



EXCELLENCE THROUGH RACIAL EQUITY

PILLAR IV: CULTURAL & ORGANIZATIONAL TRANSFORMATION

BUILDING BRIDGES FOR TODAY'S STUDENTS TO CROSS INTO TOMORROW'S WORLD WITH
EQUITY, INNOVATION & OPTIMISM

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FOCUS AREA TO PRESENT

Pillar IV: CULTURAL & ORGANIZATIONAL TRANSFORMATION

- **Strategy 1** - Using a mixed methods approach, disaggregate student data across areas of discipline, academic achievement, on-time graduation rates, special education referrals and advanced courses of study to develop equity action plans as part of our ongoing practice.
- **Strategy 2** - Utilize an equity lens in developing all areas of teaching and learning, program development and institutional practices.
- **Strategy 6** - Assess school climate using a variety of measures to collect diverse stakeholders' perceptions and experiences.

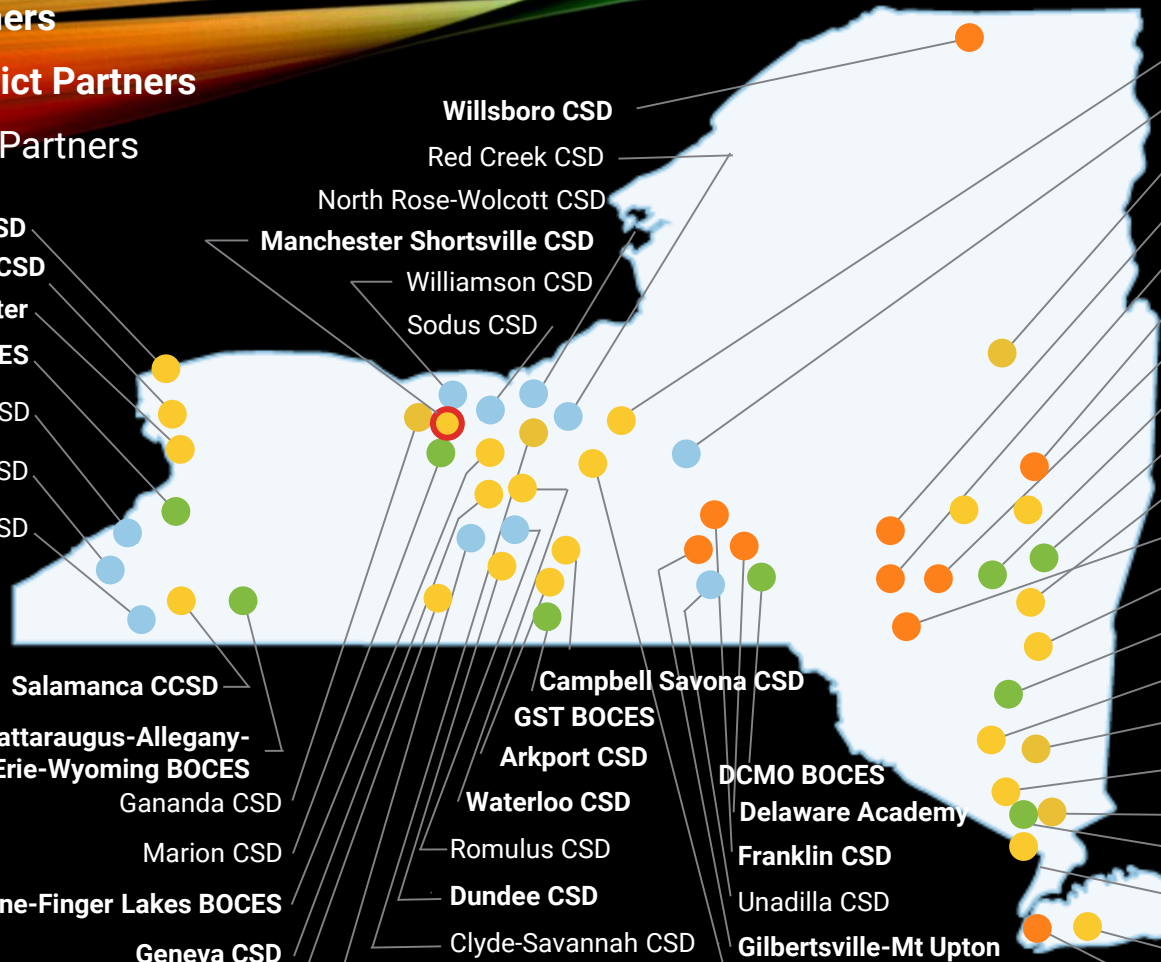
EQUITY, INNOVATION & OPTIMISM



DEI Survey Nyack Public Schools

STRATEGY 6 - MEASUREMENT OF SCHOOL CLIMATE

- **BOCES Partners**
- **Current District Partners**
- **Past District Partners**



Lewiston-Porter CSD
 North Tonawanda CSD
 Enterprise Charter
 Erie 2 BOCES
 Eden CSD
 Pine Valley CSD
 Frewsburg CSD

Salamanca CCSD
 Cattaraugus-Allegany-Erie-Wyoming BOCES
 Gananda CSD
 Marion CSD
 Wayne-Finger Lakes BOCES
 Geneva CSD
 Elmira CSD

Willsboro CSD
 Red Creek CSD
 North Rose-Wolcott CSD
 Manchester Shortsville CSD
 Williamson CSD
 Sodus CSD
 Campbell CSD
 Savona CSD
 GST BOCES
 Arkport CSD
 Waterloo CSD
 Romulus CSD
 Dundee CSD
 Clyde-Savannah CSD
 Penn Yan CSD

DCMO BOCES
 Delaware Academy
 Franklin CSD
 Unadilla CSD
 Gilbertsville-Mt Upton
 Auburn ECSD

Syracuse CSD
 Central Valley School District
 Glens Falls City Schools
 Ellenville CSD
 Red Hook CSD
 Enlarged CSD of Middletown
 Newburgh Enlarged CSD
 Dutchess County BOCES
 Ulster BOCES
 Millbrook CSD
 Pine Bush CSD
 Beacon CSD
 PNW BOCES
 Hendrick Hudson SD
 Bedford CSD
 Ossining CSD
 Chappaqua CSD
 Rockland BOCES
 Nyack CSD
 Roosevelt UFSD
 NYC DOE



DEI Survey: Response Counts by Survey and School

	Nyack High	Nyack Middle	Upper Nyack	Valley Cottage	Liberty Elementary	Central Admin.	Total
Student	678	317	N/A	N/A	N/A	N/A	995
Faculty and Staff	52	42	13	18	12	8	145
Family	75	57	28	23	25	N/A	208
Total	805	416	41	41	37	8	1,348



At this school, everyone tries hard to make all types of people feel included.

