

LEADERSHIP VISION 2025 IN FOCUS

DR. LIZZETTE RUIZ-GIOVINAZZI
OFFICE OF THE SUPERINTENDENT
FOR NYACK PUBLIC SCHOOLS



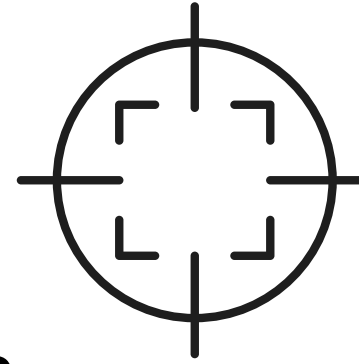


Our Mission Statement

WE, the students, parents, community and staff of the Nyack School District **VALUE**: the pursuit of scholastic excellence; the richness of our diverse community; harmonious relationships among individuals and groups; partnerships among students, staff, parents, and community; respect for self, and others; responsible ethical behavior that engenders trust; individuals who think critically and creatively; ongoing involvement in local and global issues; development of essential skills and attitudes for a productive life; a safe and nurturing environment.



Our Vision

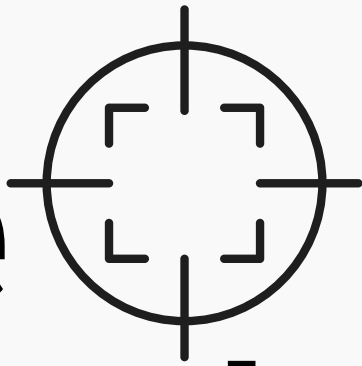


We are building bridges for today's students to cross into tomorrow's world with equity, innovation and optimism.

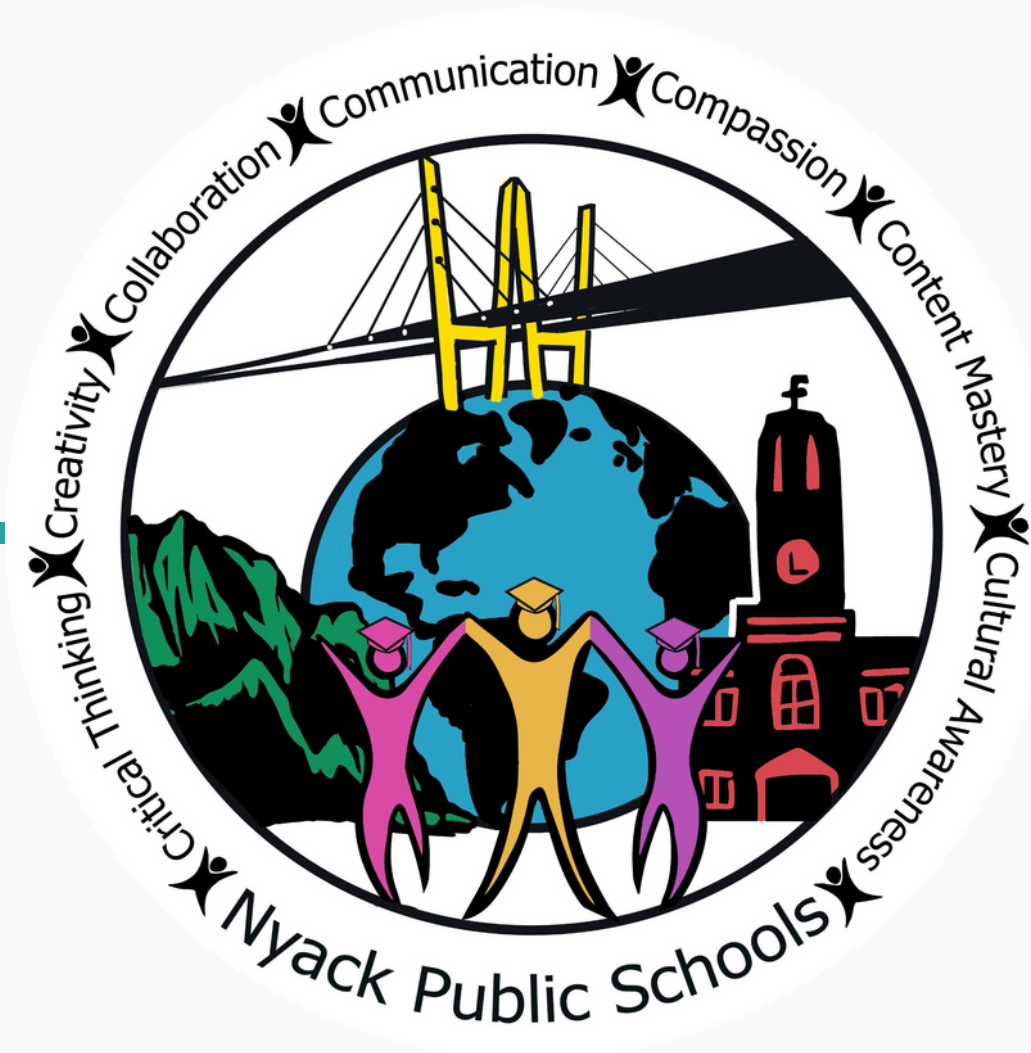
Embedded into the Profile of a Graduate of Nyack Public Schools are seven core competencies - ***Critical Thinking, Creativity, Collaboration, Communication, Compassion, Content Mastery and Cultural Awareness.***

Nurturing these competencies in each student begins at birth, extends into each classroom, and prepares students for success and wellness beyond graduation onto a global platform.

Our Profile of a Nyack Graduate



7 Core Competencies that distinguish our Nyack High School graduates and prepare them for success on the global platform.



