

Superintendent Search Nyack Union Free School District

Leadership Profile Report
Public Presentation
Hazard Young Attea Associates
October 18, 2022

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

In District

- Board of Education
- Superintendent
- Administrators
- Principals and Assistant Principals
- Support Staff
- Teachers

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

In District

- District Clerk
- Confidential Employees
- Directors and Chairpeople
- Union Leadership
- High School Students

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

Community

- PTA
- Musicworks
- Red and Black Club
- Prior Board Members
- Center for Safety and Change
- Rockland Pride Center

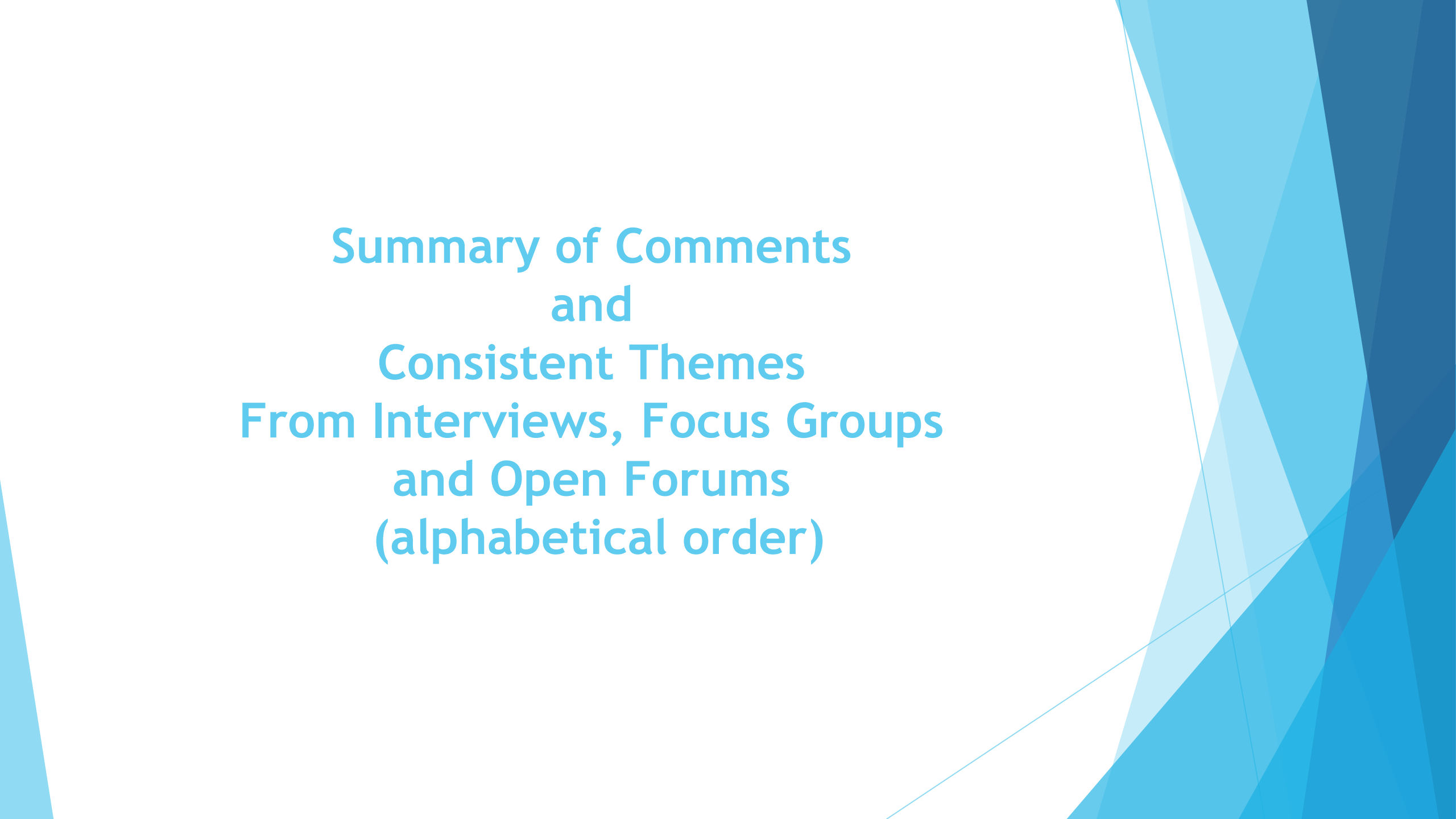
Leadership Profile Report Participation

Group	Number of Participants
Board of Education	7
Superintendent	1
Administrators	17
Faculty	10
Support Staff	6
Students	14
Community/Parents/Guardians	10
Total	65

Each of the Individuals and Groups Were Asked to Share Their Thoughts on These 3 Questions

- How would you describe the strengths of the District?
- What do you see as the greatest challenges facing the District in the next few years?
- What characteristics and areas of expertise would you like to see in the next Superintendent?



