportive proactive  
cooperative collaborative  
respectful understanding  
deliberate supportive-teachers

**TOP  
WORK  
PLACES**  
2019-2021

**Democrat & Chronicle**

Spencerport CSD is a 2021  
Top Workplace!  
3 Years Running



*A formal Top Workplace ceremony occurred virtually, so in Spencerport, we celebrated with cookies! Pictured, our high school physical education teachers.*



## Welcome, Tasha Potter



Monroe One BOCES is proud to announce the appointment of Tasha Potter as the Director of Diversity and Equity Planning.

This newly created position is a collaboration between Monroe One and Monroe 2–Orleans BOCES, offering consultant services to area school districts including Spencerport, as we all work to advance our culturally-responsive education.

Potter comes to us from the Greece Central School District. Through her work as the district's Director for Equity and Family Community Engagement, she led the Equity Design Team to create a responsive, inclusive, and mindful educational community.

This effort included a number of community events created to bring conversations to schools related to equity and race. Centered around restorative dialogue, Potter would bring awareness to topics impacting students and provide opportunities for growth within the school community.

Creating an equitable learning environment for all learners remains a steadfast priority. This position will play a key part in our unified mission of understanding and promoting diversity, equity, and inclusivity.

## Four finalists selected in *Spencerport school superintendent search*

The Spencerport Central School District Board of Education has chosen four finalists for the district's next top administrator. The finalists are:



***Nerlande Anselme***  
Assistant Superintendent,  
Student and Family Services,  
Rush-Henrietta CSD



***Kristin Swann***  
Associate Superintendent  
of Educational Services,  
Victor CSD



***Dr. Joseph Prisinzano***  
Co-Principal/Assistant  
to the Superintendent,  
Jericho UFSD



***Ty Zinkewich***  
Assistant Superintendent  
for Instruction,  
Spencerport CSD

"On behalf of the Board, I would like to thank the students, staff and community members who completed our district survey and shared their feedback about what they'd like in a new superintendent," said Board President Kevin Hutton. "Each of these finalists is an accomplished educator with extensive instructional and leadership experience. They bring a wealth of knowledge and proven track records of empowering student achievement, advancing educational excellence and providing a welcoming and affirming environment for all learners."

"The members of the Spencerport Board of Education have engaged in a thorough process to select distinguished finalists," said Monroe 2–Orleans BOCES District Superintendent and Search Consultant Jo Anne L. Antonacci. "Even amid the challenges presented by the pandemic, the Board has been steadfast in their resolve to choose highly qualified candidates and stay on a timeline to have a new superintendent in place in July."

Any questions regarding the superintendent search process should be directed to District Superintendent and Search Consultant Jo Anne L. Antonacci at (585) 352-2411 or [jantonac@monroe2boces.org](mailto:jantonac@monroe2boces.org).

# UPDATE on Culturally Responsive Education

The Spencerport Central School District values diversity, equity, and inclusion, and our staff continues to expand upon our efforts toward Culturally Responsive Education (CRE).

Implementation of CRE involves a multi-year, multi-faceted approach across all areas within our district, and we want to follow up with our learning community on our progress.

## Background

Culturally Responsive Education (CRE) is a framework established by the New York State Education Department for the purpose of creating student-centered learning environments that:

- Affirm racial, linguistic and cultural identities;
- Prepare students for rigor and independent learning;
- Develop students' abilities to connect across lines of difference;
- Elevate historically marginalized voices; and
- Empower students as agents of social change.

As a district, we have embraced this work, and started by engaging our students, staff, parents, families, and community members in conversations on race, diversity and equity. These discussions, particularly with our students, have served as the foundation for our CRE work, informing our short-and-long-term goals, as well as our action steps.

## Student Summits

For the last three years, the district has hosted numerous "summits" for our high school and middle school students to listen and learn from our students' experiences in school, develop areas of focus, and propose action steps. Our students have recommended:

- Teacher and staff professional development
- Analyze policies that involve discrimination (i.e. Code of Conduct)
- Continuation/expansion of student summits, Equity Committee, faculty meetings, professional development, and candid conversations.

Assistant Superintendent for Instruction Ty Zinkiewich, who has led the CRE initiative in Spencerport, said, "Our students have been very candid with us, sharing what we do well and where we need to focus more effort. Our students are the leaders in so much of this work, and I feel fortunate to be able to listen to our student voices and be part of this initiative toward achieving a more equitable and inclusive environment."