Totally Untrue	Mostly Untrue	Somewhat True, Somewhat Untrue	Mostly True	Totally True
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Sample Questions

Uncared for	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Cared for
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favorability percentages – represents the percentage of respondents who selected **either of the two most positive response** options



Lowlights

37% of student respondents think that everyone at their **school tries hard to be fair to everybody.**

Only 55% of family respondents and 59% of faculty and staff think that their **school is anti-classist.**



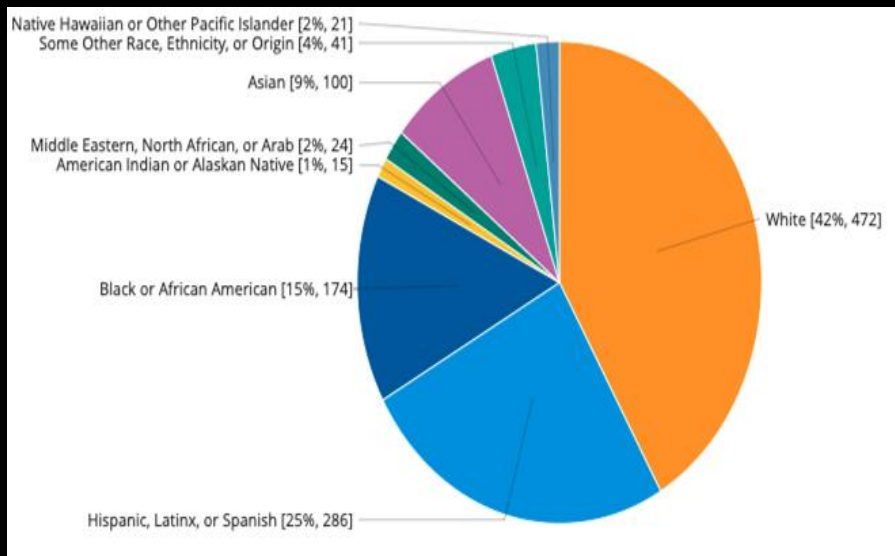
Highlights

67% of student respondents, 81% of family respondents, and 85% of faculty and staff respondents consider their **school to be a caring environment.**

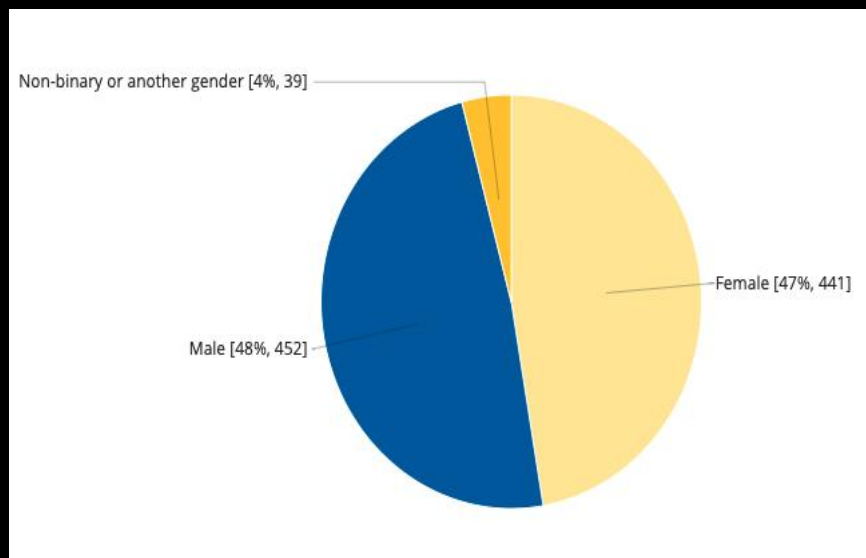
71% of family respondents and 81% of faculty and staff respondents think their school is **strongly committed to inclusivity.**



