



Michele Hancock  
CHIEF, DIVISION OF DIVERSITY AND LEADERSHIP  
DEVELOPMENT  
Rochester City School District  
131 West Broad Street  
Rochester, New York 14614  
Phone: 585-262-8298  
Fax: 585-262-8112  
Email: [michele.hancock@rcsdk12.org](mailto:michele.hancock@rcsdk12.org)

February 22, 2007

To Whom It May Concern:

Rochester City School District first worked with Performance Learning Systems over 20 years ago when Steve Barkley provided training for our newly formed mentor program in conjunction with the Rochester Teachers Association. Because of the success of the initial training, PLS provided a train the trainer program and with in-house capacity and PLS designed materials, we have continued building teachers' skills in assisting beginning teachers. Recently, looking to extend mentor training, the RCSD asked Steve Barkley to return and work directly with seasoned mentors, new mentors, and building principals. Steve has successfully enhanced communication among mentors, new teachers, and building administrators.

Because of the positive response to the mentor training, we have implemented PLS coaching and leadership training for each of our district building specialists, many building principals and our upcoming principal candidates. In addition, PLS has been providing facilitation for our leadership teams at individual building sites. This spring we are scheduled for PLS to provide training and facilitation to all of our School Improvement Teams, consisting of teachers, administrators, and parents. As our district-wide professional development activities with PLS conclude, there is an ongoing request from school sites for further personalized work with their teams and faculties.

Two examples: PLS is currently providing before school staff development for teachers in classroom management at one of our high schools. Another recently formed small high school is working with PLS to receive training and assistance toward implementing peer coaching to build teacher skills and school community to enhance student achievement. The principal is receiving individualized coaching in his leadership role in the effort. (He videotaped himself teaching a lesson and had the PLS trainer coach him at a faculty meeting.)

I have personally found Steve Barkley's consulting expertise practical and effective in assisting the Rochester City School District in developing a cohesive framework of quality coaching. The benefits of his expertise have resulted in improved collaborative relationships among school personnel, as well as district personnel.

Steve Barkley would be a tremendous asset to any school organization!

Best regards,

*Michele Hancock*