## Professional development and curriculum

Developing awareness and understanding around CRE, diversity and equity has been a focal point in ongoing faculty meetings, staff trainings, and districtwide professional offerings. Opportunities have included:

- Building knowledge around systemic racism, language and terminology.
- Utilizing the resource, *Teaching Tolerance*, for staff members to learn how to Interrupt, Question, Educate and Echo. More specifically, trainings were centralized on use of the N-word, and how to intervene with any one of the techniques.
- The New York University's six-part training to develop CRE competency within our district. In two years, more than 40 SCSD teachers, counselors, principals and administrators have attended this training.
- Collaboration with Shane Wiegand an educator for the Rush-Henrietta School District and the PathStone Foundation. PathStone works with districts to incorporate curriculum around the History of Racial Policies and Practices in Rochester and structural racism, and this year, Wiegand is collaborating with our fourth-grade teachers. The content, which is designed to fit into local districts' existing curriculum, allows students to explore and interpret local history, share their perspectives, and work with classmates to make claims supported by evidence. Students have the opportunity learn about the contemporary realities of structural racism, and build a more equitable community through this education.
- Development of anti-racist instruction in partnership with the Center for Urban Education Success (CUES) at the University of Rochester's Warner School of Education. Monroe County school districts, including Spencerport, are working with the UofR on aligning U.S. history curricula with New York State standards.

The team of educators, which includes our very own Frank Cafarella, a 7th and 8th grade social studies teacher and social studies department teacher leader, is developing lessons focused on Rochester's history with race relations, using the context of the 1964 uprising to the current day. The curriculum will help area students, both city and suburban, understand more about Rochester and its deep, long-standing history of segregation and disparity.

## Director of Diversity and Equity Planning

The Spencerport Central School District will be consulting with Tasha Potter, the newly-appointed director of diversity and equity planning for Monroe BOCES One, to further develop our CRE programs and initiatives. Her profile may be found on page 2.

## More information available

Additional updates on our CRE efforts may be found on our website at [https://www.spencerportschools.org/district/culturally\\_responsive\\_education](https://www.spencerportschools.org/district/culturally_responsive_education). These updates include a review of Board of Education policies, long-term equity action plan, participation in the Regional Equity Network, and ongoing work of our community Equity Committee.



# Budget Update

## The impact of equalization rates on Parma and Ogden

### What are equalization rates, and how do they affect taxes?

A town's assessor estimates the market value for each property, based on analysis of sales and other market data.

The main purpose of the equalization rate is to ensure that each parcel is valued fairly, relative to other parcels in the district and across the state. Assessors must update these values regularly to reflect the most current market value. However, the process is expensive and even the mention of "reassessments" is unpopular for many elected officials and taxpayers.

To further complicate matters, every municipality has its own assessor, and their practices may vary from one town to the next. To adjust for this, NYS Office of Real Property Tax Services reviews property sales within each municipality, and then based on market trends, assigns a "corrective figure" - an equalization rate - to better reflect actual market values.

#### Example 1:

Equalization rate = 100

Town is assessing property at 100% of market value.

Property's assessment should be its market value (the price for which you could sell your property).

#### Example 2:

Equalization rate < 100

Overall property in the town is assessed LESS THAN market value. The lower the equalization rate, the longer it has been since the last reassessment.

For instance, an equalization rate of 0.80 means that a property is assessed at 80% of its full value.

- Full value = assessed value/equalization rate
- Full Value = \$80,000/0.80
- Full Value = \$100,000

The Spencerport Central School District is comprised of four towns, with the following equalization rates for 2021:

- Ogden: 93%
- Gates: 100%
- Greece: 100%
- Parma: 93%

Simply put, because school districts cross municipality borders, the equalization rate is used to make sure all residents are contributing their fair share to the school district. So a property in Parma and Ogden (equalized at 93%) assessed for 187,400 is paying the same amount in school taxes as a property in Gates and Greece (equalized at 100%) assessed for 201,500.

School districts do not determine assessments or equalization rates. School districts only control the tax levy, or the amount that taxpayers within its boundaries must contribute to the district's budget.

Because of this, we anticipate the tax rate for the towns of Ogden and Parma to be higher than that of Gates and Greece. Below is a chart shared with our Budget Focus Group on March 1, which gives an example of the equalization rates and tax rates. These are forecasted figures at this time.

