



EXCELLENCE THROUGH RACIAL EQUITY

PILLAR III: CULTURALLY RESPONSIVE FAMILY & COMMUNITY ENGAGEMENT

March 1, 2022

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STRATEGIC PLAN for EXCELLENCE through RACIAL EQUITY



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.

Prioritized Strategies for 2021-22:

Establish Professional Learning Communities and other professional development structures to address both systemic racism and its manifestations.

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Provide an Equity Certification In-Service Credit Program offered to all District teachers.

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Develop partnerships with Historically Black Colleges and Universities as well as colleges and universities with diverse teacher education programs to target recruitment and hiring initiatives.



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.

Prioritized Strategies for 2021-22

Establish curriculum teams responsible for reviewing curriculum and revising instructional units to ensure our curriculums are culturally responsive.

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Create courses and units of study that are specific to learning about diverse cultures represented in the state of New York in a way that is comprehensive and empowering.

■ ■ ■

Develop school-based Equity Teams to make recommendations regarding practices, policies and procedures to interrupt and transform school cultural norms that maintain institutional racism.



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.

Prioritized Strategies for 2021-22

Encourage parents/guardians who reflect the diversity of our students to participate in parent leadership roles in the schools/district.

■ ■ ■

Develop multiple engagement systems to expand access to and communication with families of diverse backgrounds.

■ ■ ■

Build ongoing trust equity and consensus for common analysis, language, understanding and support of anti-racist principles between district families and staff to create lifelong learners.



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.

Prioritized Strategies for 2021-22

Utilize an equity lens in developing all areas of teaching and learning, program development and institutional practices.

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Utilize Cycle of Inquiry Framework at each school level through building-level Equity Teams and action plans developed annually through building-level student data analysis.

■ ■ ■

Assess school climate using a variety of measures to collect diverse stakeholders perceptions and experiences.



Strategy 12 - Build ongoing trust equity and consensus for common analysis, language, understanding and support of anti-racist principles between district families and staff to create lifelong learners.

Tripod/ Ed Elements Survey

Three Surveys

- Parent
- Student
- Staff

Student

Approx: 50 questions
Middle & High School
suggested time: 45 minutes

Faculty

Approx: 55 questions
All faculty members
Approx. time: 10 mins.

Parent

Approx: 41 questions
Approx. Time: 10 mins.

Introduction
Letter

Meeting with
leadership

Launch

Analysis

Leadership
Database
Training

Communicate
Results



Diverse Parent Leadership

Strategy 1 - Encourage parents/ guardians who reflect the diversity of our students to participate in parent leadership roles in the schools/ district.



Diverse Parent Leadership

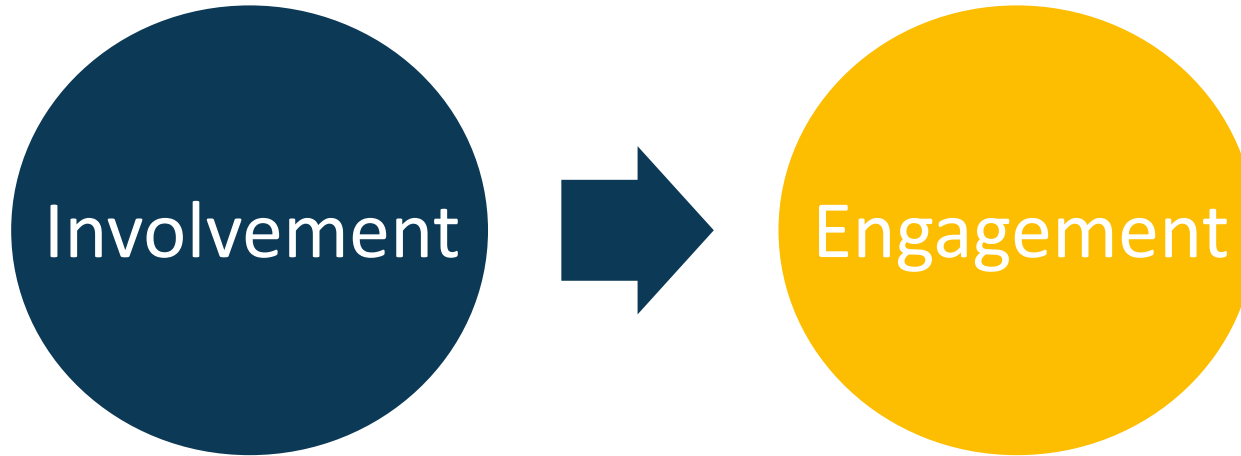
Strategy 1 - Encourage parents/ guardians who reflect the diversity of our students to participate in parent leadership roles in the schools/ district.