Demographic Information of Student Respondents by Race/ Ethnicity

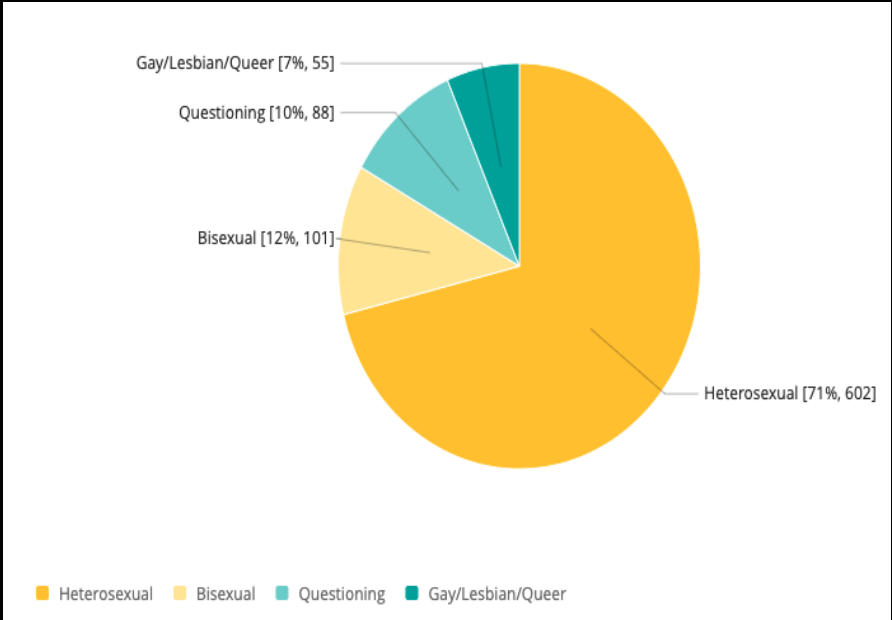


Demographic Information of Student Respondents by Gender

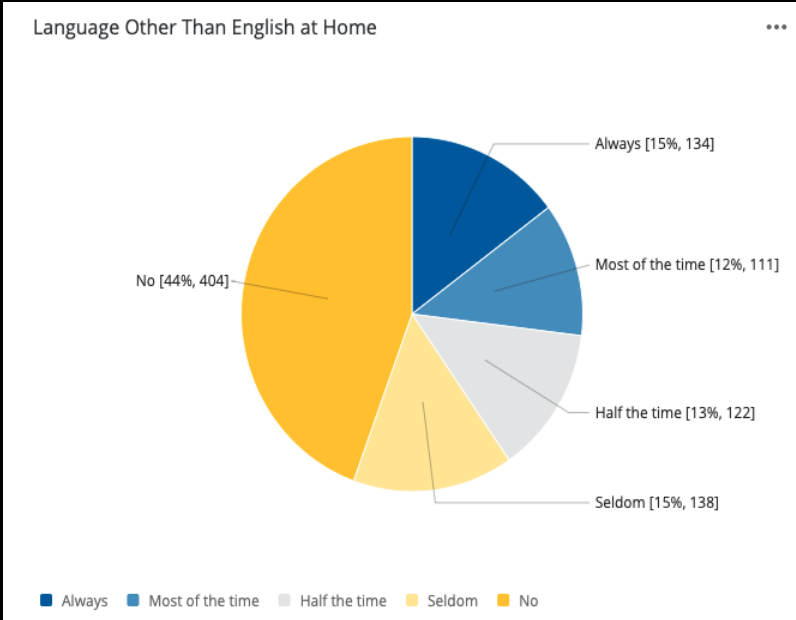




Demographic Information of Student Respondents by Sexual Orientation



Demographic Information of Student Respondents by Language Spoken at Home





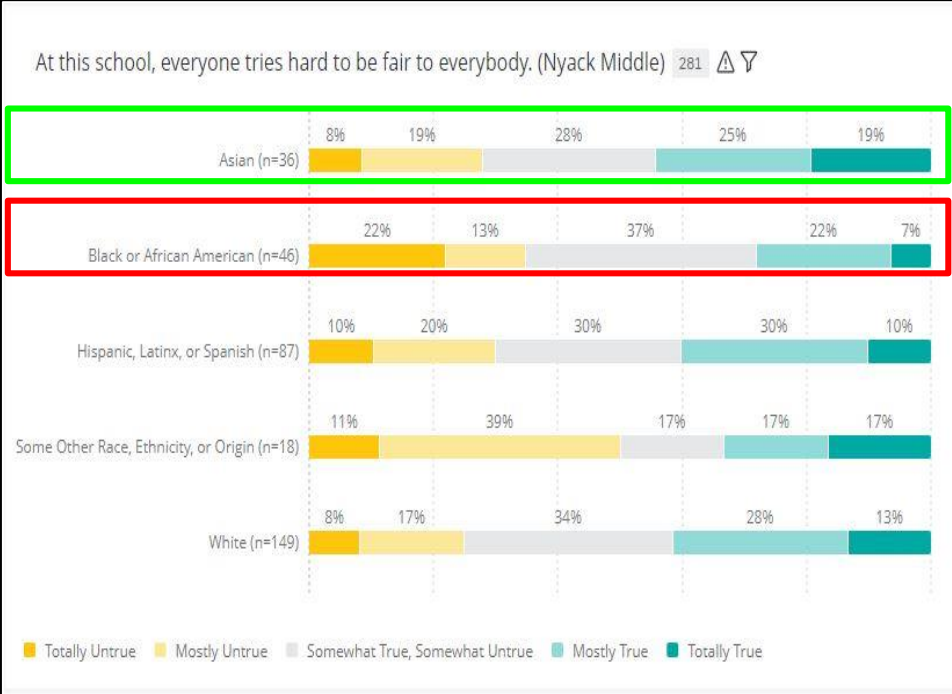
Student Survey Data

	Nyack Middle School	Tripod Middle School	Nyack High School	Tripod High School
At this school, everyone tries hard to be fair to everybody.	36%	62%	37%	54%
At this school, everyone tries hard to make all types of people feel included .	44%	68%	48%	60%
At this school, everyone tries hard to understand people from different backgrounds .	46%	65%	53%	56%
I feel valued at this school.	56%	67%	55%	61%
I am treated with respect at this school.	57%	76%	69%	74%
I feel like I belong at this school.	64%	71%	56%	60%

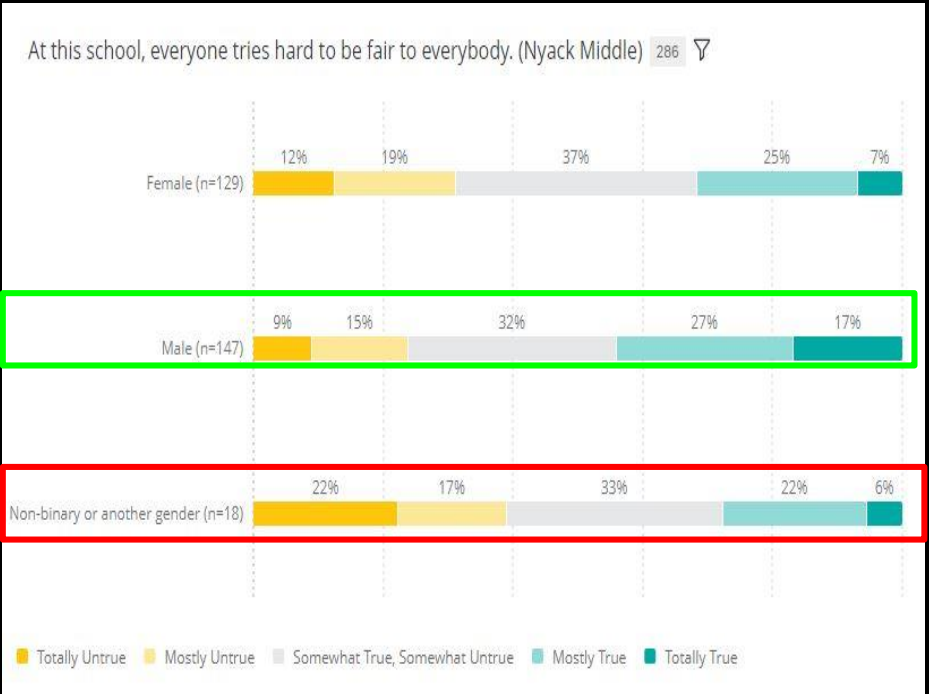


At this school, everyone tries hard to be fair to everybody. (Nyack Middle)

