

NPS 2025-2026 GOALS

DR. LIZZETTE RUIZ-GIOVINAZZI

10-21-25 PRESENTATION TO THE BOE

2025-26 GOALS

SMART Goals guide coherent organization with focus

NPS VISION

Who we are and why we do what we do

STRATEGIES

Actionable plans that lead to acheiving with purpose

DATA LITERACY

Building capacity for how we collect, analyze, report and share data

MEASURING SUCCESS

Each student is seen, heard, valued and ready

WE BELIEVE THAT REAL EXCELLENCE ONLY HAPPENS WHEN STUDENTS ARE SEEN, HEARD, AND VALUED FOR WHO THEY TRULY ARE. THAT IS WHAT IT MEANS TO “BE NPS”

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.

NPS VISION

2025-2026 THEME

Be Real.

RedHawks Rise Together

Be Bold.

In Nyack Public Schools

Be NPS.

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.

NPS MISSION

OUR GOALS ALIGNED TO NPS VISION

2025 BE REAL. BE BOLD. BE NPS. 2026

Dreaming with Determination

WE BELIEVE THAT REAL EXCELLENCE ONLY HAPPENS WHEN STUDENTS ARE SEEN, HEARD, AND VALUED FOR WHO THEY TRULY ARE. THAT IS WHAT IT MEANS TO "BE NPS" - DR. LRG

Nyack Public Schools: Creativity, Collaboration, Communication, Compassion, Content Mastery, Cultural Awareness, Critical Thinking

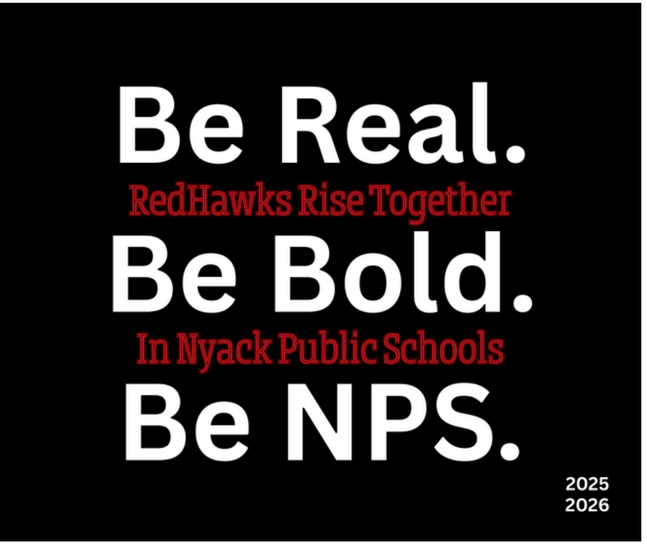
EXCELLENCE FOR EVERY STUDENT EQUITY BELONGING

Strengthen and sustain a district-wide MTSS framework (Year 2 of Implementation)

GOAL 1

SMART Goal Statement: ***By June 2026, Nyack Public Schools will fully implement a district-wide Multi-Tiered System of Supports (MTSS)grounded in equitable, data-informed practices to address the academic, behavioral, and social-emotional needs of every student.***

Success will be measured ***through reductions in Tier II/III referrals, improvements in STAR proficiency, and documented evidence of MTSS fidelity in every building***



MEASURABLE INDICATORS

- **Annual reduction** in Tier II/III referrals.
- **Increase** in STAR proficiency (ELA/Math) by June 2027. (Increase in proficiency in subgroup data)
- **Reduction** in suspensions through PBIS by June 2027
- **100%** of schools meet 'Developing' or higher on AIR MTSS Rubric by June 2026.

BUILDING A DATA CULTURE

- **Establish a district MTSS Data Leadership Team to set data protocols, ensure consistency, and assist in supporting building teams.**
- **Conduct data dialogues each quarter focusing on subgroup performance and equitable outcomes.**
- **Systemizise LinkIt dashboards for principals and interventionists to promote transparency and shared accountability.**

