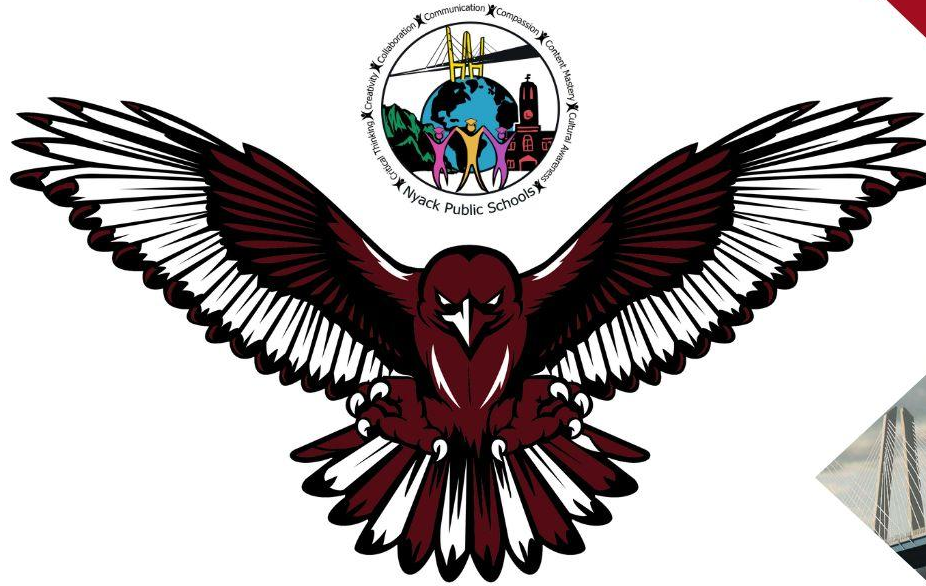


Our District Vision in Focus 2024-2025



RedHawk Ready!
Remember. Refresh. Reunify.

Interim Superintendent Goals

Presented to the Board of Education

by Dr. Lizzette Ruiz-Giovinazzi

09-17-24

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 Mission Statement



RedHawk Ready!
Remember. Refresh. Reunify.



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 Vision

**RedHawk Ready!
Remember. Refresh. Reunify.**



7 CORE COMPETENCIES

*that distinguish our
Profile of a Nyack Graduate:*

CRITICAL THINKING

CREATIVITY

COLLABORATION

COMMUNICATION

COMPASSION/EMPATHY

CONTENT MASTERY

CULTURAL/
GLOBAL AWARENESS



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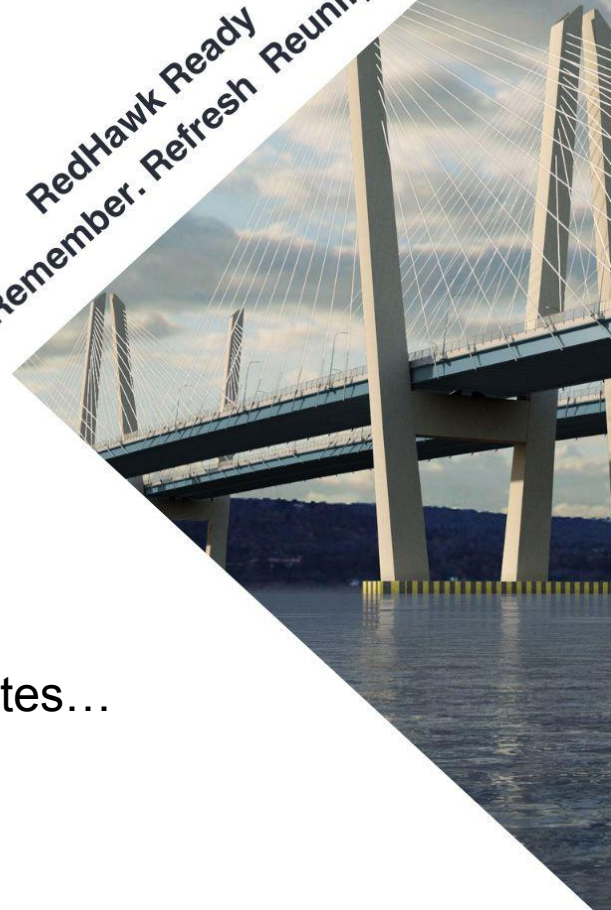