The FACE of Nyack (*Family and Community Engagement*) Advisory Council and Action Teams are dedicated to elevating the voices of families in our efforts to advance equity and culturally responsive practice across our district.

The FACE of Nyack kickoff was held on February 9th and is a continuation of the districts efforts to build and strengthen family, school and community ties.



The Dual Capacity Building Framework for Family-School Partnerships



Dr. Karen L. Mapp
Senior Lecturer on Education
Faculty Director, Education Policy
and Management at the Harvard
Graduate School of Education



Goals of Nyack UFSD's Family and Community Engagement

To create a safe and affirming environment by adapting and building district structures and systems to facilitate access and bridge the home-school connection.



To promote and sustain a relationship of trust and respect between schools and families, recognizing that student achievement and school improvement are shared responsibilities.



To build parent agency by holding quarterly family cafés to build community and share sustainable practices and strategies on family-driven topics.

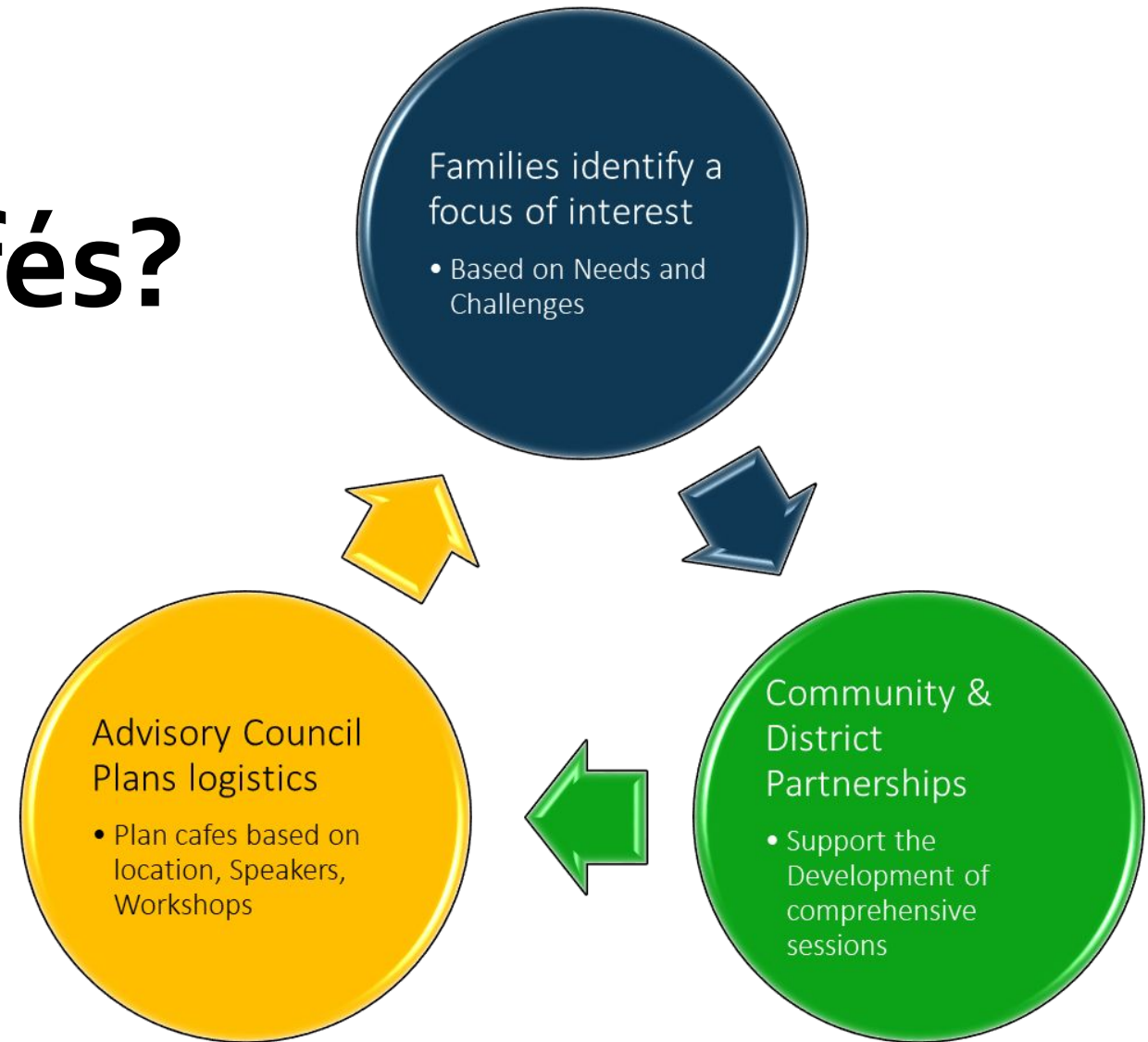
To empower our families by leveraging district and community resources to maximize student learning, and engage them as active citizens.



