

# Greece CSD Values, Mission, and Vision Page

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RESILIENCE

# GREECE

EQUITY

Excellence CARE



LOVE



Welcome to

[www.greeccsd.org](http://www.greeccsd.org)

Twitter @greececentral

Greece Central School District





## Our Vision

The Greece Central School District will be a source of pride and inspiration for the Greece Community, where we serve as a hub for equality, creativity, innovation and inclusion. We will transform our educational approach in order to elevate the cultural assets, voice and agency of all members as well as to empower students to flourish as responsible, empathetic, engaged citizens.

## Our Mission

The Greece Central School District's core purpose is to build a culture of high standards, engagement and supportive relationships through equitable access to resources, opportunities, and partnerships, so that students are able to achieve social, emotional, and academic excellence.

## Our Core Values

<b>R</b> Resilience & Respect	We believe in developing resilient and respectful learners who are fully equipped to embrace life's inevitable challenges and adversity with a growth mindset and confidence. We are committed to encouraging students to engage with the school and community with empathy, grace and dignity and to serve as positive role models for healthy relationships.
<b>E</b> Excellence with Equity	We believe in fostering equitable and inclusive schools where students and adults build authentic supportive relationships, in order to co-create solutions that lead to better outcomes for all. We embrace diverse cultures and perspectives, so that all students and adults feel valued, included, respected, and safe. We strive to remove barriers and eradicate achievement gaps, so that all students may flourish academically, socially, and emotionally in our schools.
<b>A</b> Agency & Affirmation	We believe in promoting all instructional practices that elevate voice and choice of our students, staff, families, and community. We believe in positioning our students and adults as trusted advisors to leadership and decision-making while providing a space where people feel represented and reflected. We believe we have a collective responsibility to learn about our community's cultures and provide learning experiences that are purposeful, meaningful and relevant for all.
<b>C</b> Courage & Collaboration	We believe all members of a school community have a shared responsibility for enhancing learning for all students. We aim to establish effective communication systems as well as develop a culture for learning and feedback. We believe in supporting the personal growth by honoring risk-taking, vulnerability, and mistakes and promoting perseverance, and productive dialogue. We appreciate multiple perspectives and believe they generate richer understanding of our work and how to improve it.
<b>H</b> Humility & Honesty	We believe in holding our school district and representatives to the highest academic and moral standards so that we can cultivate relationships rooted in trust, transparency, grace, and respect. We believe in promoting a culture of critical self-reflection and willingness to learn about oneself and others. We strive to be transformative listeners, being mindful of others stories and experiences in order to empower others and develop new ways of acting.



GREECE CENTRAL SCHOOL DISTRICT

# QUICK ACCESS

Brochure Cover

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## STATE OF THE ART FACILITIES

In 2020, the Greece CSD invested over \$100,000,000 to remodel, rebuild, and revitalize school buildings, athletic facilities, and our technology infrastructure. The Reimagine Greece Capital Improvement Plan brought synthetic football and baseball/softball fields to our 4 high schools, in addition to a brand new transportation and technology facility. We also have updated the Greece Athena Performing Arts Center. The 66,753 square-foot facility is the largest and most technologically advanced of any school in the county.



## ABOUT GREECE CSD

**Welcome to the Greece CSD!**  
Serving a student population of 10,775 students in 17 schools in grades PreK-12, Greece Central is the largest suburban school district in Monroe County and the 8th largest district in New York State. The Greece Central School District serves most of the Town of Greece. The Greece Central School District was created in July 1928, but schools existed in the area before the Town was established in 1822.



Tour Greece



01



appreciated trying accepting love progressive equity challenging joyful fair inclusive improving joy diverse loving welcoming hopeful collaborator responsible changing empathetic empowering well-meaning improving

## WHY GREECE CSD

The Greece Central School District takes pride in saying we are one of the most diverse school districts in Rochester and have an 'A' Niche rating for Diversity in NYS. We provide a innovative learning experience where all staff members are supported and valued. The opportunity to have a positive impact on the student experience is what are employees value most. Greece CSD offers a great deal of support to our employees. We have great healthcare packages, competitive wages, career pathways, and more, but most importantly, as a member of our staff, you will be provided with a life-long connection to a team that cares and supports you on a daily basis. Here are some other reasons to choose Greece.