By Race/ Ethnicity



By Gender

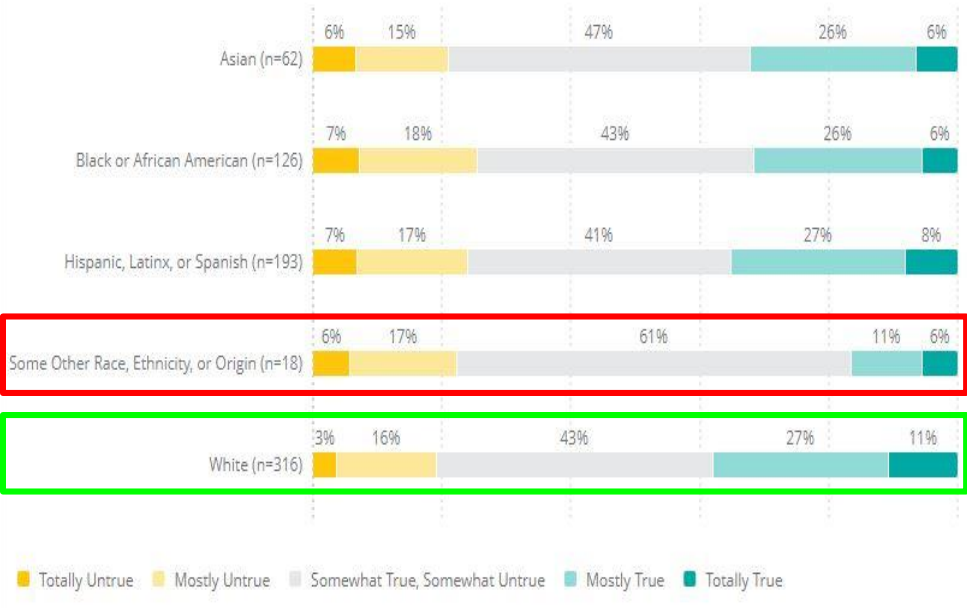




At this school, everyone tries hard to be fair to everybody. (Nyack High)

By Race/ Ethnicity

At this school, everyone tries hard to be fair to everybody. (High School) 610



By Gender

At this school, everyone tries hard to be fair to everybody. (High School) 612





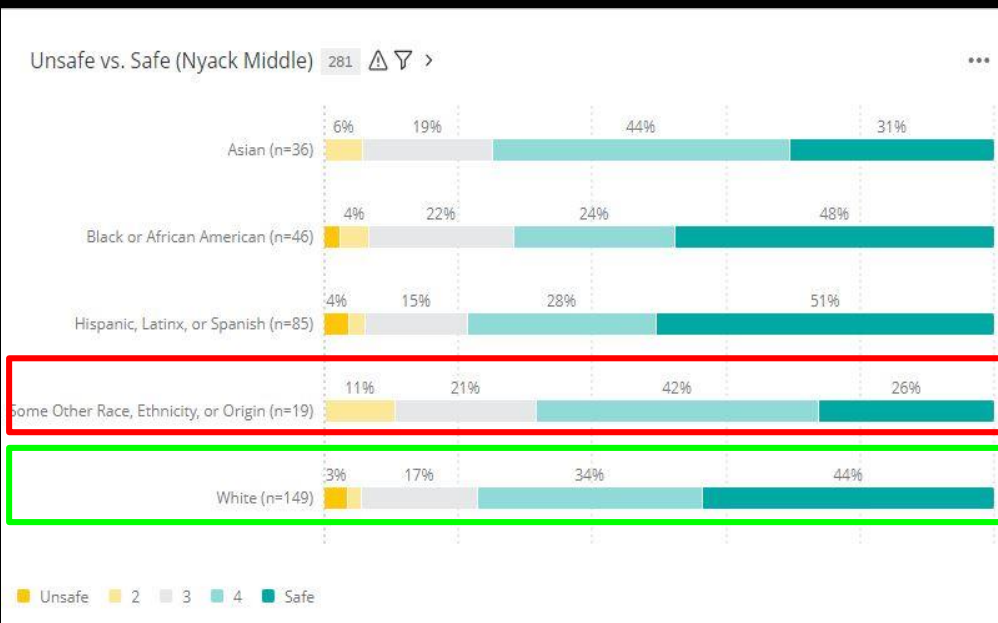
Student Survey Data

	Nyack Middle School	Tripod Middle School	Nyack High School	Tripod High School
Uncared for vs. Cared for	69%	76%	66%	67%
Unwelcoming vs. Welcoming	73%	86%	72%	82%
Unsafe vs. Safe	77%	87%	70%	86%
Disrespectful vs. Respectful	63%	81%	60%	75%

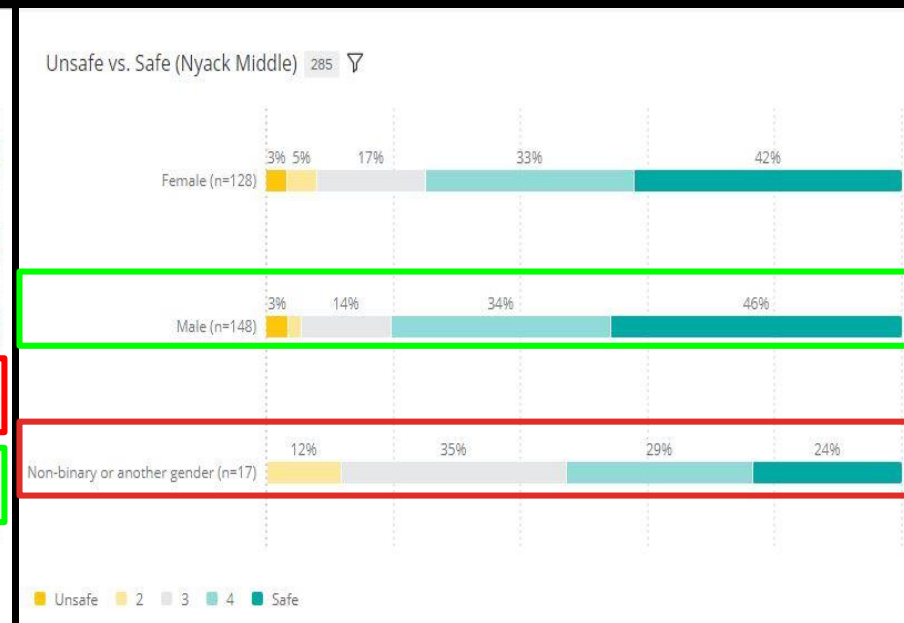


Unsafe vs. Safe (Nyack Middle)