Profile of a Nyack Graduate

School District Profile: Snapshot of Who We Are



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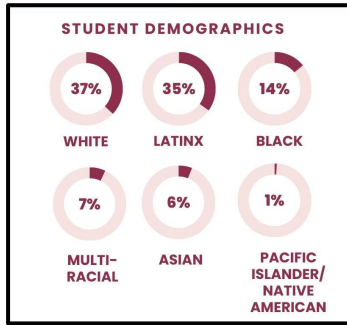
5 SCHOOLS:
Nyack High School
Nyack Middle School
Liberty Elementary School
Upper Nyack Elementary School
Valley Cottage Elementary School

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
ENROLLMENT**

2,817

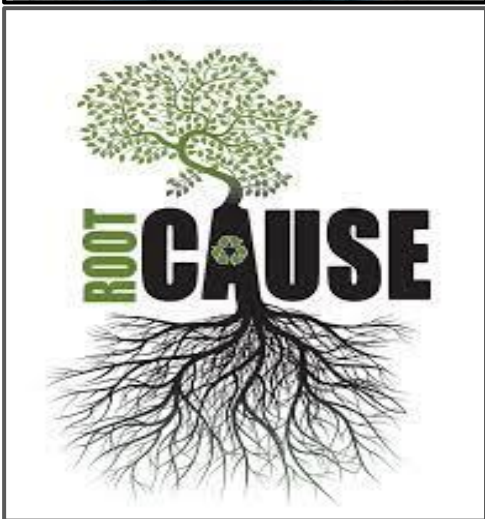
92%
**GRADUATION
RATE**



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

A person is holding a black rectangular sign with both hands. The sign contains text in white and red. The text reads: "RACIAL EQUITY IS NOT JUST THE ABSENCE OF DISCRIMINATION BUT ALSO THE PRESENCE OF VALUES AND SYSTEMS THAT ENSURE FAIRNESS AND JUSTICE." The words "RACIAL EQUITY IS", "VALUES", and "AND SYSTEMS THAT ENSURE FAIRNESS AND JUSTICE." are in red, while the rest is in white. The person holding the sign is wearing a blue shirt. The background is blurred.

RACIAL EQUITY IS
NOT JUST THE ABSENCE OF
DISCRIMINATION BUT ALSO
THE PRESENCE OF **VALUES**
AND SYSTEMS THAT ENSURE
FAIRNESS AND JUSTICE.



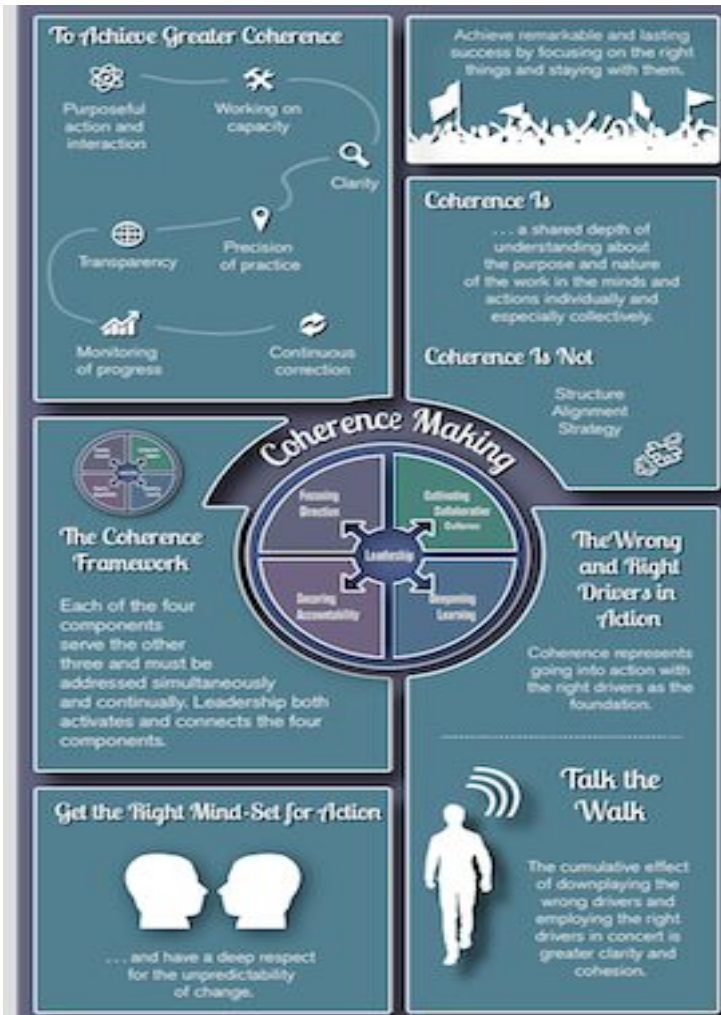
RACIAL EQUITY PLAN MILESTONE MEASURES OF SUCCESS

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.