How our employees describe our culture



### Organizational Strengths of The Greece Central School District

October 2022

#### Potential

Employees feel enabled to work at their full potential.

#### Open-mindedness

Employees feel encouraged to share different points of view.

#### Meetings

Employees feel meetings make good use of their time.



Data/Quotes are from 2022 Energage Top Work Place Survey

WE SURVEYED OUR EMPLOYEES AND THIS IS WHAT THEY SAID...

# LOYALTY MOTIVATED

The average Greece employee has been in the district for 15 years. According to the Bureau of Labor Statistics the national average is 6.8 years.

Greece employees largely believe the work they are doing is meaningful. More than two-thirds of employees feel like they are making a difference.

# RECOMMEND

Many respondents say they would recommend Greece CSD to friends to change careers. Some of our best applicants come from employee referrals and the district seeks out these connections to fill vacancies.



I have structure but the freedom to reach all students. I have seen this district change over 25 years and it is moving in the right direction. I feel safe and supported and ready for more!



I love my job because everyday is something new. As a first year teacher I feel very well welcomed and loved. If I don't know something I feel like I have adequate resources to get my needs met. I have felt like I have a voice to advocate for my students with high needs. Being a special education teacher I have learned in this first month of teaching for this district so much about myself and my students' capabilities. Seeing growth within my students and meeting them where they are at is extremely rewarding.

Reasons employees love working at The Greece Central School District



The Greece CSD ranked amongst the **Top 25%** of Top Work Place Schools in the following areas:



Employees have the flexibility they need to balance their work and personal life.



Employees believe The Greece Central School District encourages different points of view.

Please check out our feature on *Hire Me Rochester*



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# Greece CSD is the *Right Place* for **YOU**

The Greece Central School District is always looking for dedicated, passionate educators to fill teaching and administrative positions. We serve more than 10,700 students in 17 schools and diversity is our strength. Greece employees value social justice and believe that everyone can have a positive impact on the community we share. If you're ready to make a difference, we hope you'll consider



## Instructional Positions

### Why Greece Central Schools?

- Tuition Reimbursement
- Paid Professional Learning Opportunities
- Mentors provided for new teachers and administrators
- Membership in the NYS Pension System
- Full benefits package - medical, dental, and vision
- Paid leave for holidays, sick days, and personal time
- Competitive compensation and annual increases
- Advancement opportunities/career ladders

Apply  
Today



Jeremy Smallline  
Assistant Superintendent for HR  
Jeremy.Smallline@greececsd.org  
Phone (585) 966-2323

## We are looking...

### POSITIONS AVAILABLE:

- PK-12 Classroom Teachers
- PK-12 Special Area Teachers
- PK-12 Special Ed Teachers
- PK-12 Building Administrators
- PK-12 Speech Language
- Occupational and Physical Therapists



## We Are Looking...

### Positions Available

- Clerical
- Teacher Aides
- Teaching Assistants
- Food Service
- Child Care Associates
- Bus Drivers/Monitors
- Custodial
- Special Education Monitors
- Security
- Facility Operations

# We Are Hiring

JOIN OUR TEAM

**FULL TIME  
& PART TIME**



## Support Staff Positions

### Why Greece Central Schools?

- 10-month and 12-month positions
- Full benefits package - medical, dental, and vision
- Professional development and career advancement opportunities
- Membership in the NYS Pension System
- Paid leave for holidays, sick days, and personal time
- Tuition Reimbursement
- Annual pay increases ladder
- Rewarding work with direct impact on students and your community

Apply  
Today



[www.greececsd.org](http://www.greececsd.org)



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## GREECE CSD CULTURE

### Commitment To Our Staff



### EXCELLENCE WITH EQUITY

Greece CSD is committed to ensuring "Excellence with Equity." We believe in providing our adults responsible for teaching and caring for children with the tools, supports, and inducements necessary for doing their work well. We work to equip teachers with state of the art skills, social supports, and tools so that they may provide learning experiences across multiple settings and help children overcome identity-related mindsets that can limit self-realization for individuals and perpetuate inequity.



### SHARED DECISION-MAKING

Shared decision making is driven by the belief that the most effective decisions are made when those affected by the decision are involved in the decision making process. It is a process by which members of an educational community cooperate in identifying educational issues, defining goals, formulating policy, and implementing and assessing activities to advance and improve student learning. This process is used to implement programs, decide issues, and resolve problems. We believe we are stronger together and staff engagement in the work promotes positivity, excitement, and growth.