By Race/ Ethnicity



By Gender

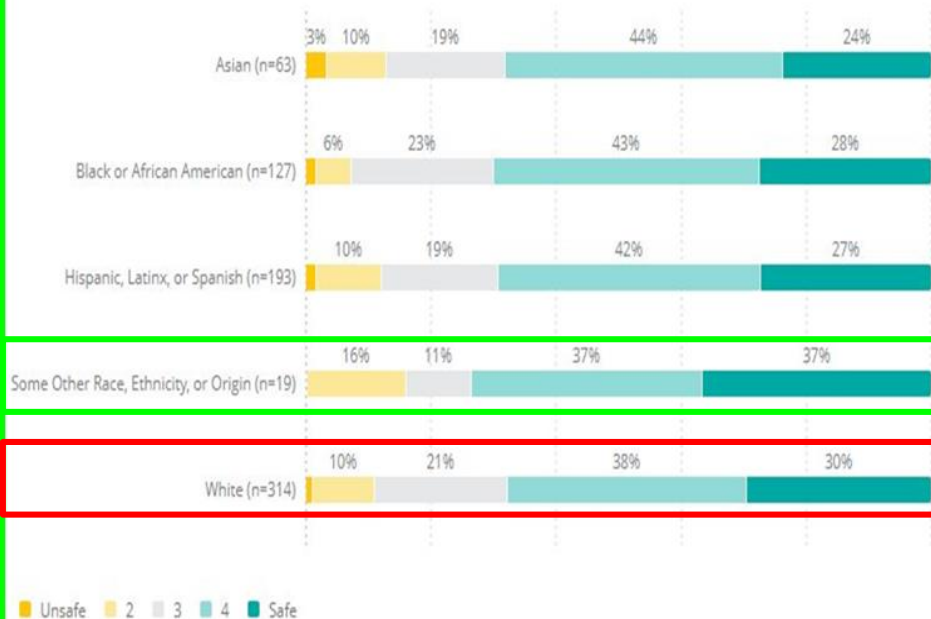




Unsafe vs. Safe (Nyack High)