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- **ALL STUDENTS** will complete **Grade 12 ON TIME** and ready for college & the work force.



“ Structure and strategy are not enough...”

When large numbers of people have a deeply understood sense of what needs to be done - *and see their part in achieving that purpose* - **COHERENCE EMERGES** and powerful things happen.“

- Fullan and Quinn 2015

RedHawk Ready!
Remember. Refresh. Reunify.



We have to learn from the past and use that knowledge to move forward into the future.

First Things First: A Fundamental Goal for Systemic Change.

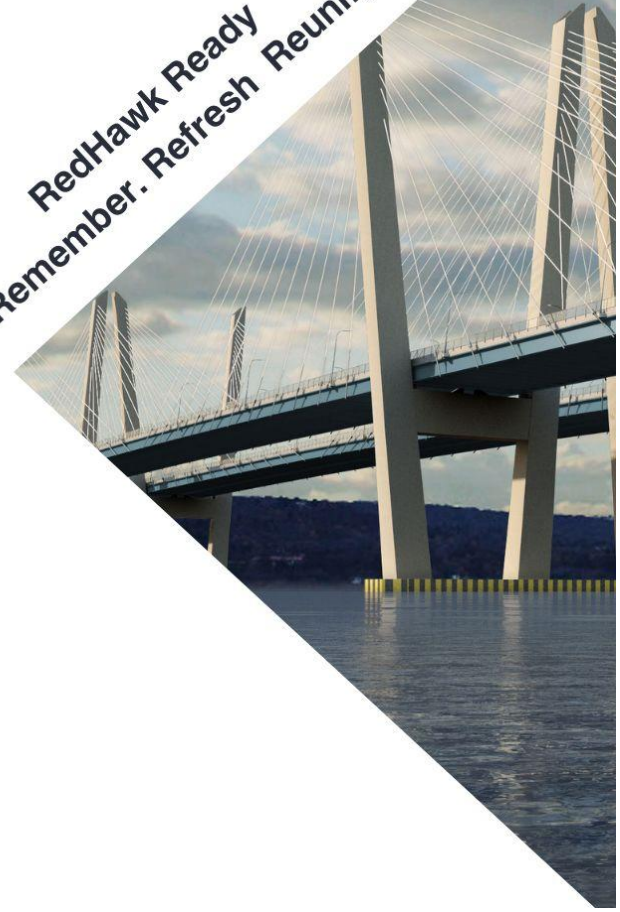
Develop a Strategic Communications and Operational Plan to foster team building and collaboration across staff and administration, ensuring all departments are aligned for a successful start to the school year. The "RedHawks-Ready" initiative will unify administrative leadership with clear, cohesive goals that build on the district's strengths while embracing a refreshed mindset and collective vision.

Objectives:

- **Strategic Communications Plan**
- **Leadership Unity**
- **Operational Preparedness**



RedHawk Ready
Remember. Refresh. Reunify.



First Things First: A Fundamental Goal for Systemic Change

Goal: Develop a Strategic Communications and Operational Plan to foster team building and collaboration across staff and administration, ensuring all departments are aligned.

Action STEPS to include:

- **Hiring** the Assistant Superintendent of Instruction (ASI)
- **Planning** the Administrative Council Retreat and New Employee Orientation to ensure alignment of vision and district-wide readiness.
- **Stabilizing** Central Office operations by clarifying roles, responsibilities, and expectations for team cohesion.
- **Conducting** meetings with administrators to assess readiness and ensure a smooth opening of schools.
- **Establishing** key objectives for the year presented at Superintendent's Conference Day (SCD) to
- **Preparing** for all SCDs as a launchpad for district-wide collaboration and professional development.

RedHawk Ready!
Remember. Refresh. Reunify.



First Things First: A Fundamental Goal for Systemic Change

RedHawk Ready!
Remember. Refresh. Reunify.