### SELF-CARE AND WELLNESS

Greece CSD is dedicated to developing creative, systemic reforms that are needed to support staff as people, not just employees. We have invested time in professional learning around SEL and self-care activities for staff. We also provide services available through our employee assistance program to address wellbeing, from accessing counseling services to maximizing work/life balance, to assistance navigating your health plan to providing personalized wellness resources, all at no cost to our employees.



### GOALS

- Transform and maintain schools to become the centers of their communities with campuses open mornings, afternoons, evenings, weekends and into the summer.
- Connect children and families to a range of services that foster individual and economic well-being.
- Overcome barriers to students that limit opportunities and achievement.
- Engages parents and the community to improve academic achievement and social-emotional well-being.



### BENEFITS

- Job training courses available for parents.
- Access to medical and dental care on site.
- Opportunities for enrichment activities.
- Extended day opportunities that relate to and support the school's academic program.



### RESOURCES

- Community Schools offer students and adult family members a variety of opportunities to learn beyond the classroom.
- Family Support Center
- Greece Community Education
- Parent Engagement Center

## GREECE CSD CULTURE

### Commitment To Our Community

"Using schools as hubs, community schools bring educators, families, and community partners together to offer a range of opportunities and supports to children, their families and the broader community."

- Kathy Graupman  
GCCSD Super

## COMMUNITY SCHOOLS MODEL

- ✓ Build trust through transparent communication and well articulated engagement among parents, families, residents and employees.
- ✓ Strengthen, expand and align strategic community partnerships to improve student performance
- ✓ Support students identified as at risk and establish effective dropout prevention programs
- ✓ Promote standards-based school counseling and mental health programs to improve achievement and to integrate social, health and other services through interagency collaboration.

## OPPORTUNITY AND ACCESS

Expanded learning opportunities and comprehensive support services, which are tailored to the needs of each school and offered year-round through extended hours of operation. Community Schools, in partnership with community agencies, provide access to services in the following categories:

- Academic supports for students and families
- Social and cultural enrichment aligned to the school day
- Health and wellness services and referrals for students and families
- Social, emotional and behavioral health of students
- Family and community engagement activities

Please click the brochure to learn more about Greece Central's Community Schools Model



### Our Commitment to Build and Retain a Strong Workforce

We want Greece to be a place where employees feel supported and empowered to reach their professional goals. Aligned with our REACH 2027 Strategic Plan, our Employee Value Proposition (below) clearly articulates the promises we make to employees in return for their commitment.

R Recruitment & Retention	E Employee Engagement	A Agency & Acknowledgement	C Career Ladders	H Hiring Practices
We will use dynamic recruiting to identify the best candidates and build a balanced work culture that respects every employee.	We will expand opportunities for employees to participate in shared decision-making and time-sensitive professional development	We will listen and respond to employee voice and increase acknowledgement of employee contributions.	We will promote career ladders that encourage employees to grow and develop right here in Greece Central.	We will refine our hiring practices to select a diverse, qualified pool of candidates who represent our core values.

**Our Vision**  
The Greece Central School District will be a source of pride and inspiration for the Greece Community, where we serve as a hub for equality, creativity, innovation and inclusion. We will transform our educational approach in order to elevate the cultural assets, voice and agency of all members as well as to empower students to flourish as responsible, empathetic, engaged citizens.

### Our Beliefs

#### EQUITY

- We honor and respect the unique qualities of each individual in our school community (cultural values, orientations and collective identities)
- We believe in equal access and inclusivity
- We will ensure that all members of our district community are supported

#### COHERENCE

- We will strengthen the fabric of our district community
- We are committed to self-awareness, which is foundational for equity
- We seek to increase the representation of our employees to match that of our students

#### EXCELLENCE

- We appreciate, embrace and celebrate diversity
- We value diversity awareness and education as an important facet of our district
- We believe that the efforts, skills and talents of all employees, at all levels are vital to the success of our students

#### COLLABORATION

- We will build and maintain genuine and authentic relationships
- We know our community is stronger because of our differences





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IT'S TIME TO VISIT

## EXPLORE GREECE, NEW YORK

Unity Hospital

Cutting Edge Hospitals

Private access to one of the best hospitals in the region

Wegmans

Strong Core of Businesses

Regional supermarket chain recognized as one of the best in the country

Brook House

Exceptional Restaurants

Casual dining place that offers home-style Italian-American food

TOUR GREECE



## Lifestyle

GREECE, NY

## About Us

Greece is a town in Monroe County, New York, that offers many views to all visitors who want to bond with family and friends. It is a land full of exciting places that attract explorers or adventurous individuals to visit Greece and New York.