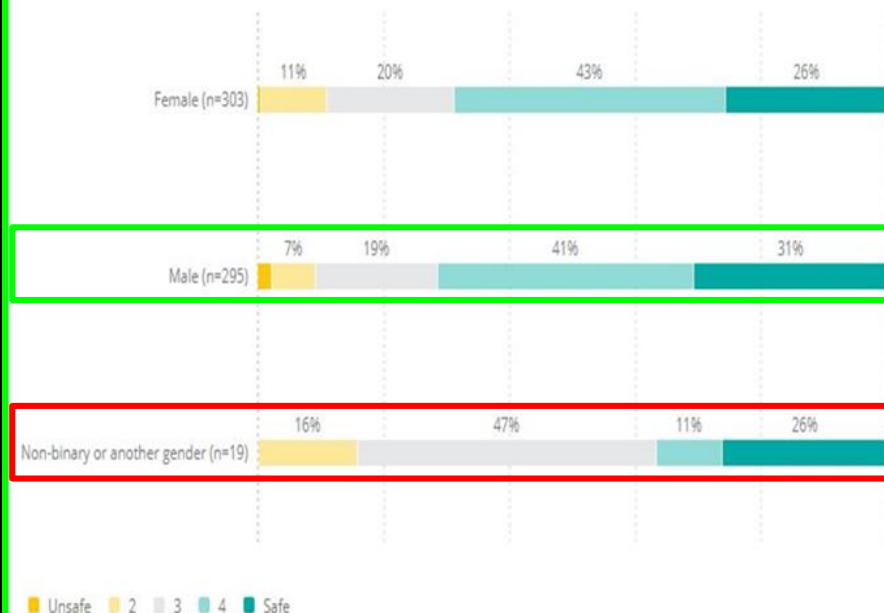
By Race/ Ethnicity

Unsafe vs. Safe (Nyack High) 608 ⚠️



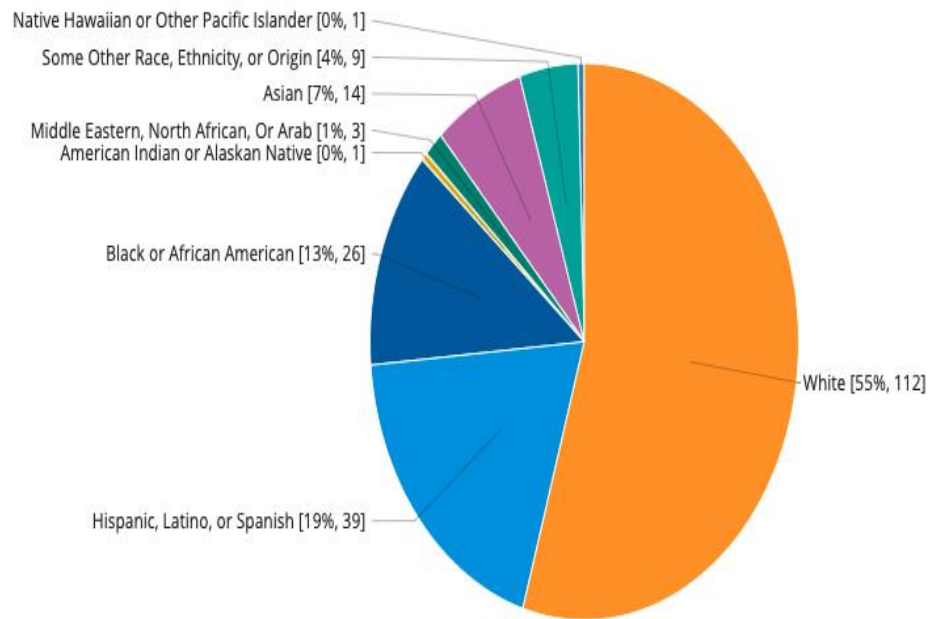
By Gender

Unsafe vs. Safe (Nyack High) 610 ⚠️

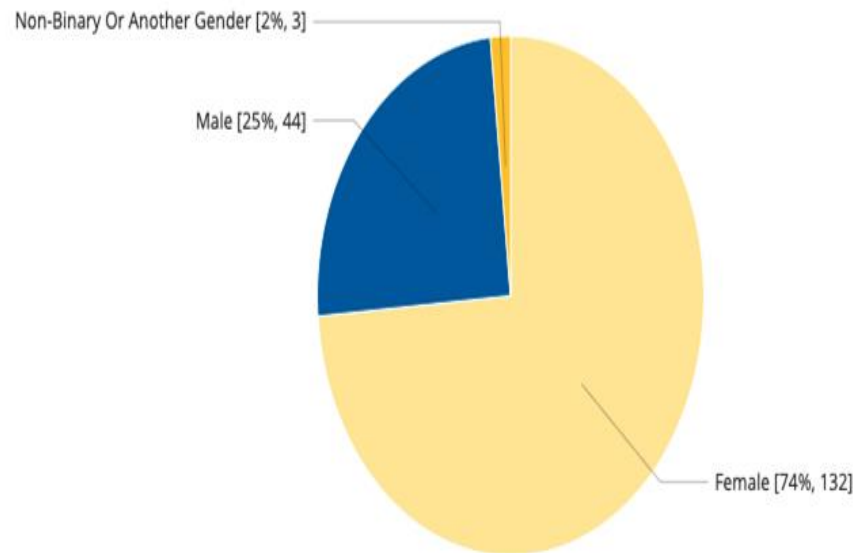




Demographic Information of Family Respondents by Race/Ethnicity

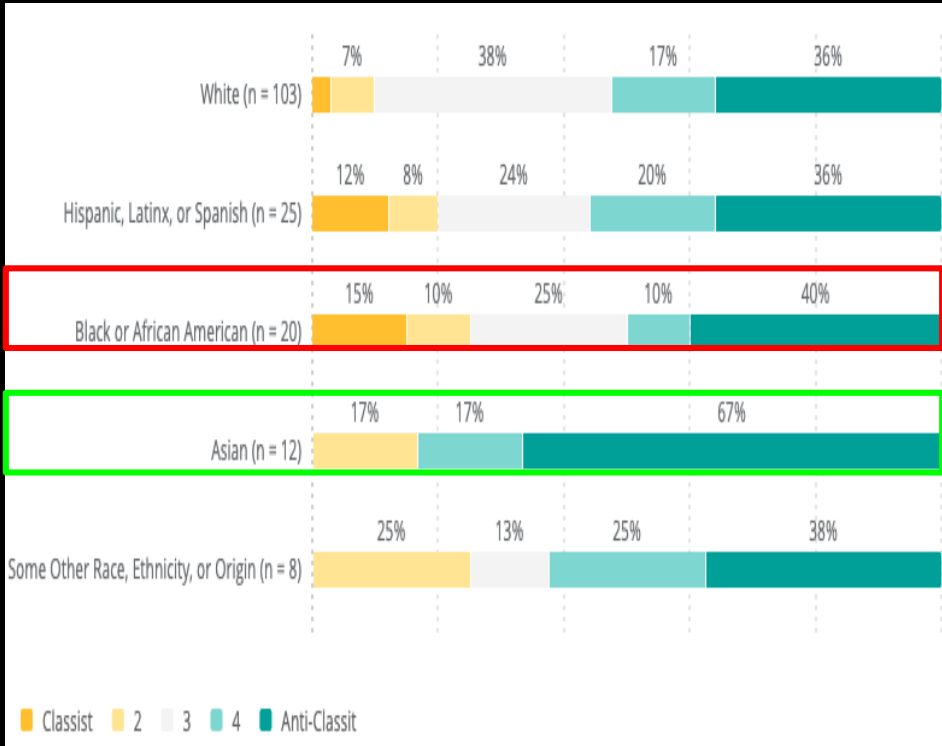


Demographic Information of Family Respondents by Gender



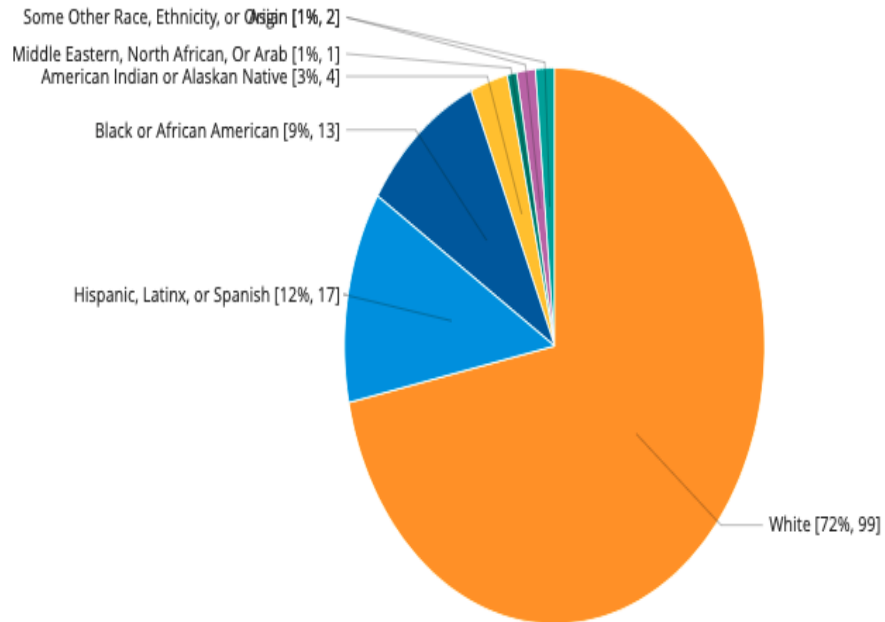


Classist vs. Anti-Classist (Family Respondents)