Potential Evidence of Progress

- **District Communication Plan:** Successful implementation and ongoing refinement of the communications plan, with quarterly feedback from staff and administrators. Effectiveness will be measured by a 90% satisfaction rate by mid-year (January 2025).
- **Administrative Cohesion:** Regular assessments through surveys and leadership meetings, aiming for a marked improvement in team collaboration and alignment by the March 2025 SCD, with a goal of 95% satisfaction in administrative cohesion.
- **Operational Efficiency:** Clear role definitions and operational improvements will be evaluated with a performance review in January 2025, focusing on increased efficiency and teamwork.
- **Team-Building/Collaboration Impact (STAFF):** SCD evaluations will include feedback on the effectiveness of professional development activities, with adjustments made as needed to ensure continued growth in collaboration. A final assessment will be conducted in June 2025 to gauge year-long progress.



District Goals for 2024-2025:



- Implement District Wide **MTSS Plan**
- Advance the District **Equity Plan**
- Strengthen Elementary **ELA/ENL/Math Curriculum**



RedHawk Ready!
Remember. Refresh. Reunite.



Goal 1: Implement District-wide MTSS Plan



Multi-Tiered Systems of Support: Meeting the needs of all students.



LinkIt!

Collect. Analyze. Grow.

Capturing student data and turning insights into action.

Implement District-wide MTSS Plan

RedHawk Ready!
Remember. Refresh. Reunify.



Goal: Build on the MTSS foundation established last school year by finalizing and implementing a comprehensive district-wide MTSS plan. This plan will be designed to ensure that all students receive the academic, social-emotional, and behavioral supports they need. The plan will engage principals, district leaders, and staff, and make the MTSS process transparent and accessible to parents. The goal includes forming functional MTSS teams in each school, ensuring clarity of roles, and setting measurable outcomes to track progress throughout the school year.

Action STEPS to include:

- **Create and Finalize** the MTSS District Plan
- **Establish** MTSS Teams in each school
- **Strengthen** ongoing MTSS Team development and role clarity
- **Regulate** MTSS Meetings with functional teams
- **Encourage** parent communications and engagement



Implement District-wide MTSS Plan

RedHawk Ready!
Remember. Refresh. Reunify.

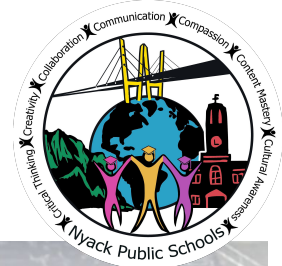


Potential Evidence of Progress:

- **Access and Availability** on the district website, parent engagement through workshops or informational sessions, and feedback collected through surveys about accessibility and understanding of the plan.
- **Meeting Agendas and Minutes** from each MTSS team, showing regular discussions around student data, interventions, and progress monitoring.
- **District-led Professional Development** sessions that each MTSS team member will attend, and periodic check-ins will be conducted to monitor team functioning and effectiveness.
- **Data from LinkIt** and other assessment tools will show improvement in student outcomes over time, particularly for students in Tiers 2 and 3. Meeting logs will reflect the ongoing use of data to inform decisions. By the end of the school year, 80 % students identified for Tier 2 or Tier 3 interventions will show measurable progress, documented through data collection.
- **Stakeholder Feedback** indicating parent understanding of the process. Increased parent participation in Tier 2 and 3 meetings and discussions as documented by school MTSS teams.



Goal 2: **Advance** the District Racial Equity Plan



CULTURALLY RESPONSIVE WORKFORCE

We must have the knowledge, beliefs, skills, attitudes and practices that allow individuals to form relationships and create learning environments that support academic achievement and personal development of learners from diverse racial and cultural groups.



CULTURALLY RESPONSIVE TEACHING AND LEARNING

We must provide all students with rigorous, culturally responsive and engaging learning environments that accelerate their academic achievement and personal growth.



CULTURALLY RESPONSIVE FAMILY AND COMMUNITY ENGAGEMENT

We must reach beyond the hallways and classrooms of our schools to engage all families and stakeholders; to organize cross-sectors in collaboration; and ultimately to build bridges between our schools and beloved community that uphold anti-racist beliefs, protocols, practices and policies for the benefit of all children.