Town	2020-2021 Assessed Value	Estimated Growth	2021-2022 Est Assessed Value	Dollar Change	EQ Rate	2021-2022 Market Value	Percent of Market Value	Levy Raised per Town	Section 520's	Net Levy Raised per Town	Tax Rate per Town	% Change
Ogden	\$ 881,518,802	1.25%	\$ 892,537,787	\$ 11,018,985	93%	\$ 959,718,051	54.49%	\$ 21,924,357	\$ -	\$ 21,924,357	24.564066	3.35%
Gates	\$ 377,894,583	0.50%	\$ 379,784,056	\$ 1,889,473	100%	\$ 379,784,056	21.56%	\$ 8,676,008	\$ -	\$ 8,676,008	22.844582	-2.04%
Greece	\$ 226,222,919	2.00%	\$ 230,747,377	\$ 4,524,458	100%	\$ 230,747,377	13.10%	\$ 5,271,327	\$ -	\$ 5,271,327	22.844582	-2.11%
Parma	\$ 172,026,923	1.00%	\$ 173,747,192	\$ 1,720,269	91%	\$ 190,930,980	10.84%	\$ 4,361,738	\$ -	\$ 4,361,738	25.103936	4.40%
	\$ 1,657,663,227	1.16%	\$ 1,676,816,412	\$ 19,153,185		\$ 1,761,180,464	100.00%	\$ 40,233,431	\$ -	\$ 40,233,431		
TRUE FULL VALUE TAX RATE:											\$22.84	-1.99%

Town	2019-2020 Assessed Value	Growth	2020-2021 Assessed Value	Dollar Change	EQ Rate	2020-2021 Market Value	Percent of Market Value	Levy Raised per Town	Section 520's	Net Levy Raised per Town	Tax Rate per Town	% Change
Ogden	\$ 870,218,741	1.30%	\$ 881,518,802	\$ 11,300,061	98%	\$ 899,508,982	53.51%	\$ 20,992,105	\$ 40,881	\$ 20,951,224	23.767189	-1.19%
Gates	\$ 311,771,686	21.21%	\$ 377,894,583	\$ 66,122,897	100%	\$ 377,894,583	22.48%	\$ 8,819,037	\$ 6,215	\$ 8,812,822	23.320847	-6.92%
Greece	\$ 219,291,644	3.16%	\$ 226,222,919	\$ 6,931,275	100%	\$ 226,222,919	13.46%	\$ 5,279,431	\$ -	\$ 5,279,431	23.337293	-2.98%
Parma	\$ 168,701,602	1.97%	\$ 172,026,923	\$ 3,325,321	97%	\$ 177,347,343	10.55%	\$ 4,138,807	\$ 2,255	\$ 4,136,552	24.045957	-0.03%
	\$ 1,569,983,673	5.58%	\$ 1,657,663,227	\$ 87,679,554		\$ 1,680,973,827	100.00%	\$ 39,229,379	\$ 49,351	\$ 39,180,028		
TRUE FULL VALUE TAX RATE:											\$23.31	-3.09%

We will provide the estimated tax rates for each town after the Board of Education approves a budget proposal in April. The community budget vote will take place on Tuesday, May 18, when residents vote on the 2021-22 budget expenditures.

The Board of Education sets the actual tax rate in the summer.

## CORNERSTONE ELEMENTARY SCHOOL REPORT CARD ROLLOUT: 4-PART SERIES

## New elementary school report card for 2021-22 school year

Families of kindergarten through fifth grade students will see changes in the language and format of report cards starting in the 2021-22 school year. However, before any changes go into effect, the District is launching a multi-faceted informational campaign that includes a video series for web and social media, a Board of Education presentation, and a four-part series in the Cornerstone newsletter.

Among other changes, the new report cards will emphasize social emotional learning and reflect the change to reporting student progress toward meeting end-of-year grade-level standards. A specific comment section for Social emotional learning will be located at the top of the report card as it is an important area of focus in the District. The transition to reporting student progress toward end of

year benchmarks will alter what families might expect to see on a report card.

“We use many methods for communicating student success and the District encourages ongoing dialog between teachers and caregivers.”

“It’s very important to us that we equip families with the necessary information to understand the new format,” said Director of Curriculum Kristen Paolini.

“Not only that, we want them to be able to talk with their children about their report card in terms of growth over the course of the school year.”

The goal of the revised report card is to provide families with clear communication as to their child’s in-school progress and is the result of a collaboration of District stakeholders including teachers, parents, and administrators. It is aligned to the NYS Next Generation Learning Standards and is efficient for teachers to use.

“We also want parents to understand that a report card is only one form of communication,” said Paolini. “We use many methods for communicating student success and the District encourages ongoing dialog between teachers and caregivers.”

## Deadline to run for school board is Apr. 19

Candidates interested in running for the Spencerport Board of Education are asked to contact Marcy Clapper, the Spencerport Board Clerk, to obtain a packet of information, which includes all the petition requirements, deadlines, and material for Cornerstone, etc.

She may be reached by calling 349-5101 or emailing [mclapper@spencerportschools.org](mailto:mclapper@spencerportschools.org).