ALIGNMENT TO NPS VISION

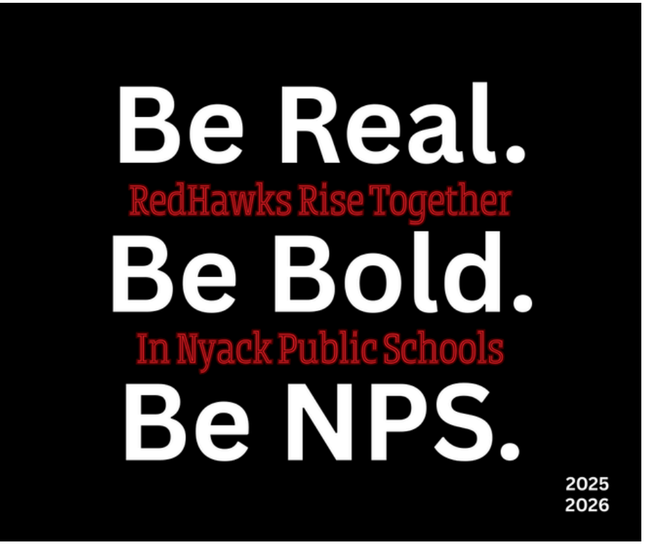
ACTION: **Disaggregate intervention data by subgroup to monitor equitable access to Tier I–III supports.**

Establish and implement a K–12 PBIS framework to strengthen Tier I climate and belonging systems

GOAL 2

SMART Goal Statement: ***By June 2026, Nyack Public Schools will establish and implement a K–12 Positive Behavioral Interventions and Supports (PBIS) framework that strengthens Tier I and Tier II systems, promotes equity-driven behavior expectations, and enhances belonging and safety across all schools.***

Success will be measured ***through school-level PBIS fidelity checklists, climate survey results, and alignment in the process of discipline referrals.***



MEASURABLE INDICATORS

- **Schools establish PBIS teams** and complete Tiered Fidelity Inventory by June 2025.
- **Build a common understanding** of referral writing process and understand the difference between classroom managed behaviors and office managed behaviors.
- **Increase in student survey responses** that indicate a sense of belonging and safety by June 2027.

BUILDING A DATA CULTURE

- **Establish clear data protocols to ensure consistent use of behavior, attendance, and climate data across schools.**
- **Empower PBIS and Equity Team leaders as data storytellers who can translate data insights into action plans that drive inclusive practices.**
- **Facilitate data dialogues at the district and building levels to monitor progress, celebrate successes, identify growth areas.**
- **Integrate Cognitive Coaching strategies into data review processes to deepen reflection, promote shared accountability, and sustain a culture of continuous improvement by June 2027.**

ALIGNMENT TO NPS VISION

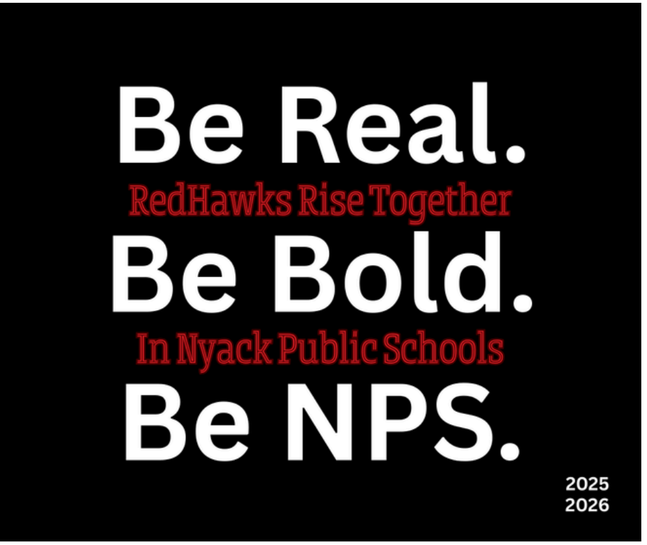
ACTION: **Disaggregate intervention data by subgroup to monitor equitable access to Tier I–III supports.**

GOAL 3

Deepen excellence in foundational literacy and mathematics (Pre K–5)

SMART Goal Statement: ***By June 2026, Nyack Public Schools will ensure that all K–5 students receive high-quality, evidence-based literacy, writing, and mathematics instruction through full implementation of the 95% Literacy Framework, Eureka Math², Amplify, and The Writing Revolution. Instruction will emphasize foundational reading and writing skills, language development, and conceptual understanding in mathematics.***

Success will be measured through measurable gains in literacy, writing, and math proficiency, as well as reduced subgroup achievement gaps across all elementary schools, demonstrating equitable access to high-quality core instruction.