## What to do around Greece

## Shop at

## Greece Ridge Mall

Contains 119 stores and restaurants. The mall is anchored by the traditional chains Macy's, JCPenney, Dick's Sporting Goods, Burlington, target, and a theater.

## Explore at

## Greece Canal Park

Choose the best activities such as biking, bird watching, camping, cross-country skiing, fishing, geo-caching, hiking, kayaking, and canoeing.

## Play at

## Rigdemont Country Club

A family-friendly social center and home to the only private golf course on Rochester's Northwest side.





## Welcome to Rochester, NY



Tour Rochester

Rochester is the third largest urban area in New York State, the 38th largest in the country, and it is known for its philanthropy. The American Demographics Magazine twice has rated Rochesterians as the kindest and most helpful in the United States. The city loves to celebrate its long history of industry and invention, taking pride in the many innovators and social reformers that have made their marks here. It also looks to the future, to the new places to which today's innovations will lead. And when it's time to relax, few cities of its size can compare when it comes to the variety and quality of its cultural and recreational events.

## Learn More About Monroe County

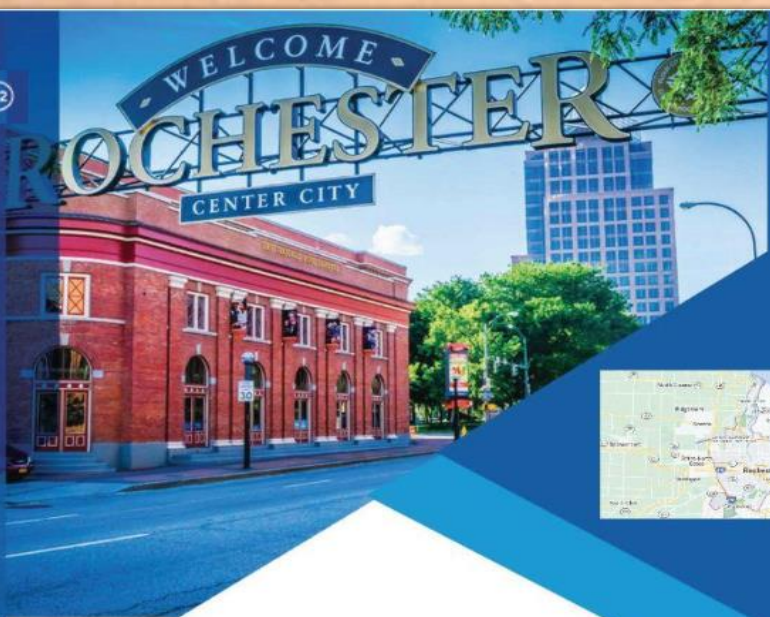
The Greater Rochester Area has a lot to offer: spellbinding historic sites, including National Historic Landmarks; captivating, hands-on museums for children and families; fascinating attractions; and rollicking entertainment nearly year round. Located on Lake Ontario's southern shore between Buffalo and Syracuse, and across from Toronto.

Rochester became America's first boomtown in the mid-1800s with the building of the Erie Canal. Today, tour boats and historic sites still tell the story of the man-made marvel and Rochester-area canal towns celebrate the waterway's history with summer festivals.

Special thanks to WCI Realty for their help with this Rochester Learning Guide



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## How to Navigate Rochester, NY

Once you're here, it's easy to get navigate the Greater Rochester area. You will be happy to know that Rochester traffic is rarely a problem. In fact, the average travel time is an average of 15-20 minutes in and around the city and neighborhoods. The Highway exchange I-490 connects with I-390 and I-590 on the east side of the city at the interchange. Outside the city, I-490 serves as a connection I-90. The highway also comprises the southern-

most portion of the Inner Loop, a beltway around the interior of city. Outside of the city, I-490 serves as a connection I-90. Explore the best of Rochester with an expert through one of our many tours. Set sail on the Eerie canal, take a drive to see the Niagara Falls or earn about our famous past residents who made history. And with so much to see, simply taking a stroll through the town is a great opportunity to see the sights and visit our local attractions.