What are Family Cafés?

Our families identify a focus of interest and with the support of our staff and community partnerships, develop a comprehensive session that includes, *but is not limited to:*

- ☐ designated location,
- ☐ keynote speaker,
- ☐ workshop presentation,
- ☐ interactive tools to support the family and home connections, amongst other details.

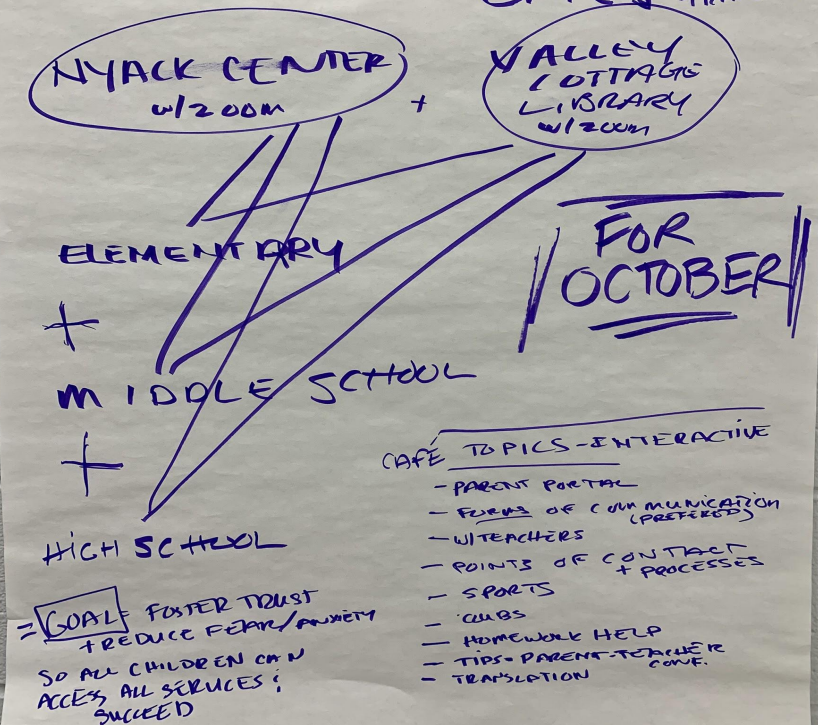


FACE Goal - Build Parent Agency...



To build parent agency by holding quarterly family cafés to build community and share sustainable practices and strategies on family-driven topics.

6 Hybrid Communication NAVIGATION CAFES WITH TRANSLATION



WISH LIST Family CAFÉ

Themes from Δ + DRESS

- Sport TEAM opportunities for KIDS that don't do travel teams and don't have access. Start w/ 4, 5, 6 grades - First opportunity to play TEAM Sport shouldn't be in 7th grade. Location - YMCA (Phil said OK!) Every Sept
- TIME - May
- Increase Science Bring Regeneron Society For Science focus @ District (Regeneron is Pharma company 10 miles from here, replaced Westinghouse Science Camp). Location: HS ~~and the Auditorium~~ Auditorium OR NYACK Ctr. Time: Sept

Wish List (cont'd)