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Summary of Comments and Consistent Themes From Interviews, Focus Groups and Open Forums (alphabetical order)

Strengths of the District - Consistent Themes

- Academics
 - Curriculum reflects students that Nyack serves
 - Many course offerings
 - Meeting students where they are and helping them to become successful
 - Well prepared for college
- Community involvement in the schools
- Diversity, Equity and Inclusion
 - The Community and the District want all students to have access and opportunity



Strengths of the District - Consistent Themes

- Faculty, administrators, and staff are caring, hard working, and committed to students' success
- Fine, Performing, Visual Arts and Athletics
- Great students
- People want to be here
 - There is a feeling of belonging
 - “Welcoming wrap around”



Challenges/Issues/Concerns Facing the District

- Communication
 - Able to speak with all groups in the community
 - Continue to improve use of social media, website, video of BOE meetings available on an accessible platform
- Moving forward in the equity work
 - Develop a common language in the District, on the Board, and community around equity
 - Gaps in access to academic opportunities
 - Gaps in access to resources and activities
 - Gaps in discipline
 - Reflecting the community and student body in hiring
- Transitioning to the new Superintendent
 - Rebuilding trust

Summary Characteristics of the Next Superintendent From Interviews and Focus Groups

All groups consistently spoke of the importance of the next Superintendent having the skills to

Build trust and relationships

Continue the Diversity, Equity and Inclusion (DEI) work

Manage the vibrant and culturally diverse Nyack School District

which will allow the staff, students, parents, and community members to trust the Superintendent and the decisions that the Superintendent makes.



Survey Results

Survey Results

Group	Number of Participants
Board of Education Members	N/A
Interim Superintendent	N/A
Administrators	8
Faculty	60
Support Staff	16
Students	10
Community/Parents/Guardians with students in the Nyack Schools	327
Community/Parents/Guardians who do not have children in the Nyack Schools	17
Total	438

District Strengths

1. Technology is integrated into the classroom. (TL)*
2. District schools are safe. (TL)
3. Facilities are well maintained. (M)
4. The District engages with diverse racial, cultural and socio-economic groups. (CE)
5. The social and emotional needs of students are being addressed. (TL)

* Key

TL = Teaching and Learning

M = Management

CE = Community Engagement

Top Rated Characteristics Constituents Desire in a New Superintendent

1. Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)
2. Recruit, employ, and retain effective personnel throughout the District and its schools (M)
3. Establish a culture of high expectations for all students and personnel (VV)
4. Demonstrate a deep understanding of educational research and emerging best practices and implement strategies (VV)
5. Provide transparent communication (CE)

* Key

VV = Vision and Values

CE = Community Engagement

M = Management

Draft of Desired Characteristics

Draft of Desired Characteristics

After seeking input from its Board members, parents, administrators, faculty, staff, students and the community via focus groups, interviews, and an online survey, the Nyack Union Free School District Board of Education seeks a strong educational leader with the following characteristics:

- Able to manage the School District
 - Understands the many facets of being a superintendent
- Approachable
- Builds trust by forming relationships and growing teams
- Commitment to Diversity, Equity and Inclusion (DEI)
- Consistent in words and actions
- Engages in understanding the culture of Nyack
- Good communicator who makes people feel respected and heard
 - Active
 - Engaged

Draft of Desired Characteristics (Continued)

- Honest and has integrity
- Puts words into action and recognizes the complex work of meeting the needs of ALL children (a lifelong commitment)
- Trusts that all teachers, first and foremost, believe that all children can learn
- Visible
- Visionary

The successful candidate will

- Be certified as a superintendent, or capable of gaining certification, in New York State, and
- Have a long term commitment to the Nyack Union Free School District.

Next Steps

- Recruiting
- Interviewing
- Selecting

Thank you!