MEASURABLE INDICATORS

- **90%** of K–2 students meet grade-level reading benchmarks.
- Annual growth in STAR/NYS ELA & Math scores.
- Reduction in subgroup achievement gaps by 2027.
- **100%** of teachers participate in two or more literacy/math coaching cycles annually.
- **Fidelity** in implementation observed in walk-throughs and observations.
- **Increase** in student writing performance, as measured by rubric-based assessments and formative writing benchmarks.

BUILDING A DATA CULTURE

- **Teams will continue to track student growth and identify instructional next steps in reading writing and math.**
- **Provide staff training on interpreting and acting on STAR, LinkIt, and formative data.**

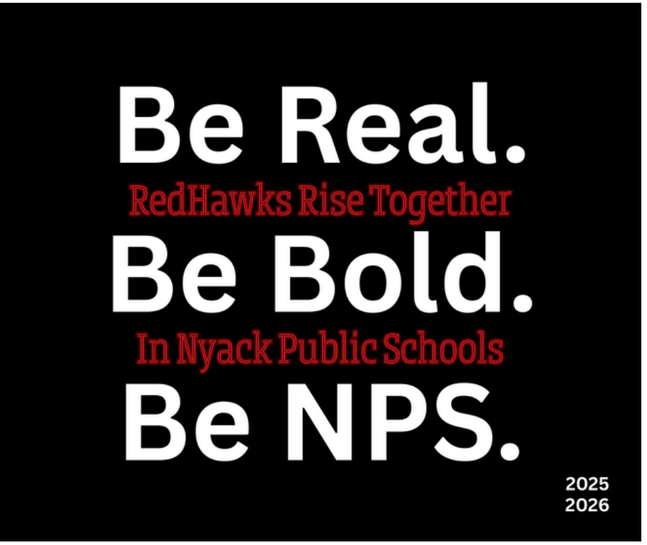
ALIGNMENT TO NPS VISION

ACTION: **Monitor access to Tier I instruction and ensure interventions are culturally responsive.**

Advance equity through a culture of belonging and family engagement

GOAL 4

SMART Goal Statement: ***By June 2026, advance the Equity Strategic Plan by embedding inclusive practices, understanding restorative discipline, and belonging indicators across all schools, and continue to build robust family/community engagement, improving belonging survey results by 15% and reducing discipline disproportionality by 25%.***



MEASURABLE INDICATORS

- **Increase** improvement in student belonging survey results.
- **Decrease** disproportionality in discipline and special education.
- **Decrease** chronic absenteeism by 2027.
- **100%** of staff trained annually in restorative and trauma-informed practices.

BUILDING A DATA CULTURE

- **Integrate equity dashboards within LinkIt to track attendance, discipline, and academic data by subgroup.**
- **Equip Equity Team leaders with the skills and confidence to tell their school's equity story through data and lived experience.**
- **Share progress through BOE updates and BOE updates to promote transparency.**
- **Share student data with families beyond state assessments**

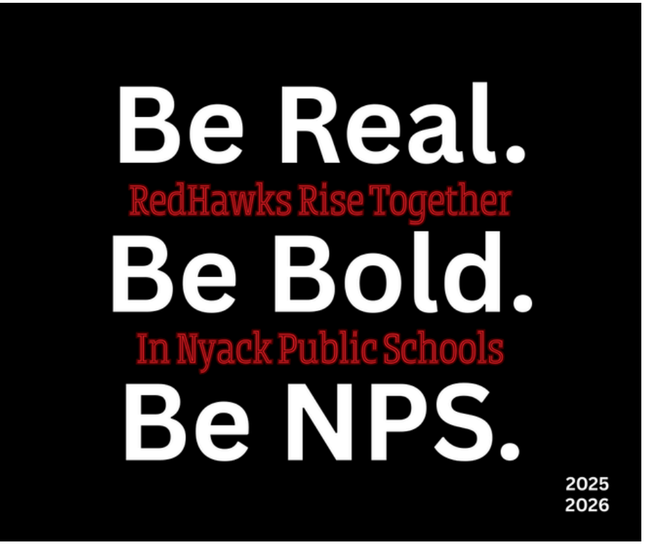
ALIGNMENT TO NPS VISION

ACTION: Each building Equity Team publishes annual reflection reports and data stories.