Please visit [Tourroc.com](http://Tourroc.com)

"A Top Innovative City in U.S."  
~ 24/7 Wall Street

VOTED MOST  
NEIGHBORLY  
CITY IN  
THE  
U.S.



"#1 metro  
for Future  
Growth"



\*Jump Start America

"Best  
Quality of  
Life"



\*US and World Report

"Best City  
to Live "



\*US and World Report

"Best  
Places to  
Retire"



\*US and World Report

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# BEST PHOTO OPPS IN ROC



Rochester has been recognized as one of the top cities for food in the country, and our local restaurant scene is filled with scores of creative culinary hotspots. Known as "The Young Lion of the West," Rochester drew settlers from around the world, and they brought their recipes with them. More than 200 years later, the region is a smorgasbord of traditional and contemporary cuisines, and diverse

## Garbage Plates

The Rochester original has many variations, but they usually include two hamburger patties and a choice of two sides such as home fries, macaroni salad, or beans, heavily loaded with ketchup, meat sauce, mustard, and onion.



## Dinosaur BBQ

A honky tonk rib joint tucked into a former railroad station overlooking the river. Take in a view of the unstoppable torrent from the adjacent Court Street Bridge before digging in to brisket, cornbread and tomato-cucumber salad.



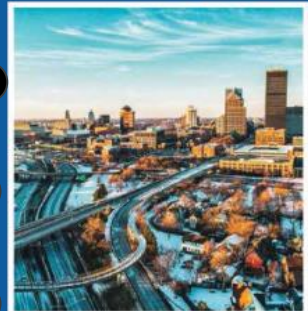
## Public Market

The City of Rochester Public Market is the most diverse gathering in the region, a source of character, culture, and community, and a place to get a huge variety of affordable foods and goods where shoppers can find over 300 vending stalls.

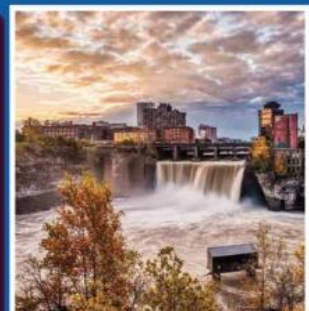


## Top Wine Destination

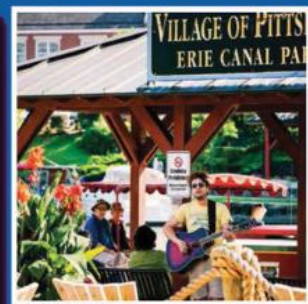
Sip on this. The Greater Rochester's Finger Lakes Region was named America's Best Wine Region (USA Today, 2019). It is also home to more than 145 wineries. Must be something in the water. And the dirt.



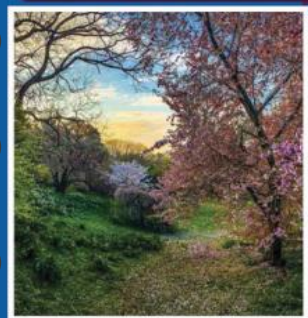
@brian\_matthew\_photography  
An aerial view of downtown Rochester



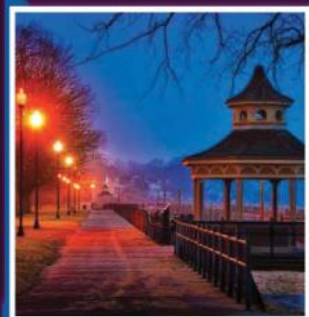
@dan.allen.photo  
One of the best spots for photographers in Rochester is High Falls - a 96-foot waterfall in downtown Rochester



@ransomtech  
The Erie Canal in the Village of Pittsford at Schoen Place



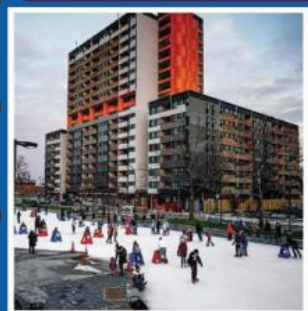
@jencasanta  
Early spring blooms at Highland Park



