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HEMPSTEAD UNION FREE SCHOOL DISTRICT

SUSTAINED FOCUS MANAGEMENT ISSUES

1. BRING ABOUT FISCAL STABILITY

- ◆ Eliminate \$2.6 million deficit.
- ◆ Control spending and develop a fiscal plan that will result in building positive fund balances and creating appropriate reserves.
- ◆ Establish an acceptable credit rating to facilitate future borrowing.

2. CREATE A MEANINGFUL CURRICULUM AND INSTRUCTIONAL MANAGEMENT RESULTING IN IMPROVED PUPIL ACADEMIC ACHIEVEMENT AND A MORE EFFECTIVE SPECIAL EDUCATION PROGRAM

- ◆ Implement SED Performance Improvement Plan.
- ◆ Align district curriculum with State standards pursuant to a curriculum audit.
- ◆ Establish mechanism for vertical and horizontal articulation.
- ◆ Analyze pupil performance data to bring out higher test scores.
- ◆ Reorganize the Special Education Department.
- ◆ Implement findings of the Special Education Audit-VESID

3. IMPROVE SCHOOL SAFETY AND SECURITY

- ◆ Implement all findings of the SED School Safety and Security Audit.
- ◆ Redesign and reorganize the district's Security Department.

4. IMPROVE SCHOOL FACILITIES

- ◆ Develop and implement a Five-year Facilities Plan in compliance with State regulations.
- ◆ Develop a Comprehensive Capital Improvement Plan in compliance with State regulations.
- ◆ Enhance the management of the Buildings and Grounds Department.

5. IMPROVE PERSONNEL MANAGEMENT AND HUMAN RESOURCE DEPARTMENT

- ◆ Conduct a comprehensive Personnel Management Audit and implement all findings

6. CREATE A POSITIVE PUBLIC RELATION IMAGES OF HEMPSTEAD

- ◆ Re-invent Hempstead and bring about a paradigm shift.
- ◆ Alter the current perception.
- ◆ Develop a new "Trademark" and "Stock in Trade" message.
- ◆ Establish the mechanism for getting out to the community and media the many positive programs and activities

Joseph A. Laria, Ph.D.
November 15, 2008