CRITICAL THINKING

CREATIVITY

COLLABORATION

COMMUNICATION

COMPASSION/EMPATHY

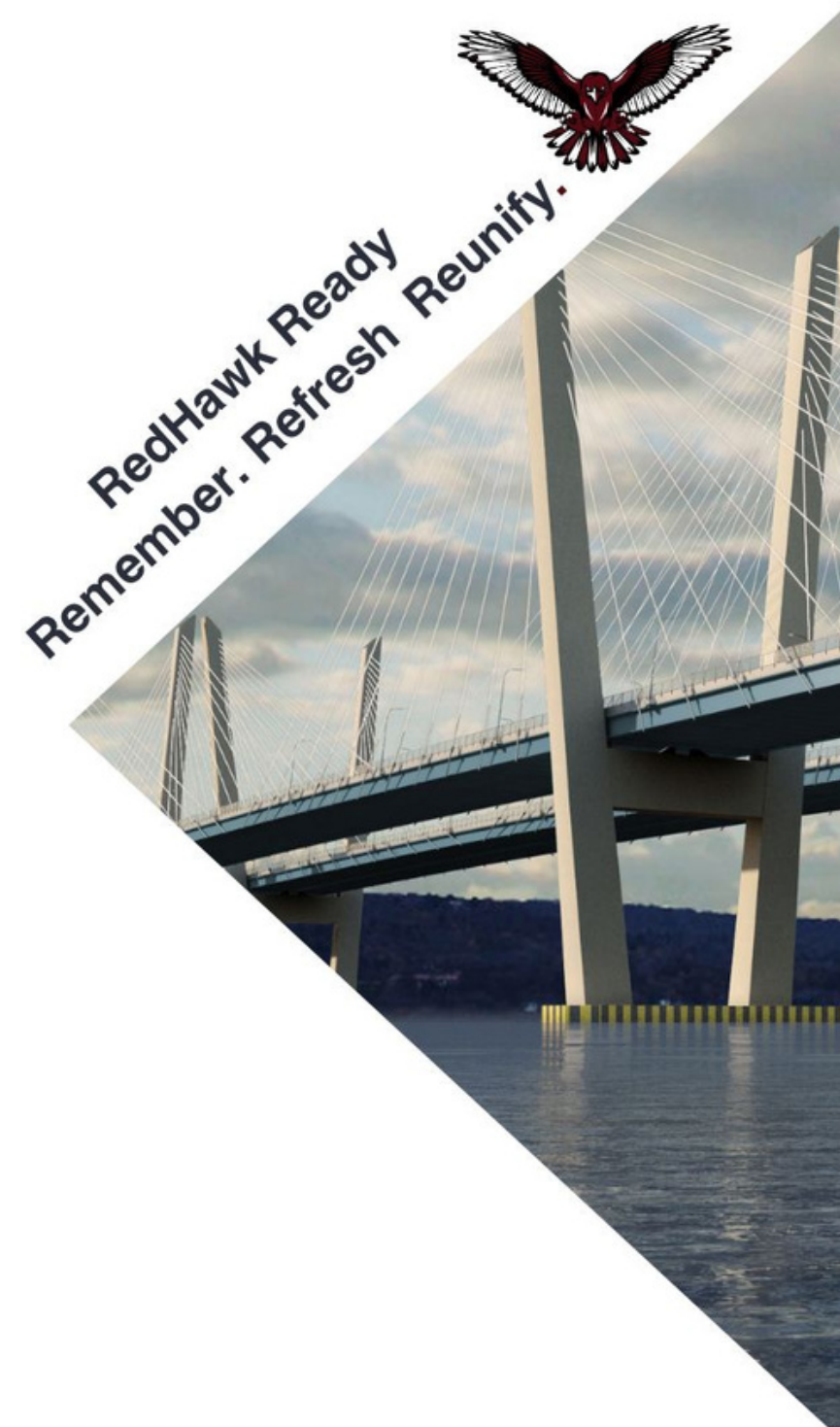
CONTENT MASTERY

CULTURAL/
GLOBAL AWARENESS



Our District Profile: A Snapshot of Who We Are

We are a microcosm of the United States...
a school community rich with diversity
across all sectors and systems.



5 SCHOOLS:

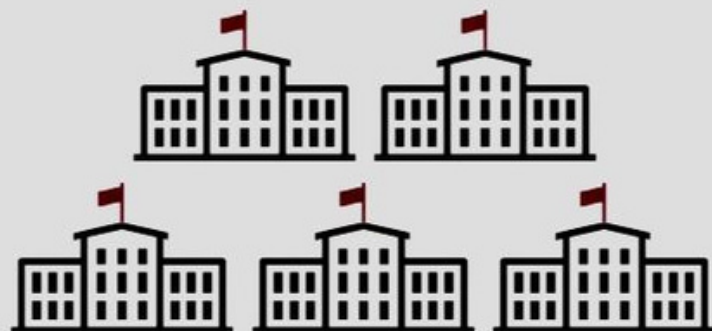
Nyack High School

Nyack Middle School

Liberty Elementary School

Upper Nyack Elementary School

Valley Cottage Elementary School



1 COMMUNITY...

8 sq. miles on the scenic Hudson

20 miles north of NYC

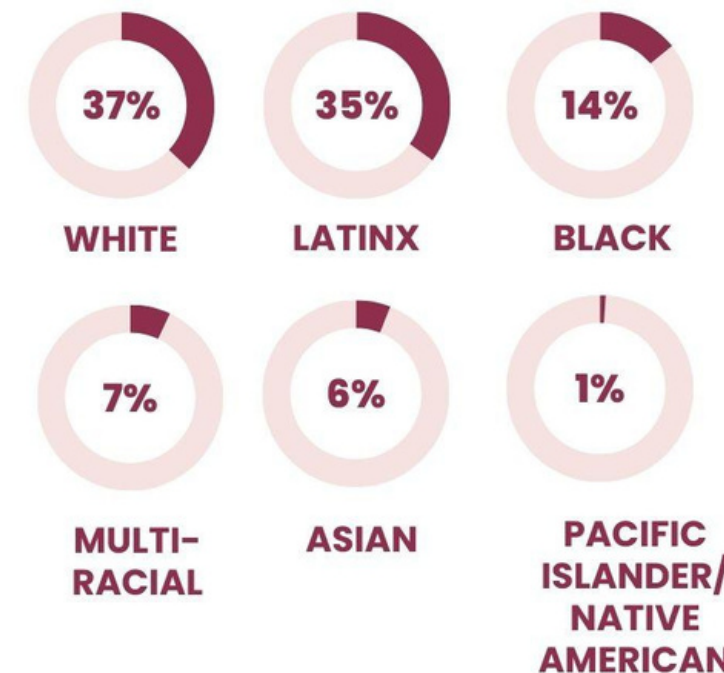
23k residents

36 World Languages Spoken;
Most predominant: English,
Spanish, Haitian Creole

20+ countries represented
by student body and families



STUDENT DEMOGRAPHICS



Our Leadership Team

Acknowledgement & Accountability

BOARD OF EDUCATION:

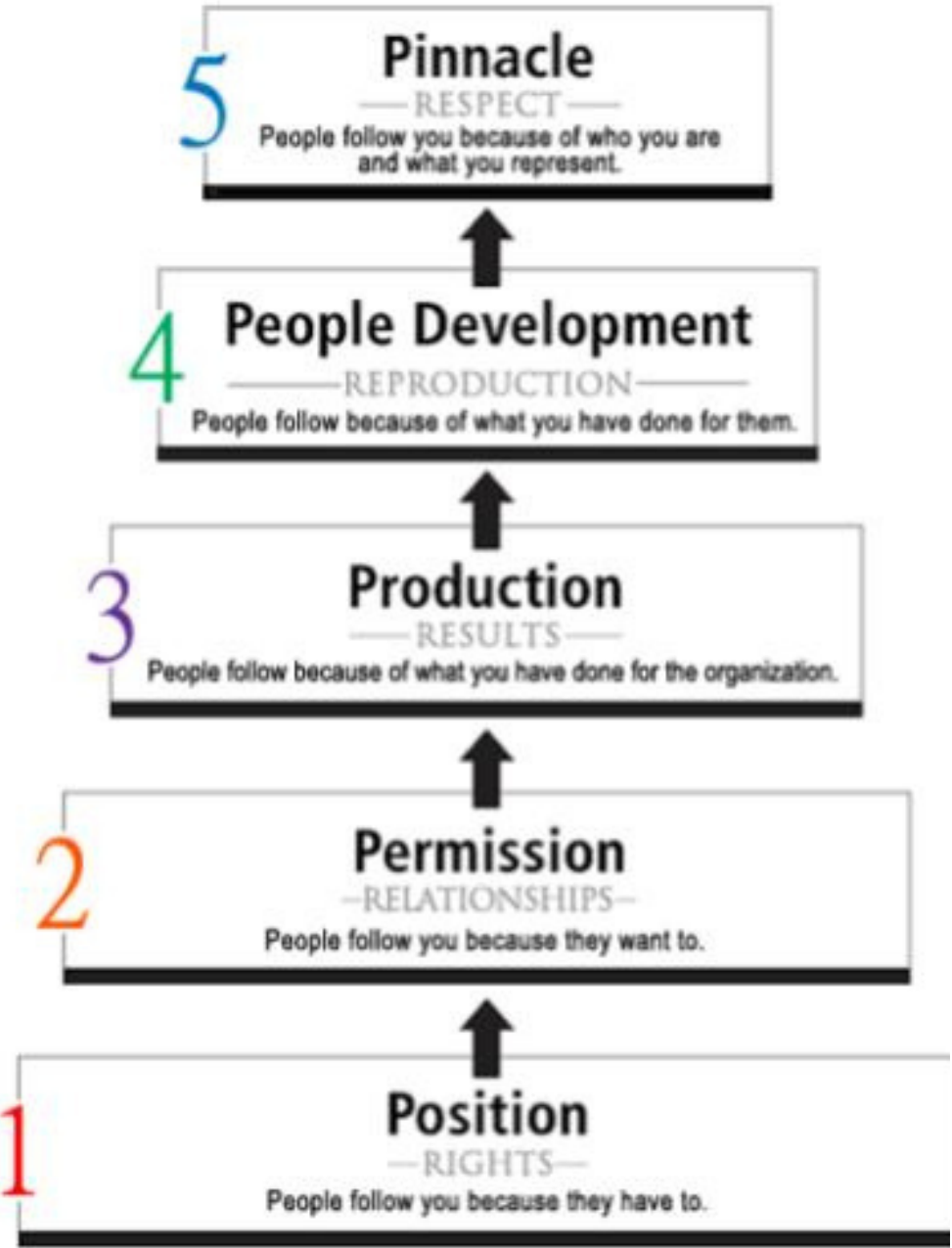
Jen Marraccino, President
Benny Vasquez, Vice President
Jessica Goodman, Secretary
Bryan Burrell, Trustee
Michael Mark, Trustee
Elaine Philhower, Trustee
Matthew Watson, Trustee

CENTRAL OFFICE ADMINISTRATION:

Dr. Lizzette Ruiz-Giovinazzi, Interim Superintendent of Schools
Dr. Kathleen Affigne, Interim Asst. Superintendent Curriculum & Instruction
Enrique Catalan, Asst. Superintendent for Finance & Operations
Debra Legato, Interim Executive Chief Executive Director of Human Resources
Lorraine Longing, Director of Guidance K-12
Leo Macias, Director of Special Education & Pupil Personnel Services
Darleen Nicolosi, Director of Technology & Innovation
Joe Sigillo, Director of PE, Health, Wellness & Athletics
Lisa Mininger Retallack, District PR & Community Outreach Specialist

SCHOOL ADMINISTRATION:

Nicole Saieva, Nyack High School Principal
George Teasdale, Nyack High School Asst. Principal
Julio Ceden, Nyack High School Asst. Principal
Dave Johnson, Nyack Middle School Principal
Karissa Sullivan, Nyack Middle School Asst. Principal
Lucia Pichardo, Interim Liberty Elementary School Principal
Tom DiLeo, Upper Nyack Elementary School Principal
Lucrisha Addison Harris, Valley Cottage Elementary School Principal



RedHawk Ready
Remember. Refresh. Reunify.

Our Community Partners



PTAs/Parent Council

NAACP

Nyack Center

Center for Safety & Change

Pride Center of Rockland

Clarkstown & Orangetown Police Departments

Rockland 21C/Family Resource Centers

Village of Nyack/Nyack Housing Authority

Rockland YMCA

Rockland County/NY State Legislature

BOCES: Rockland, Southern Westchester, Putnam Northern Westchester

Nyack Rotary Club

"Beloved community is formed not by the eradication of difference but by its affirmation, by each of us claiming the identities and cultural legacies that shape who we are and how we live in the world."
-Bell Hooks

RedHawk Ready
Remember. Refresh Reunify.