@montanus.photography  
The boardwalk along the beach at Ontario Beach Park on Lake Ontario



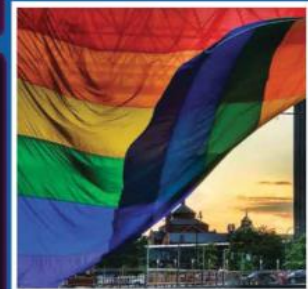
@sprungphotography  
One of the best spots for photographers in Rochester is High Falls - a 96-foot waterfall in downtown Rochester



@jlnz\_production  
Skaters at Martin Luther King Jr. Park during Roc Holiday Village



@mrjakewright  
Downtown Rochester illuminated by the I <3 ROC sign on Parcel 5



@shoethongs  
Pride on display at Rochester's Martin Luther King Jr. Park

\*Adopted from rbj.net



Picture a city with miles of lake shore, a riverfront sprinkled with waterfalls, and a historic canal that flows through the heart of small-town America. Now, imagine that same city surrounded by world-class wine country, glacier-carved lakes, and one of the largest collections of cobblestone homes in the United States. Rochester, NY is a history-rich Erie Canal boomtown on everything from being insanely brainy to having an incomparable commute. Residents in the Greater Rochester, NY region get to experience the best of both worlds: the culture of a big city with all the comforts of a small town.

## Monroe County

Avg. Sales Price | Price per sq. ft.  
**E**ast \$200,000 | \$134

**W**est \$332,000 | \$169

## HOUSING

- \* "Most Affordable Major Housing Market" not just in the U.S., but globally.
- \* Rochester's health care costs are the 4th lowest in the nation.
- \* Forbes recognized Rochester as the 4th Most Affordable City.



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### WE SPECIALIZE IN

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**Rentals • Commercial**

# LOOKING TO MOVE?

INTRODUCING THE  
BRETT AND JULIA TEAM

The Brett and Julia Team provide excellent service, professional marketing, and a resourceful network of vendors, in addition to the helping hand and personal touch you need to be completely satisfied. Consider what an exceptional team can do for you to help you sell your home.

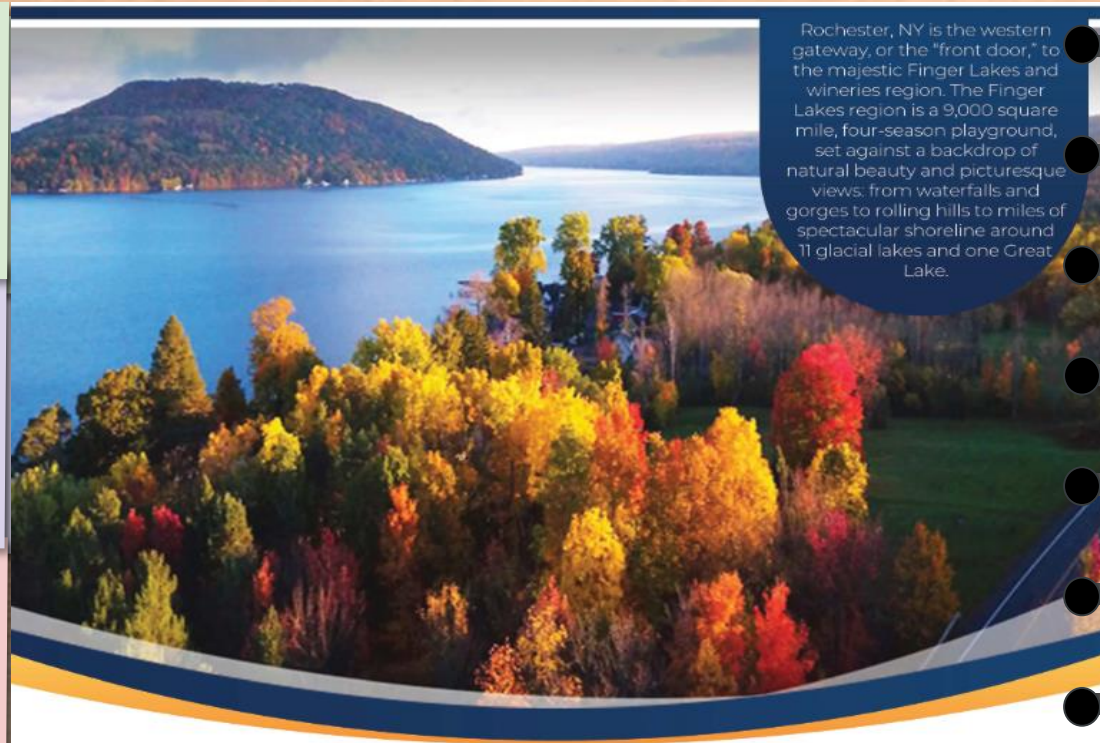
We know that buying or selling a home is major decision. We thrive on helping our clients transcend the buying/selling process and giving them the opportunity to achieve their goals with as little stress and risk as possible.