GOAL 5

Advance the District Technology Plan and integrate AI tools for teaching and learning

SMART Goal Statement: ***By June 2027, Nyack Public Schools will advance its Technology and Innovation Plan by implementing MagicSchool AI districtwide, strengthening AI tools and strategies at the secondary level, and deepening the capacity of the AI Committee to guide responsible, equitable, and creative integration of emerging technologies in teaching, learning, and operations.***



MEASURABLE INDICATORS

- **100 %** of teachers have access to and are trained in MagicSchool AI by June 2026.
- **Build** teacher confidence using AI tools (as measured by PD feedback surveys).
- **The AI Committee meets and shares** annual recommendations and guidance documents.
- **Create** annual community engagement events on AI literacy, innovation, or digital citizenship.

BUILDING A DATA CULTURE

- **Collect and analyze usage analytics for MagicSchool AI to measure instructional impact and inform PD priorities.**
- **Use AI Committee feedback and pilot data to inform iterative updates to the Technology Plan and district PD calendar.**

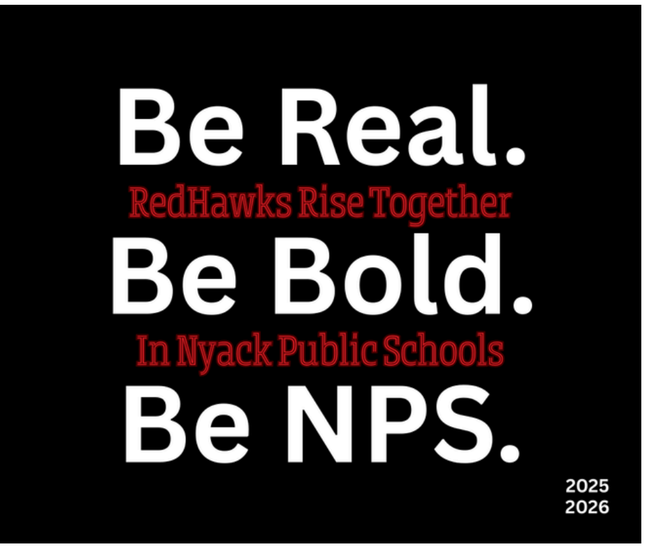
ALIGNMENT TO NPS VISION

ACTION: **Ensure equitable access to digital tools and student participation in innovation opportunities.**

Strengthen human resources systems to advance equity, representation, and belonging

GOAL 6

SMART Goal Statement: ***By June 2026, Nyack Public Schools will strengthen Human Resources systems to increase staff diversity, support equitable hiring and retention practices, and foster a culture of belonging and professional growth across all employee groups.***



MEASURABLE INDICATORS

- **Increase retention** in staff of color by June 2027.
- **100%** hiring committees complete equity-based hiring training.
- **90%** of new hires will report positive onboarding experiences by June 2027.
- **Develop** and finalize an HR Handbook

BUILDING A DATA CULTURE

- **Use HR dashboards to monitor recruitment, retention, and diversity trends quarterly.**
- **Analyze staff climate and belonging survey data to inform HR planning and retention strategies.**
- **Incorporate data reflection sessions in leadership meetings to connect HR practices with district equity goals.**
- **Publicly share HR equity summaries to promote transparency and accountability.**

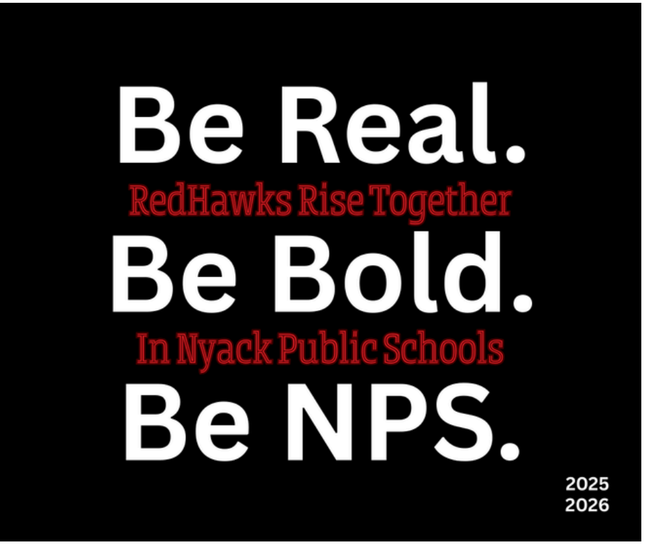
ALIGNMENT TO NPS VISION

ACTION: **HR dashboards disaggregated by race, role, and retention to ensure equity in hiring and advancement.**

Strengthen safety, facilities, and long-range planning for district sustainability

GOAL 7

SMART Goal Statement: ***By June 2026, Nyack Public Schools will ensure all facilities are safe, secure, and aligned with long-term sustainability goals through robust safety systems, community-informed capital planning, and transparent data reporting that reflects fiscal and operational excellence.***



MEASURABLE INDICATORS

- **100%** completion of building safety audits annually.
- **90%** staff trained in emergency response.
- **Full** ERP implementation by June 2026.
- **Voter approval** of 2026–27 capital referendum.