Background Analysis

We must remember where we have come from and how we got here in order to move forward into the best we can be:

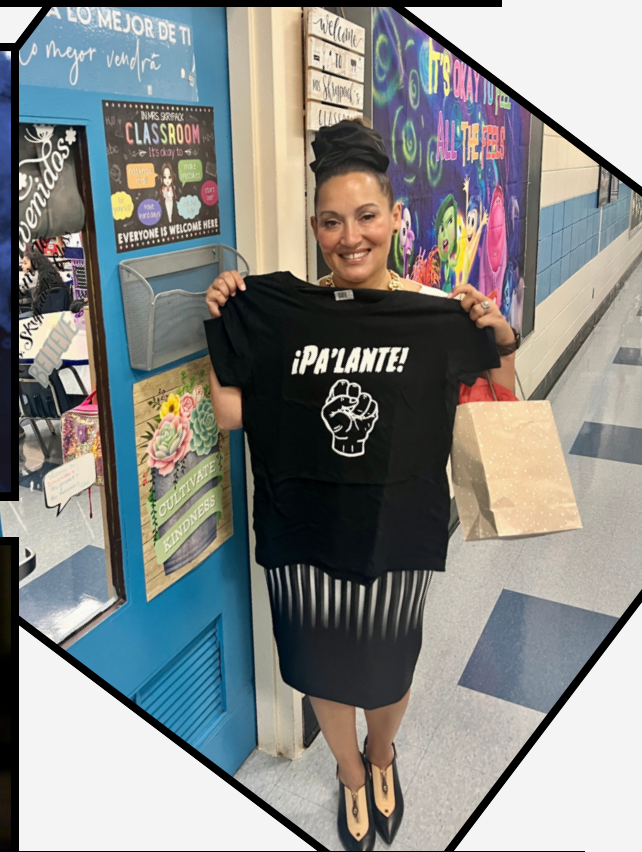
- Challenges Faced
- Interrupted Vision
- Current Status
- Need for Leadership Plan
- A Path Forward



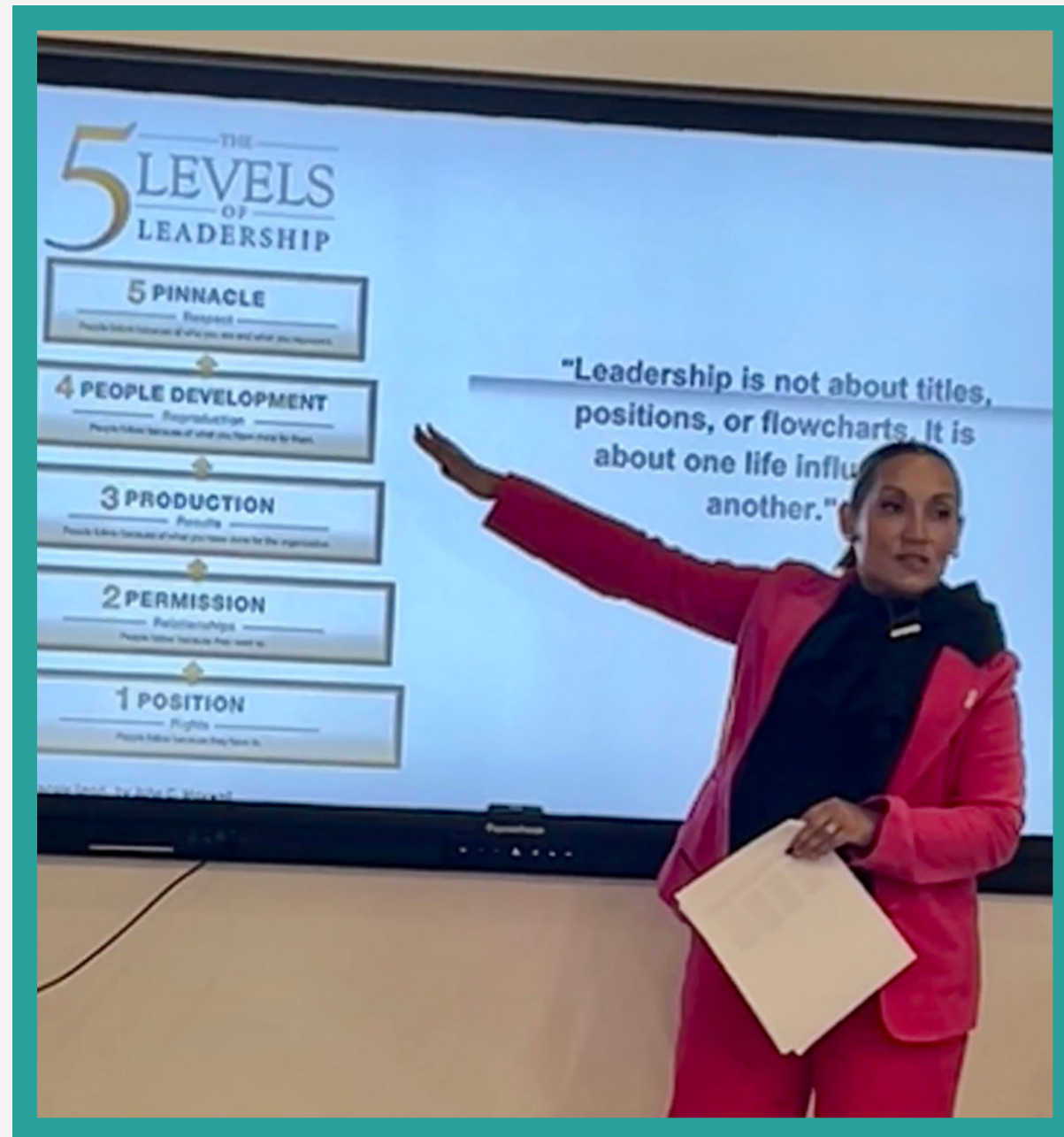
“Leadership isn’t about seeking perfection; it’s about caring deeply. When we lead with love, we elevate everyone around us, and that’s where true impact is made.”
-Dr. Lizzette Ruiz-Giovinazzi

Who am I?