Board of Education candidates must submit their petitions, signed by at least 25 qualified school voters of the district, by Mon., April 19 at 5 p.m.

The Board of Education will have two seats up for election this year. The three-year terms, currently held by Kevin Hutton and Michael Miceli, will begin on July 1, 2021, and end on June 30, 2024.

The primary duties of the board are to develop the broader, long-range goals and policies which determine the basic framework for the educational programs, services and facilities to be offered to the youth of the community.

## SHS team competes in international math challenge

Five Spencerport High School student represented our district in the international MathWorks Math Modeling Challenge this year:

- Jacob To, senior
- Addison Glozer, senior
- Maya Voelkl, senior
- Cameron Domenico, senior
- Abra Geiger, junior

Our students competed together in the math contest for high school juniors and seniors to experience what it's like to work as a team to tackle a real-world problem under time and resource constraints, akin to those faced by professional mathematicians working in industry.

Student teams are given an open-ended math problem of three parts, and are allowed 14 continuous hours to solve it, using internet or paper resources, or their provided modeling software. Students cannot ask any person for help. Our students met from 8 a.m. to 10 p.m. on Feb. 26, and submitted a 23-page solution.

Sandra McGreevy, Spencerport High School math teacher said, "The students' solution is so detailed and creative. I am so impressed with their thoughts and effort, and am hoping for good news. Either way they are winners already with the skills they have gained through this experience."

<https://m3challenge.siam.org/>



## STA food drive a success

The Spencerport Teacher's Association hosted a food drive during the month of February. Faculty and staff from each building, administrators from district office, and members from our community all participated in our generous donation of non-perishable goods and a monetary donation to the Ecumenical Food Shelf. The drive resulted in 4 full carloads of goods! Thank you to all that donated; and thank you to Marcia Tiano at the food shelf for working with us; it was a huge success!



*Pictured, Jacquelyn Lanpher, and her son, Eric, a Cosgrove 8th grader*



## Gratitude for our food service workers

Spencerport parent, Jennifer Adams, and her children wanted to spread some love to the hardworking cafeteria staff in February. Adams and her children dropped off some hot chocolate and hand warmers today. We are so thankful for all you are doing, especially on these chilly winter days.

Children,  
Ameilia, 8th grade  
Charles, 9th grade  
Molly, Taylor 3rd  
Wesley, Taylor 5th



*Pictured Delila Macleod, senior*

## Our high school NHS Students serve in community

The Spencerport High School Chapter of National Honor Society has more than 200 student inductees.

Despite the pandemic, these students have been able to continue to provide services to the Spencerport community, including 47 NHS students providing tutoring services for students in grades K-11 via Zoom on Wednesdays.

In addition, we have students making cords to be hung on the "chemo bells" at local cancer treatment centers. Patients completing treatment are able to ring the bell and take home the cord.

Finally, students are volunteering to rotate stock at the food shelf in Spencerport. The coordinator has reported "WOW!! What an incredible group of young ladies you've sent my way! Each and every one worked very hard and accomplished more than I expected in 2 short hours."

Our Rangers are truly amazing!

**Board of Education:**

Mr. Kevin Hutton, *President*  
 Mr. Greg Kincaid, *Vice President*  
 Mr. Gary Bracken  
 Ms. Kate Czarnecki  
 Mr. David Gibbard  
 Mr. Michael Miceli  
 Ms. Lori Stone

School Board members are elected to three-year terms and serve without pay.

**Interim Superintendent of Schools**

Dr. Pamela Kissel

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*Cornerstone, NYSPRA award winner  
 for 2015 and 2018 budget newsletters*



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 Central School District  
 71 Lyell Avenue  
 Spencerport, NY 14559  
 585-349-5000

## Substitutes Needed!

Please share our opportunities with those you know!  
 We are currently hiring for the following substitute positions:

- Teacher
- Teacher aide
- Teaching assistant
- Cleaner
- Bus driver
- Bus attendant
- Food service worker
- Nurse



Here is a link to our application page:

<https://www.applitrack.com/spencerportschools/onlineapp>

Questions? Call (585) 349-5124

## Congratulations to our newly-tenured teachers

Congratulations to the following teachers who received tenure from the Board of Education on March 23:

**Bernabi Elementary**

Elizabeth Bender	Laura Hulburt
Patricia Condon	Jennifer Magliocco

**Munn Elementary**

Julie Miller

**Taylor Elementary**

Nicole Comanzo	Lorraine Fousse
Marissa Tedesco	

**Cosgrove Middle School**

Rebekah Maher	Jaclyn Neusatz
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**Spencerport High School**

Alexander Elkins