KEY STRATEGIES & ACTIONS

- **Conduct annual safety audits**
- **Implement corrective actions.**
- **Upgrade security systems, including entry controls and surveillance.**
- **Update and implement the District Emergency Response Plan (ERP).**
- **Develop and present a community-supported 2026–27 capital project and budget.**

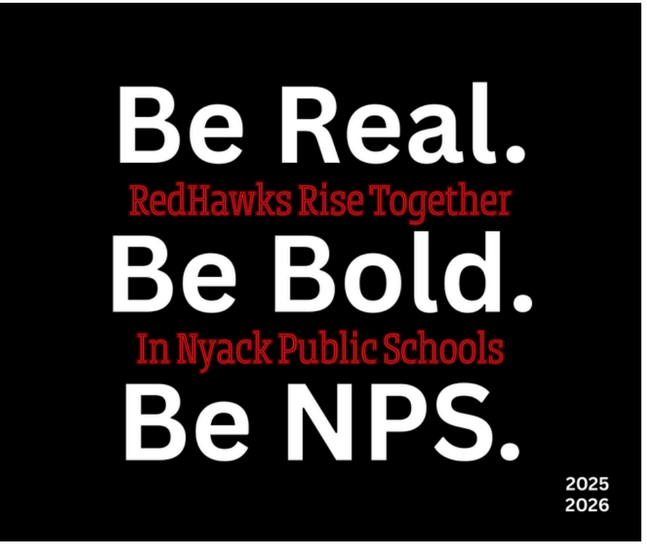
ALIGNMENT TO NPS VISION

ACTION: Prioritize equitable access to safe, modern learning environments across all schools.

Expand college, career, and post secondary readiness pathways

GOAL 8

SMART Goal Statement: ***By June 2026, Nyack Public Schools will expand and strengthen college, career, and postsecondary readiness opportunities for all students in Grades 7–12, ensuring equitable access to dual enrollment, career pathways, and mentorship programs, as measured by increased student participation and postsecondary planning completion.***



MEASURABLE INDICATORS

- **100%** participation in career/college events for Grades 10–12.
- **Growth** in CTE and dual-enrollment participation.
- **Increase** in career inventory completion.
- **90%** of graduates complete a postsecondary plan.

BUILDING A DATA CULTURE

- **Create a College & Career Dashboard within LinkIt to track participation, access, and readiness indicators by subgroup.**
- **Analyze postsecondary and alumni data annually to inform programming and partnerships.**
- **Conduct data reviews with counselors, CTE teachers, and administrators to evaluate student outcomes.**
- **Share data highlights with families and students to support informed decision-making and transparency.**

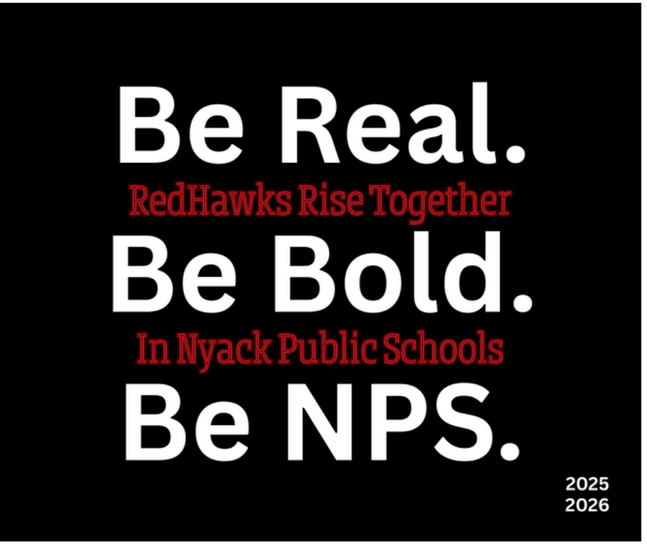
ALIGNMENT TO NPS VISION

ACTION: Increase representation of historically underserved groups in advanced coursework and career pathways.