- Why I Chose Education?
- Why Nyack now?



Who Am I?



Transformative Leadership

Servitude Mindset

Antiracist Core Beliefs

Intuitive Practice

Community-Centered Values

Desired Characteristics

for Nyack's Superintendent



Has strategic vision with operational plan to execute it



Has demonstrated expertise in the work of equity



Has motivated and managed staff, guiding strategic direction



Has track record for driving academic results



Practices transparency in communications with all stakeholders



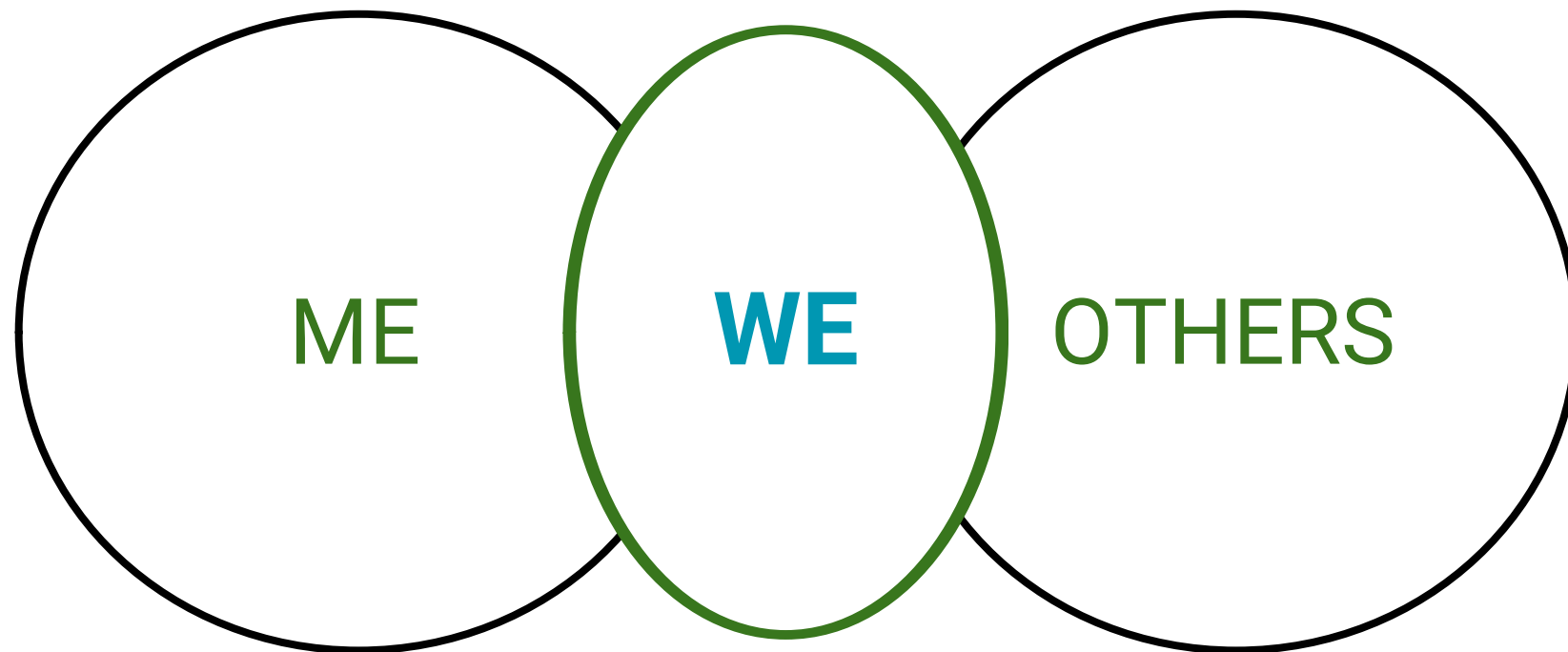
Prioritizes relationships and building trust



Proven skillset in managing multi levels of district operation



What I Know To Be True for Achieving Success:



- **Importance of Teamwork:** No significant achievement can be accomplished alone; teamwork is **essential for success**.
- **Humility in Leadership:** Leaders must acknowledge that they cannot achieve greatness alone and should foster a **collaborative environment**.



“Individual talents get magnified many times over through the collective lens of an effective team.”
- Dalal Haldeman

NYACK STRONG



RedHawk READY

MINDSET & CULTURE

ADMINISTRATORS, TEACHERS, STAFF, BOE... SCHOOL COMMUNITY

COMMUNICATIONS

RELATIONSHIPS: PRCO/PUBLIC RELATIONS, COLLABORATION, COMMUNITY ENGAGEMENT, PARENT OUTREACH

OPERATIONS

STRONG FOUNDATION: COHERENCE IN VISION & MISSION, 7 CORE COMPETENCIES, RACIAL EQUITY PLAN, NEW TEACHER MENTOR PROGRAM, K-12 SCHOOL COUNSELING, SEL, ENL, FRCs

STUDENT ACHIEVEMENT

PROGRAMS & DATA: GRADUATION RATES, COURSES OFFERED (Duel Credits, AP Classes, Capstone Projects), SEAL OF BILITERACY, SEAL OF CIVIL READINESS, SCIENCE RESEARCH PROGRAM, K-5 STREAM, INNOVATIVE ELECTIVE COURSES, ARTS in EDUCATION, SCHOLAR ATHLETE TEAMS



