UNIQUELY-NYACK TRAJECTORY OF WORK: 25 YEARS TOWARDS RACIAL EQUITY

Community grass roots organizing

2000

- **8-4-2000 NY Times front page headline:** *Racial Gap Splits a Town Proud of Diversity*

2010

- District response to Tulin Report
- Focus groups w/VCS, Rockland
- District's *Undoing Racism* (required) with The People's Institute for Survival & Beyond

2015

- District Leadership Team re-engaged in Undoing Racism aligned with BOE commitment
- Paradigm shift to address root cause of racial disparities with data analysis

2017

- "*Moral Imperative*" challenge
- Deconstructed NMS tracking system, racializing 6-8 graders
- Profile of a Graduate
- 7 Core Competencies Narrative
- Created District logo w/students
- Equity, Innovation, Optimism

2019

- District Leadership Team re-engaged in Undoing Racism (PISAB) aligned with BOE commitment to common analysis
- Nyack Basics launch
- *Groundwater Analysis* with Joyce James Consulting

2020

- Community Forums, Innovation Showcases: reimagining education
- Districtwide Consortium: *Envisioning Equity*
- *"Turn the Mirror Inward"* theme for opening of year
- Courageous Conversations
- *Reaching Toward Equity* building level meetings
- *Envisioning Equity* Community Forums
- Began District Roundtables talks
- New Director of Equity position
- Mascot Change to *RedHawks*

20 Years of ground-up work to get top-down commitment for multi-cultural, antiracist work

2021

- **5-22-19 lohud headline:** *"Nyack Schools Set a Course Towards True Equity"*
- 6-1-20 BOE adopts *Strategic Plan for Excellence in Education Through Racial Equity Policy*
- Superintendent's Leadership Team aligns goals, strategies, outcomes with 4 Pillars Equity Plan
- Culturally Responsive Pedagogy

2022

- *Equity Certification*
- GTTR in-person/ onsite for staff

2024

- New Supt. Dr.LRG
- New Director of Equity, K-12 C&I
- Evolve Roundtable Discussions
- Revive building level Equity Teams
- MTSS implementation
- *LinkIt* database
- Data narrative with transparency for accountability
- GTTR for educators

NOW

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