Develop the Nyack Public Schools Five-Year Strategic, Capital and Budget Plan

GOAL 9

SMART Goal Statement: ***By June 2027, Nyack Public Schools will engage stakeholders to collaboratively develop and adopt a Five-Year Strategic Plan (2027–2031) that integrates the district's commitments to equity, academic excellence, and operational sustainability, aligning all school improvement plans and district goals under one unified vision.***



MEASURABLE INDICATORS

- **Ensure** diversity in stakeholders engaged in the process.
- **Provide** Needs Assessment, published by January 2026.
- **Adopt** Strategic Plan by June 2027.
- **100% of** district/building goals aligned to plan by Fall 2027.

KEY STRATEGIES ACTIONS

- **Conduct a comprehensive district needs assessment using academic and operational data.**
- **Host World Café forums and community surveys for input. including fiscal needs.**
- **Conduct a Capital Review and Building Conditions Survey**
- **Form a Strategic Planning Steering Committee with diverse representation.**
- **Collect data from the World Cafe to inform future SP**
- **Audit current open capital project ie AC's district wide**

BUILDING A DATA CULTURE

- **QUANTITY: How much did we do?**
- **QUALITY: How well did we do it?**
- **IMPACT: Is anyone better off?**

ALIGNMENT TO NPS VISION

ACTION: Equity remains the central pillar guiding all future district planning and decision-making.

PROFILE OF A NYACK HIGH SCHOOL GRADUATE





DREAMING WITH DETERMINATION

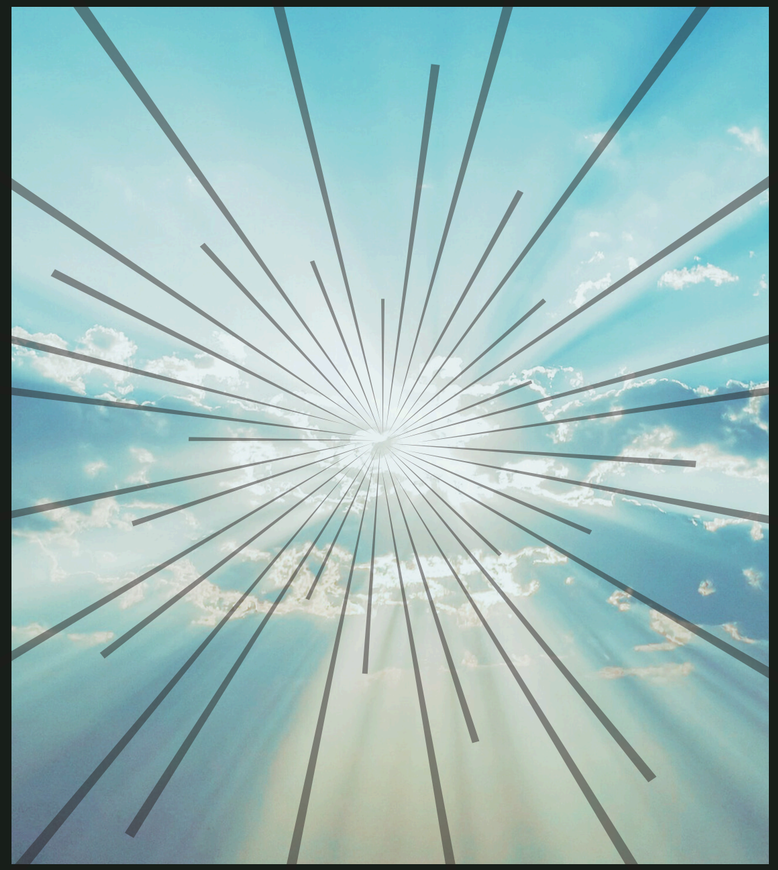
MILESTONE MEASUREMENTS OF SUCCESS

NPS ASPIRATIONS

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



1. Enter Kindergarten ready to learn and Grade 1 ready to read.
2. Be on grade level reading at the end of Grade 3.
3. Complete Grade 5 ready for middle school.
   (New milestone added with Admin feedback)
4. Complete Grade 8 ready for high school.
5. Enter Grade 10 on track to graduate high school.
6. Complete Grade 12 on time and ready for college and the work force.





"One of the most vital ways we sustain ourselves
is by building
communities of resistance,
places where we know we are not alone”

- BELL HOOKS

THANK YOU



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2025
2026