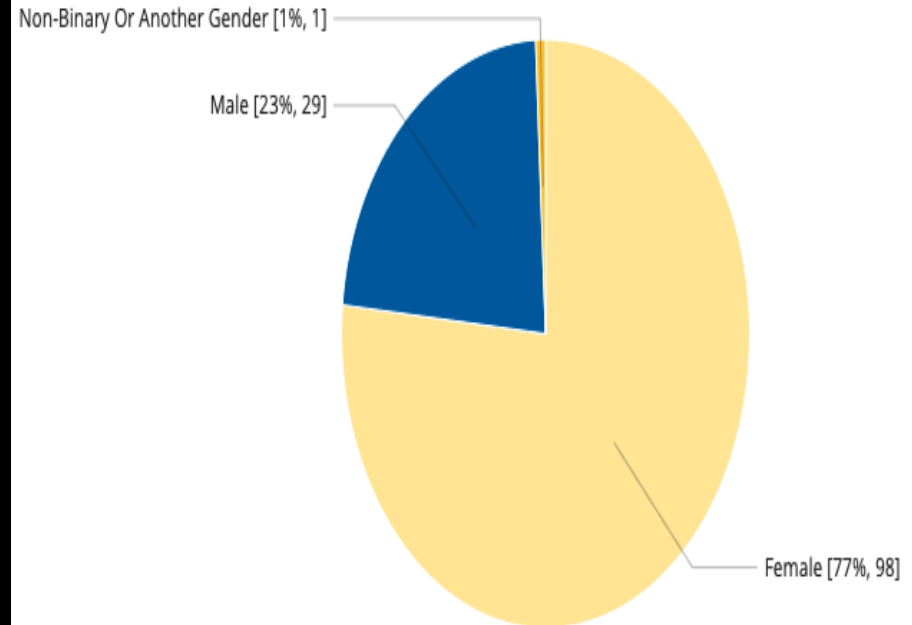




Demographic Information of Faculty/Staff Respondents by Race/Ethnicity



Demographic Information of Faculty/Staff Respondents by gender



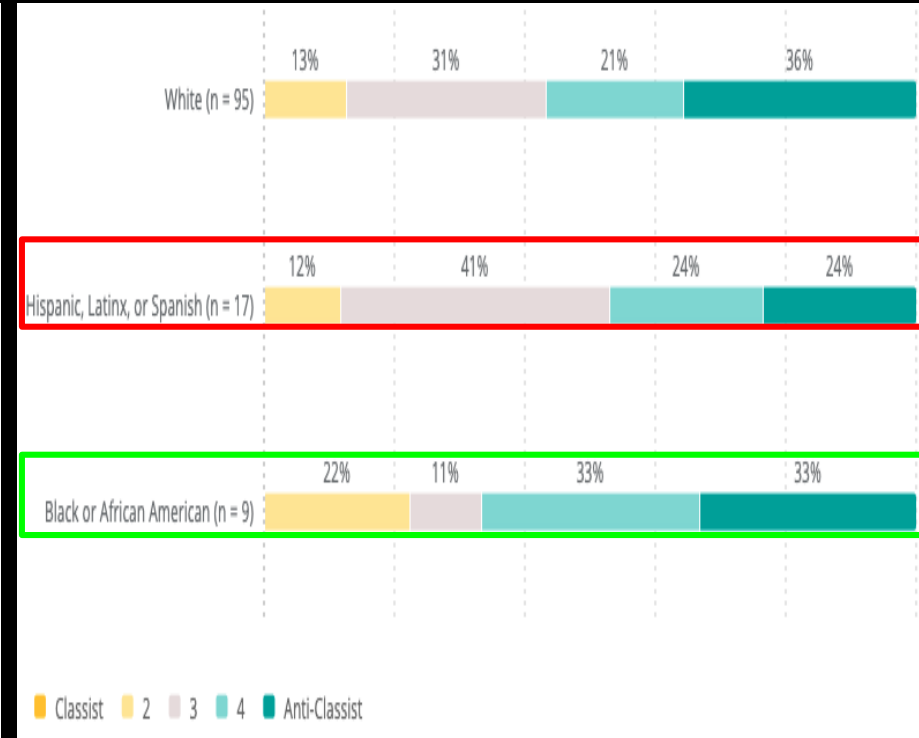


Classist vs. Anti-Classist (Faculty/Staff Respondents)