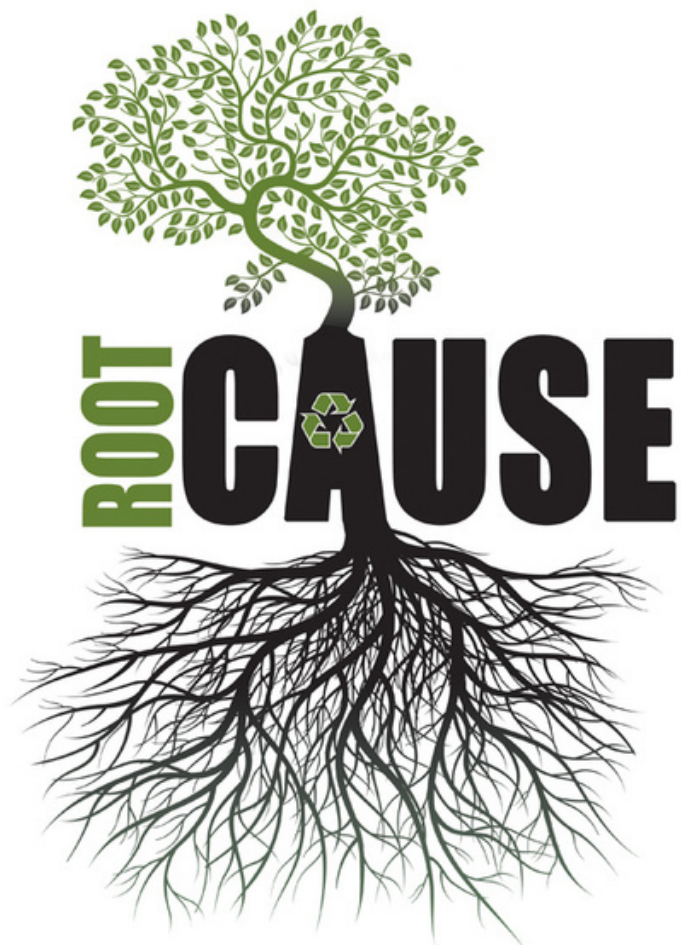
Our Moral Imperative



RACIAL EQUITY PLAN MILESTONE MEASURES OF SUCCESS

As a result of implementing our Racial Equity Plan and accomplishing each objective, Nyack Public Schools will significantly improve achievement outcomes for students of color and all students, as measured by the Milestones Framework.

- **ALL STUDENTS** will enter Kindergarten ready to learn and First Grade ready to read.
- **ALL STUDENTS** will be on grade level reading at the end of Third Grade.
- **ALL STUDENTS** will complete Grade 8 ready for high school.
- **ALL STUDENTS** will enter Grade 10 on track to graduate high school.
- **ALL STUDENTS** will complete Grade 12 ON TIME and ready for college & the work force.



Recognizing the Uniquely-Nyack Equity Work

Timeline & Trajectory: Snapshot in 25 Years



2000



NYTimes front page story on NPS racial division resulting in Tulin Report community investigation

2016



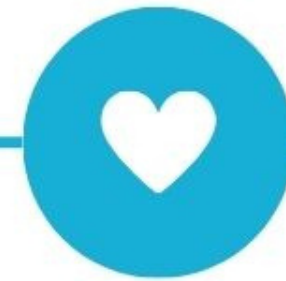
Moral Imperative introduction to antiracist principles - top-down and grass roots beginnings

2018



Racial Equity Consultant for Groundwater Analysis and Milestone Measurements laying a foundation

2020



District-wide consortium envisioning equity and systemic change. First GTTR workshops

2022



Leadership changes and challenges from COVID. Equity Teams, Certification, Plan & Policy.

2024-25
FORWARD



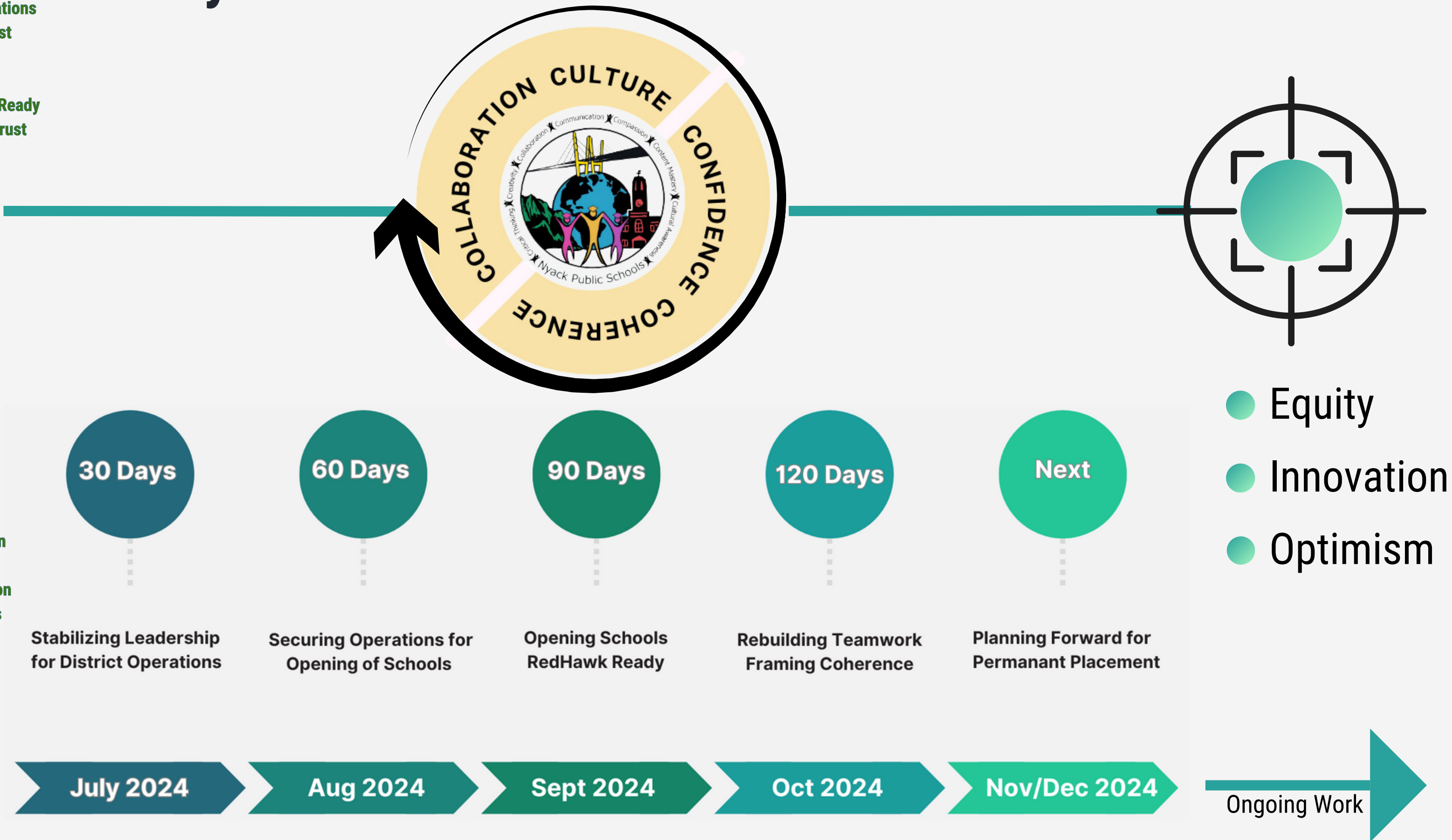
Remembering where we've come from - what defines & differentiates us for a unified antiracist vision