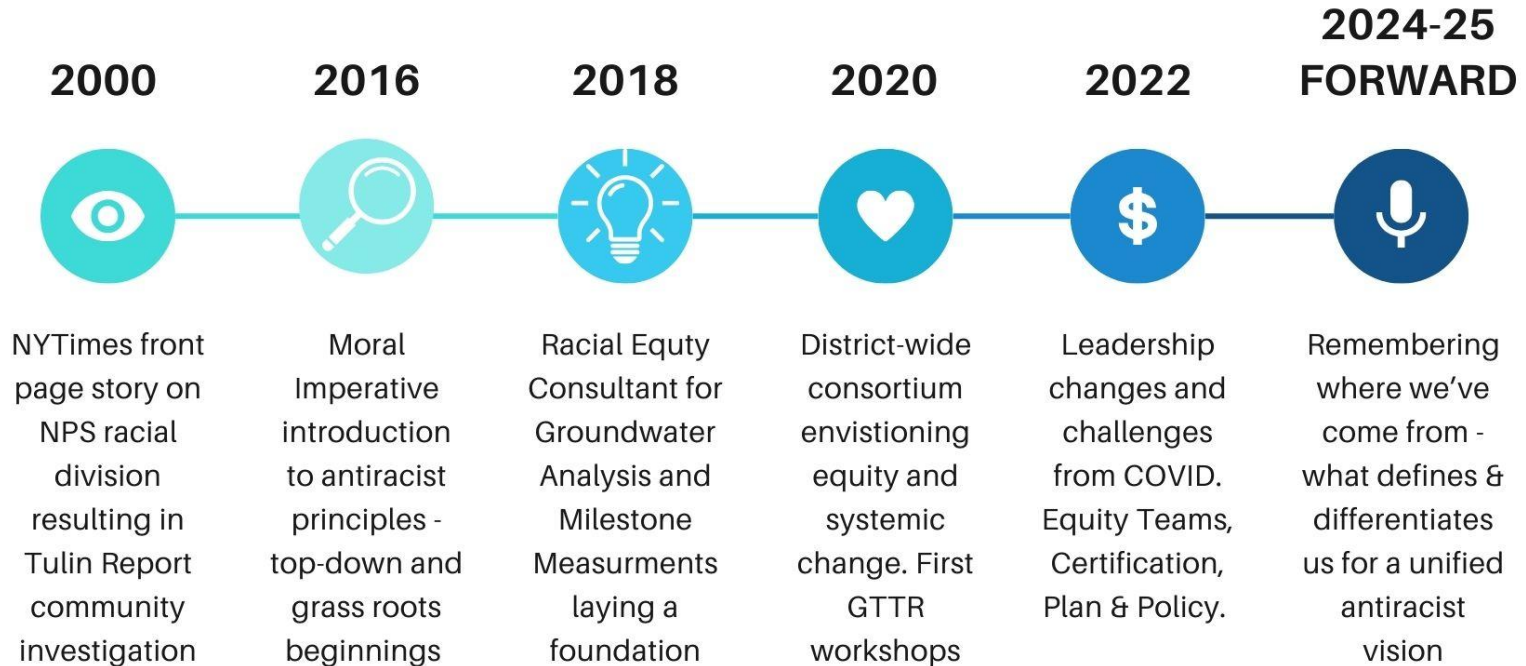


CULTURAL AND ORGANIZATIONAL TRANSFORMATION

Our school system must undergo a cultural and organizational transformation to build a culture of inclusion that actively challenges institutional racism. The Board of Education and Administrative Leadership Team must actively examine and dismantle systemic policies, programs and practices that serve to perpetuate racial achievement disparities.



Timeline & Trajectory of our District's Equity Work



Advance the District Racial Equity Plan

RedHawk Ready!
Remember. Refresh. Reunify.



Through Strategic Leadership and Systems Development

Goal: Hire and onboard a Director of Equity and K-12 Curriculum to lead the district's efforts in continuing and expanding its commitment to equity, anti racist systems, and culturally responsive education. This individual will build upon the foundational equity work already done in Nyack, including roundtable discussions, the equity certification program, and student and building equity teams, while also initiating a district-wide equity team to support systemic change.

Action STEPS to include:

- **Hire** a Director of Equity & K-12 Curriculum
- **Deepen Understanding** of the District's existing and trajectory of equity work
- **Support and Expand** Building-level Equity Teams
- **Build and Lead** a District Equity Team
- **Sustain and Support** the District's Equity Certification Program



Advance the District Racial Equity Plan

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Potential Evidence of Progress:

- **An initial Equity Plan** will build on existing initiatives and be presented by the new Director of Equity & K-12 Curriculum who will meet with key stakeholders (administrators, teachers, student equity teams, parents) to understand district priorities - target date 2025 (TBD)
- **Findings from the Equity Audit** will be shared with district leadership, with clear recommendations for enhancing equity efforts across all schools and at the district level.
- **Monthly Meetings** between Building Equity Teams (BETs) and the Director will be scheduled along with professional development.
- **An End-of-Year Report** will evaluate progress of each BET.
- **Provide an ECP Report** to the community with next steps.