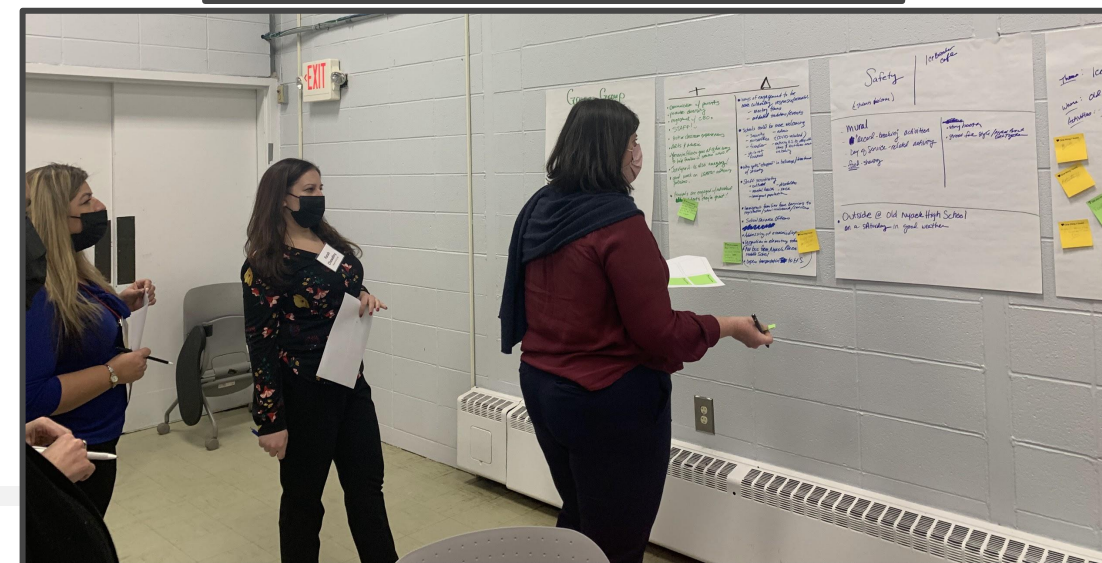
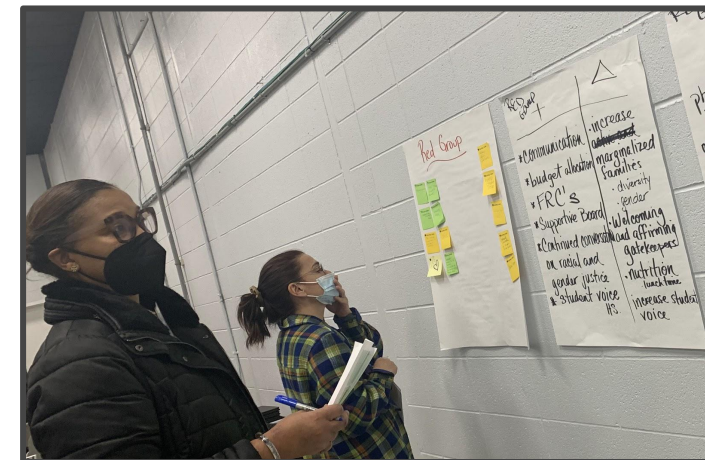
Theme: Real Life Learning

- Critical Thinking Development (themes, foreshadowing, symbolism at an elementary level)
 - Banking / Financial Skills
 - Entrepreneurship development for students
 - Experience / Experiment International Living ie - WISE
- Location: YMCA
- Time: Now
- Activities that promote real world learning w/ community partnerships as part of the instructional experience



FACE Goal - Promote & Sustain Trust

To promote and sustain a relationship of trust and respect between schools and families, recognizing that student achievement and school improvement are shared responsibilities.





Multiple Engagement Systems

Strategy 8 - Develop multiple engagement systems to expand access to and communication with families of diverse backgrounds.

FACE of Nyack Advisory Council

comprised of
parents,
community
partners and
district staff.

Family Resource Centers

Family Resource
Coordinators at
the Middle
School and
each
Elementary
school

Communication

District Website,
Social Media,
PeachJar, FRC
Newsletters,
and
Translations

Family Programs

Grade-level
meetings,
Financial Aid
Night,
Senior Awards
Night,
Elementary
Family Fun Day

Middle School College & Career Fair

promoting
career and
college
exploration

Family Resource Centers

- **Jocelyne Abraham**
- **District Community Liaison**
- *Pale kreyòl ayisyen*
- (845) 353-7044 or Jabraham@nyackschools.org
- Office Hrs: 9am - 4pm, Tues/Thur

District
Community
Liaison



- **Yesenia Polanco**
- **District Community Liaison**
- *Habla Español*
- (845) 353-7042 or ypolanco@Nyackschools.org
- Office Hrs: 8am - 4pm, Mon-Fri

District
Community
Liaison



All FRC services and programs are FREE to Nyack Public School families.



- **Wanda Octaviano**
- **Family Resource Center Coordinator**
- *Habla Español*
- (845) 353-7214 or email at woctaviano@nyackschools.org
- Office Hrs: 9am - 2pm, Mon-Fri

Nyack Middle
School



- **Rossie Hill**
- **Family Resource Center Coordinator**
- *Habla Español*
- 845-353-7247 or via email at rhill1@nyackschools.org
- Office Hrs: 9am - 2pm, Mon-Thurs, 9-1 Fri

Liberty
Elementary



- **Joanne Wallace**
- **Assistant Family Resource Center Coordinator**
- (845) 353-7291 or via email at jwallace@nyackschools.org

Upper Nyack
ES



- **Sussy Peralta**
- **Family Resource Center Coordinator**
- *Habla Español*
- 845-353-7291 or via email at speralta@nyackschools.org
- Office Hrs: 9am - 2pm, Mon-Thurs, 9-1 Fri

Valley
Cottage ES