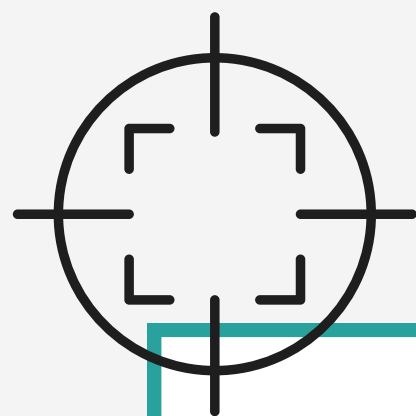


Building on the district's vision and Racial Equity Plan with actionable, cohesive organization, towards a culture of love

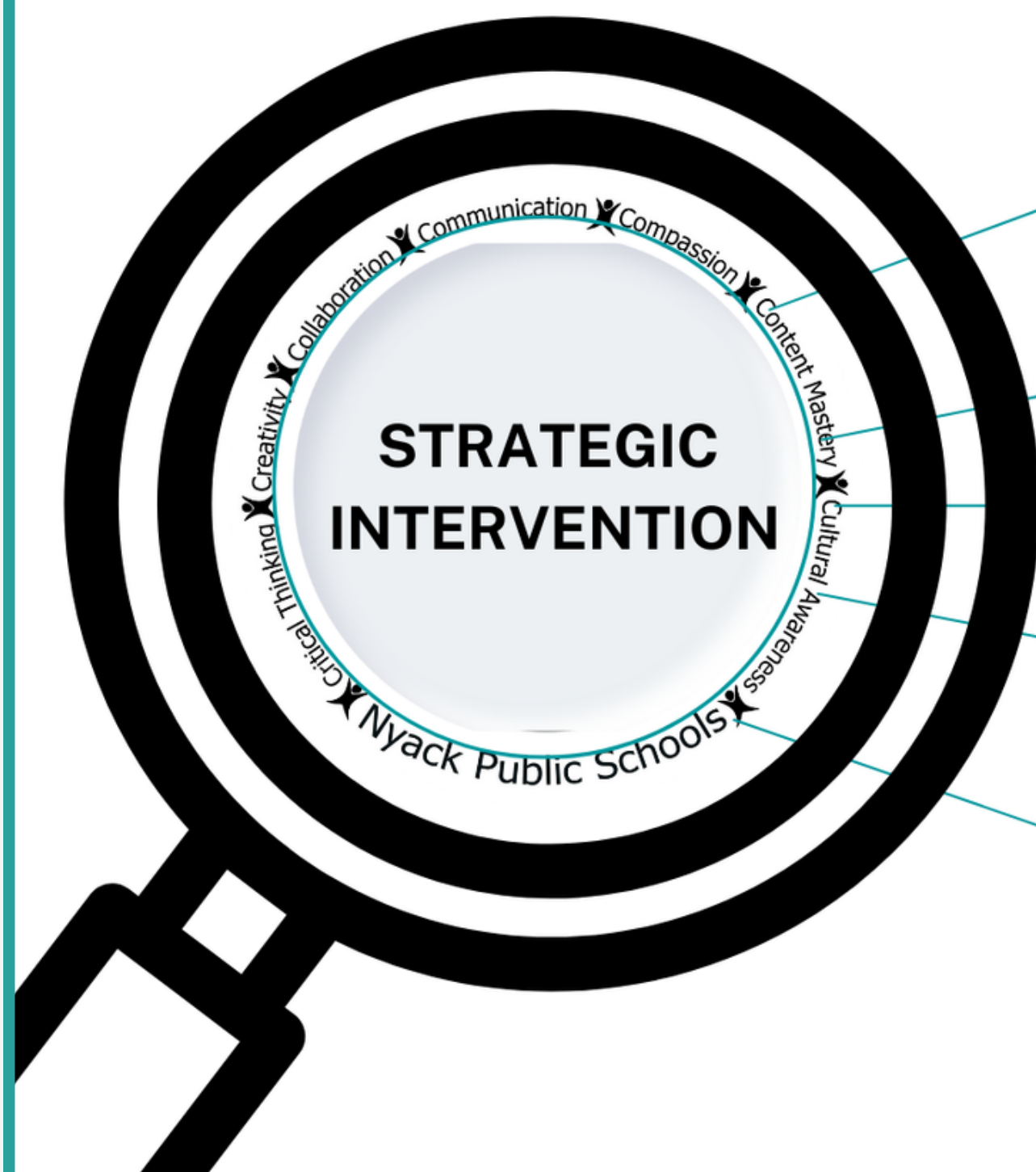
Systemic Intervention Time Wheel

- Unify Leadership Team
- Hired Asst. Supt. of Finance & Operations
- Held Admin Retreat - Rebuilding Trust
- Completed Capital Projects
- Hired UNE Principal
- Launched District Theme: RedHawk Ready
- Supt. Conference Day - Rebuilding Trust
- Opening of Schools
- 1:1 Community Partner Outreach
- MTSS Implementation
- LinkIt Implmentation & Training
- Launched RedHawk SUN
- District Goals Development
- PD for all staff on 11-5-24 SCD
- Renew Leadership Roundtables
- Attend GTTR with Cabinet
- LIB Interim Principal
- BOE Workshop Schedule with Admin
- Central Office Reorganization
- Leadership Team Development
- Hire Interim Director of ENL
- Interview/Hire Equity Director
- 2025-26 Budget Plan
- Building-level Equity Plan Integration
- PD for Data Analysis with LinkIt
- Curriculum Implementation Expansion
- Organize County GTTR for Educators
- Plan March SCD
- Initiated AI Leadership Team
- Hire MS & HS FRC Coordinator
- Interview/Hire Permanent Cabinet
- Analyze Data in new Link-It system
- Hold World Cafe's
- Conduct Community Pulse
- Begin Work on 5 Year Strategic Plan