By School



By Race/ Ethnicity

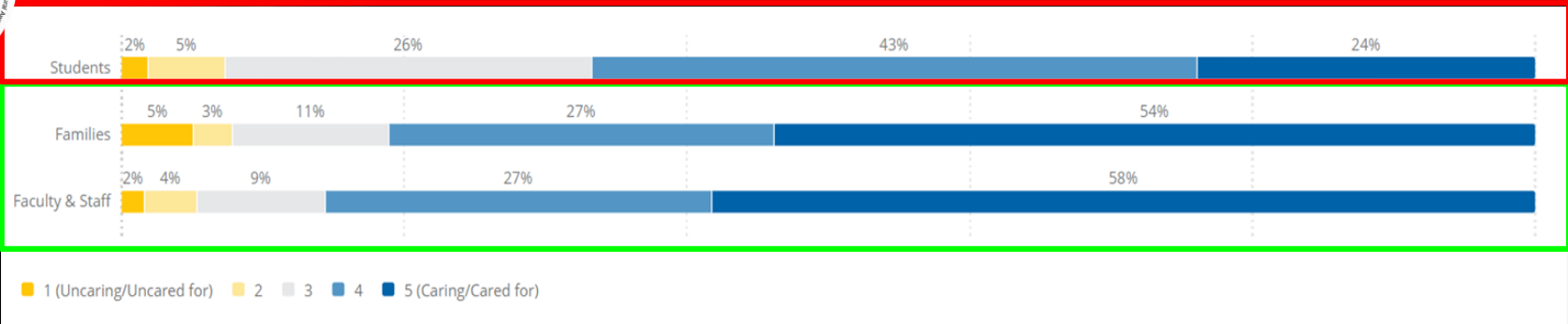




Triangulation of Data



Uncared for vs. Cared for



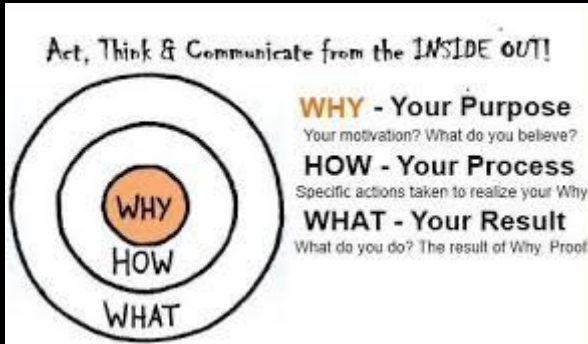
Disrespectful vs. Respectful





STRATEGY 2 – USE OF AN EQUITY LENSE IN DEVELOPING ALL AREAS OF TEACHING AND LEARNING

Instructional Learning Walks



Scheduled Learning Walks

- April 13th- Nyack Middle School
- February 9th - Upper Nyack
- February 15th – Liberty
- March 2nd - Valley Cottage
- May 16th - Nyack High School

- Build leadership capacity and alignment to what are the indicators of effective teaching and learning
- Build a consistent understanding of and implementation of equitable schools, classrooms, and instruction
- Determine action steps from the feedback



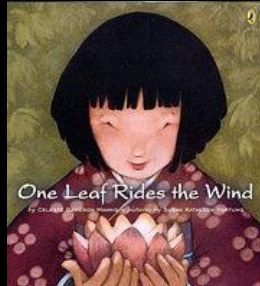


STRATEGY 2 – USE OF AN EQUITY LENSE IN DEVELOPING ALL AREAS OF TEACHING AND LEARNING

Elementary Instructional Learning Walks (LATIC)

Reading Instruction

- Presentation by reading specialist
- Observing with the 3 E's in Mind: Engagement, Empowerment, and Efficacy.
- Discussed options moving forward



“Through inquiry and discussion, teachers engage students in grade level text to... “promote the joy of reading, expand vocabulary and nurture the ability to think, talk and write about texts.” - Fountas and Pinnell



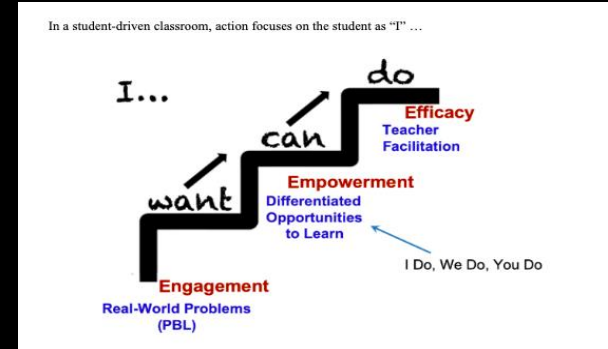
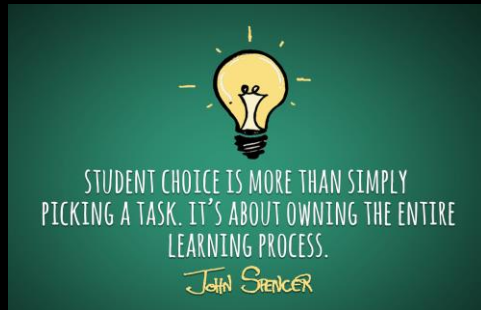


STRATEGY 2 – USE OF AN EQUITY LENSE IN DEVELOPING ALL AREAS OF TEACHING AND LEARNING

Nyack Middle School Instructional Learning Walks (LATIC)

Student engagement

- Understanding why choice matters to student learning
- Questions to consider when thinking about student choice
- Comprehension, application, connection, synthesis & metacognition
- Equity through choice



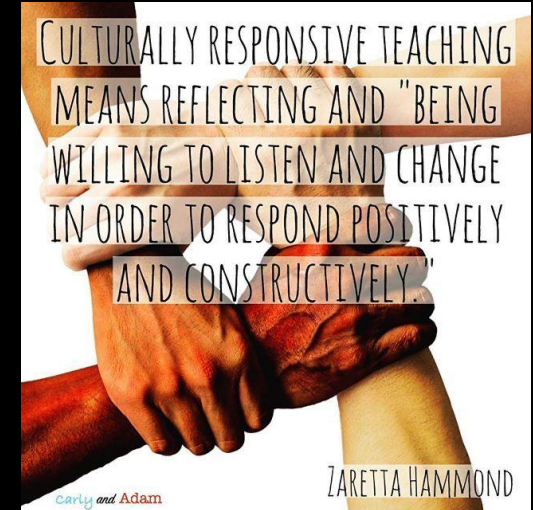


STRATEGY 2 – USE OF AN EQUITY LENSE IN DEVELOPING ALL AREAS OF TEACHING AND LEARNING

Nyack High School

Culturally Responsive Classroom Instructional Learning Walks

- Engagement strategies
- Instructional learning environment strategies
- Feedback strategies





STRATEGY 2 – USE OF AN EQUITY LENSE IN DEVELOPING ALL AREAS OF TEACHING AND LEARNING

Looking Ahead to the 2022-2023 School Year

- Continue our Instructional Learning Walks with the administrators team
- Consider what will be the focus for our future learning walks
- Discuss how these learning walks effect our teaching and learning priorities
- Solicit feedback from teaching staff





STRATEGY 2 – USE OF AN EQUITY LENSE IN DEVELOPING ALL AREAS OF TEACHING AND LEARNING

- New 3-year Technology Plan → 2022-2025
- The plan includes goals to equitably support student achievement through the integration of technology into teaching and learning.



STRATEGY 1 - Targeted Data Analytics

Process - evaluation of three data visualization tools to support data driven decisions

Selection - criteria based upon integration, security, user interface, support and accessibility

Recommendation: Tableau

- Scalable visual analytics platform
- Integrated & accessible through our student information system
- Develop reports from a variety of data sources
- Access to tools which summarize and format data into reports, graphs and charts
- Role based licensing tailored to meet needs across varying skill levels



STRATEGY 1 - Targeted Data Analytics

- **Tableau presentation**



Thank You