Goal 3: **Strengthen** Elementary ELA/ENL/Math Curriculum

- **95% Group**
Evidence-based Literacy Solutions
- **Eureka Math Squared**
Exponentially Greater Curriculum
- **ENL Professional Development**





Goal 3: Expansion of the 95% Literacy Program to Grade 3 & New Math Curriculum Eureka Math

Objective: Ensure the successful continuation of the **95% Group** literacy intervention program in grades K-2, expand to grade 3, and implement the **Eureka Math** curriculum across K-5 to improve foundational literacy and math outcomes.

Action STEPS to include:

- **Analysis of assessment data** at the beginning, middle, and end of the year.
- **Create and monitor** Observation Logs from walkthroughs and fidelity checks.
- **Analyze progress reports** showing student literacy improvement.
- **Hold weekly/bi-weekly review meetings** with teachers to discuss student progress and instructional adjustments.
- **Provide targeted coaching** for teachers who need additional support or who are working with particularly high-need students.
- **Provide comprehensive professional development** for all K-5 teachers on Eureka Math prior to the start of the school year.
- **Provide math coaches and consultants** will offer continuous support, including co-teaching, modeling lessons, and providing feedback.
- **Collect data regularly** through formative assessments and unit tests to measure student understanding and mastery.
- **Conduct classroom observations** to ensure that lessons follow the structure and pacing of Eureka Math curriculum.



Goal 3: Expansion of the 95% Literacy Program to Grade 3 & New Math Curriculum Eureka Math

Potential Evidence of Progress:

- **Measurable progress on literacy assessments** by a majority of grade 3 students receiving intervention will show teachers in grade 3 are implementing strategies with fidelity, as observed through regular walk-throughs and data collection in **95%**.
- **Positive student growth trends in literacy** across multiple measures by the end of the year.
- **100% of K-3 teachers participate** in all scheduled professional development in **95%**.
- **Teachers report increased confidence** in the **95%** program delivery, with 90% indicating the coaching has positively impacted their instruction.
- **Consistent use of 95% program strategies in classroom instruction** as observed by reading specialists and literacy consultants.
- **80% of K-5 students demonstrate mastery** of grade-level **math** standards by the end of the year.
- **Teachers report increased comfort and skill** with delivering the **Eureka Math** curriculum as measured by surveys and feedback sessions.
- **Formative and summative assessments** in **math** at key intervals (beginning, mid-year, end-of-year).
- **Consistent high-fidelity use of the Eureka Math framework**, with observed improvements in student problem-solving and reasoning skills.



Goal 3: Enhance ENL Programming to Support All English Language Learners and Their Families

Action STEPS to include

- ➔ **Work closely with Family Resource Coordinators** to develop workshops, provide translation services, and distribute resources that assist ENL families in navigating the school system
- ➔ **Attendance logs** at family workshops and resource events.
- ➔ **Frequency and effectiveness of communication** with ENL families, tracked through family engagement records.
- ➔ **Engage ENL consultants** to provide ongoing professional development that equips teachers with strategies for language acquisition, differentiation, and culturally responsive teaching.
- ➔ **Create small, specialized groups for newcomers**, providing more individualized attention to help them adjust both academically and socially.(IN MS and HS)



Goal 3: Enhance ENL Programming to Support All English Language Learners and Their Families

Potential Evidence of Progress

- **Tracking student progress** through language assessments (e.g., NYSESLAT) to measure growth in language proficiency.
- **High levels of student engagement and academic improvement** in newcomer support groups.
- **Create tutoring programs** for ENL students.
- **Improvements in language proficiency and academic performance**, particularly for students who participate in summer programs.



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

— Cornel West (adapted)



ACKNOWLEDGEMENTS & 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
Lucia Pichardo, Director of Bilingual Education/English as a New Language (ENL)
Joe Sigillo, Director of PE, Health, Wellness & Athletics
Lisa Minerger Retallack, District PR & Community Outreach Specialist

School Administration:

Nicole Saieva, Nyack High School Principal
George Teasdale, Nyack High School Asst. Principal
Julio Cedenio, Nyack High School Asst. Principal
Dave Johnson, Nyack Middle School Principal
Karissa Sullivan, Nyack Middle School Asst. Principal
Ellen Rechenberger, Liberty Elementary School Principal
Tom DiLeo, Upper Nyack Elementary School Principal
Lucrisha Addison Harris, Valley Cottage Elementary School Principal



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Slide Deck and Design for
Strategic Communications
in Nyack Public Schools
by Lisa Minerger Retallack, PRCO
www.nyackschools.org