Mindful Strategic Intervention



Initial Response/Summer 2024:

- Stabilized District & Staff
- Secured Efficient Opening of Schools

Build Confidence:

- Strategic Communication
- BOE, District Leadership & Cabinet Development

Build Coherence:

- Strategic Plan
- Vision Alignment
- Operational Efficiency

Build Collaboration:

- District Goals Implementation
- Outreach/Engagement

Build Culture of Love:

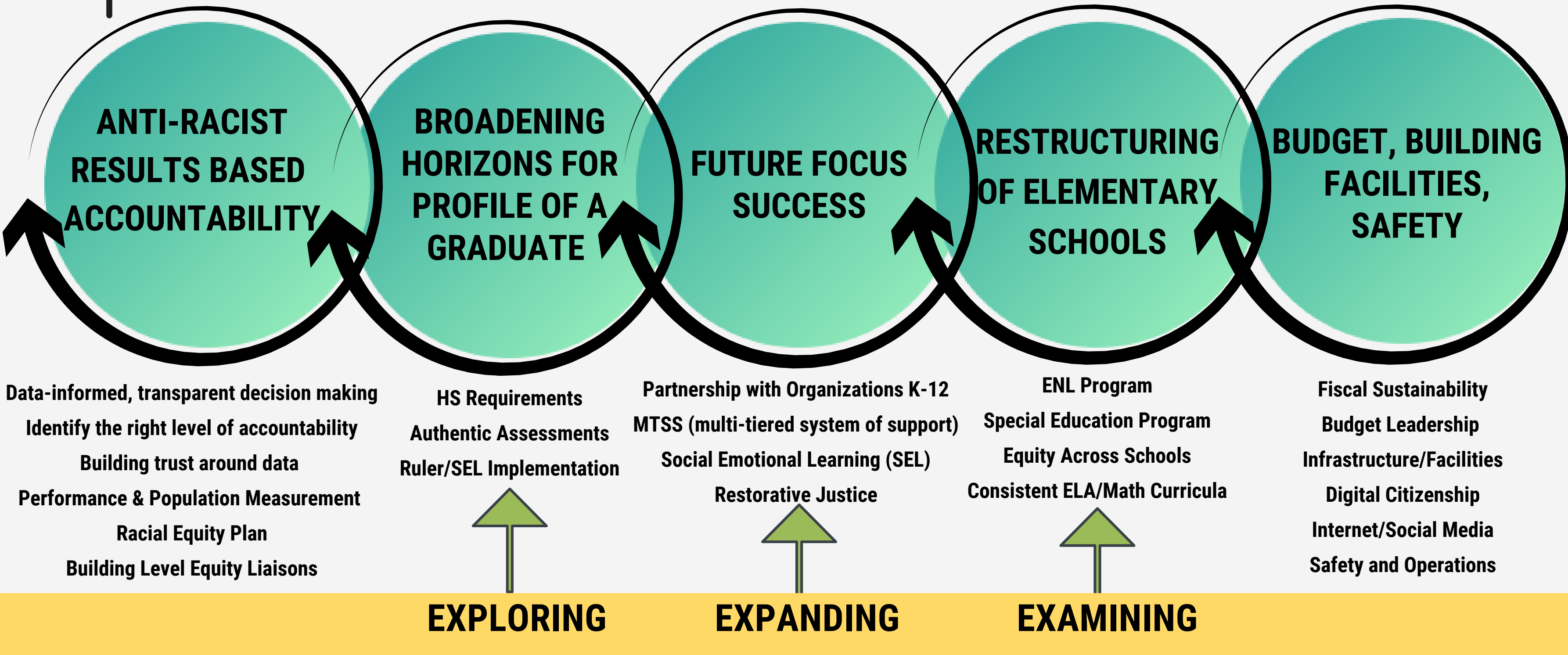
- Multi-Tiered Systems of Support
- Racial Literacy



Moving Forward: Unlocking Our Potential

“Dreaming with Determination”

... A deep, relentless purpose accompanied by an equally strong learning mode





2024-2025 DISTRICT GOALS:

**What is accountability and
to whom are we accountable?**



Implement Districtwide MTSS



Expand District Racial Equity Plan



Strengthen Elementary Curriculum

*“Education is an act of love
and thus an act of courage.”
- Paolo Friere*



Envisioning Nyack Public Schools as the best we can be in 2030:

What do you see ?

*“Justice is what love looks like
in public, and education is the
vehicle through which we show
that love to every child.”*

- Dr. Cornel West & Dr. Bettina L. Love

- **Martin Luther King, Jr. On Leadership**
by Donald T. Phillips
- **All About Love**
by Bell Hooks
- **Disruptive Thinking**
by T.D. Jakes
- **The Speed of Trust**
by Stephen M.R. Covey
- **Just As I Am: A Memoir**
by Cicely Tyson
- **Coherence: The Right Drivers in Action for Schools, Districts and Systems**
by Michael Fullan & Joanne Quinn
- **Culturally Responsive Teaching & the Brain**
by Zaretta Hammond
- **Culture of Love: Cultivating a Positive and Transformative Organizational Structure**
by Luvelle Brown
- **We Want to Do More Than Survive: Abolitionist Teaching & the Pursuit of Educational Freedom**
by Bettina Love



**LEADERSHIP
VISION 2025
READING FOR
INSPIRATION**

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