When you hire The Brett & Julia Team to buy or sell you are enlisting not just a team of skilled real estate professionals, you are hiring a team who want you to have a positive, beneficial experience.

### CLIENT TESTIMONIAL

Brett did an outstanding job selling my house! He was able to get me top dollar. He was very professional and knowledgeable. I also liked that he was very responsive when I had questions or concerns during the sales process. If you are buying or selling a house in the Rochester area please reach out to Brett. I highly recommend him.  
 - MARK FIORELLA





Rochester, NY is the western gateway, or the "front door," to the majestic Finger Lakes and wineries region. The Finger Lakes region is a 9,000 square mile, four-season playground, set against a backdrop of natural beauty and picturesque views, from waterfalls and gorges to rolling hills to miles of spectacular shoreline around 11 glacial lakes and one Great Lake.

## EXPLORE ROCHESTER

THE MANY REASONS TO VISIT ROCHESTER, NY!

*Rochester is known for its friendliness, family fun, affordability and memorable getaways. Famous historic sites blend with charming neighborhoods and canal towns to create a mosaic of attractions to visit. Explore world-class museum, family-fun attractions, superior shopping, and fine dining all within a short drive.*

## POPULAR ATTRACTIONS

COME SEE WHAT ROCHESTER, NY HAS TO OFFER



STRONG MUSEUM  
OF PLAY



SUSAN B. ANTHONY  
SQUARE



SEABREEZE  
AMUSEMENT PARK

## ANNUAL EVENTS



### HELD IN APRIL

VISITORS EXPERIENCE THE BREADTH AND WIDTH OF RIT THROUGH INTERACTIVE PRESENTATIONS, HANDS-ON DEMONSTRATIONS, EXHIBITIONS, PERFORMING ARTS AND RESEARCH PROJECTS SET UP THROUGHOUT CAMPUS



### HELD IN SEPTEMBER

THE LARGEST PERFORMING ARTS FESTIVAL IN NEW YORK STATE AND ONE OF THE REGION'S MOST ANTICIPATED FESTIVALS EACH YEAR



### HELD IN MAY

THE FESTIVAL CELEBRATES THE BLOOMING OF THE LARGEST COLLECTIONS OF LILACS IN NORTH AMERICA. PRESENTING IN 124TH CELEBRATION IN 2022, THE LILAC FESTIVAL IS THE LARGEST FREE FESTIVAL OF ITS KIND.



### HELD IN OCTOBER

FUN FAMILY ENTERTAINMENT WHILE CELEBRATING THE APPLE HARVEST SEASON, THE HILTON-PARMA COMMUNITY AND THE LOCAL APPLE GROWERS.



### HELD IN JUNE

THE MULTIDIMENSIONAL 9-DAY FESTIVAL IS HELD ANNUALLY IN ROCHESTER, NY AND PRESENTS MORE THAN 1750 ARTISTS FROM AROUND THE WORLD IN 325+ SHOWS AT 20 VENUES.



### HELD IN DECEMBER

FESTIVAL FEATURES HEATED IGLOOS, FIREPITS, ICE SKATING, SHOPPING, AND INDOOR BARS WITH FOOD AND DRINK, VISITS WITH SANTA, HAND CRAFTED GOODS, FREE CRAFTS AND LIVE ENTERTAINMENT



SCAN THE QR CODE TO SEE THINGS TO DO, FAMILY-FRIENDLY ATTRACTIONS, MUSIC, HISTORICAL SITES AND FAMOUS CITIZENS, OUTDOOR ACTIVITIES, DANCE, THEATRE, AND ART, AFRICAN AMERICAN HERITAGE, AND MORE!





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