



# Brooklyn North NYCDOE Borough Office

## Community Education Council Meeting

District

3/19/19

# The New NYCDOE, 2018 & beyond

Streamlined restructuring for a more efficient,  
accountable, inclusive and equitable NYCDOE

President Barack Obama

Mayor Bill de Blasio

Chancellor Richard A Carranza

First Deputy Chancellor Cheryl Watson-Harris

Executive Superintendent Karen Watts

Superintendents & Executive Director & Teams

Principals & Teams

Teachers & Students

Parents/Families & Communities

# Our Why!

**BO & Supts Teams:** Support the improvement of the professional practice of school-based employees to improve impact on student learning! We are preparing our students for college, career and life at every grade level so that the Brooklyn North NYC Graduate can:

**Solve Unstructured Problems:** Tackle problems that lack rules based solutions. Computers cannot replace the human work in these tasks but can help humans solve problems by making information more readily available.

**Work with New Information:** Acquire and make sense of new information for use in problem-solving or to influence the decisions of others.

**Combine Cognitive and Social Skills:** Work in fluid, rapidly changing, team-based settings.

## National MBK Milestones:

At the **national level**, **MBK** is focused on ensuring that all children:

1. Enter school ready to learn;
2. Read at grade level by third grade;
3. Graduate from high school ready for college and career;
4. Complete postsecondary education or training;
5. Successfully enter the workforce;
- and 6. Grow up in safe communities and get a second chance if they make a mistake.

## MBK In NYS:

In addition to supporting the six milestones set at the national level, **New York's MBK initiative** is also committed to:

1. Ensuring equitable access to high quality schools and programs;
2. Expanding prevention, early warning, and intervention services;
3. Using differentiated approaches based on need and culture;
4. Responding to structural and institutional racism;
5. Making comprehensive and coordinated support services widely available;
- and 6. Engaging families and communities in a trusted and respectful way.

# Equity and Excellence Agenda

## Mayor de Blasio

**Universal Second Grade Literacy:** Every elementary school will receive support from a dedicated reading coach, who will ensure all students are reading on grade level by the end of 2nd grade.

**Algebra for All:** Every student will successfully complete Algebra no later than 9th grade, enabling them to reach more advanced math courses in high school, which will better prepare them for college and careers.

**AP for All:** Every high school student will have access to a range of Advanced Placement courses.

**Computer Science for All:** Every student will receive computer science education in elementary, middle, and high school

# Equity and Excellence Agenda

## Mayor de Blasio

**College Access for All – Middle School:** Every middle school student will be exposed to a **college-going culture** and will have the opportunity to visit a college campus at least once in grades 6-8

**College Access for All – High School:** Every high school will have the resources they need to create a true **“college-ready” culture**

**Single Shepherd:** Every student in grades 6-12 in Districts 7 and 23 will be paired with a dedicated counselor who will support them through graduation and college enrollment

**District-Charter Partnership:** District and charter schools will be formally paired together and will receive resources to foster stronger relationships and sharing of best practice (HS, 16, 19 & 32)

# Mayor De Blasio's Goals

80% graduation by 2025, 67% of graduates college and career ready, 53.6% June 2025's graduates were in the 5<sup>th</sup> grade in school year 17-18.

5th grade	ELA	Math
Citywide	38.0	41.7
BK North	35.8	39.4
D13	44.4	43.9
D14	38.5	40.2
D15	48.0	56.8
D16	31.7	35.5
D19	23.5	25.5
D23	21.5	18.9
D32	25.4	29.6

# Mayor De Blasio's Goals

80% graduation by 2025, 67% of graduates college and career ready, 53.6%

June 2025's graduates were in the 5<sup>th</sup> grade in school year 17-18.

5 <sup>th</sup> Grade	ELA	Math
Citywide	38.0	41.7
Brooklyn North	35.8	39.4
D15	48.0	56.8

# Graduation rates (Cohort T, 2018)

	Total Cohort T#	Cohort T grads	Weighted Average Grad Rate	College Readiness Index
Citywide	74948	56914	76%	51%
All Brooklyn North , no transfers	6683	5623	85%	56%
Brooklyn North without Brooklyn Tech & Latin	5167	4139	80%	55%
Brooklyn North without top 10 schools	4233	3236	76%	36%
D13	2716	2311	86%	32%
D14	1619	1338	83%	30%
D15	1550	1095	71%	32%
D16	507	327	65%	26%
D19	1286	943	73%	16%
D23	520	265	51%	19%
D32	719	493	69%	22%

# 17-18 School Year

Monthly HS Subject Area AP, APs, MLL, SpEd, Guidance meetings, Occasional Budget, Procurement, Attendance

Pull Out PLs with Push In Supports to school based staff members

Supts. Teams ---- BO District Teams

Operation Graduation, Pedagogy of Love Workshops, 5/30/10 Workshops, Visioning, Teaching to Transform, SDI & QTEL

Tiered Schools by Grad Rate & CRI, Reward, Good Standing, LAP, Focus & Priority

School DBN	16-17 Grad R	17-18 Grad R	16-17 CRI	17-18 CRI
19K507	52.6%	80.4% (27.8%)	19%	24% (5%)
15K464	62.9%	82.1% (19.2%)	25%	56% (31%)
19K639	63%	67.5% (4.5%)	15%	31% (16%)
23K493	63.3%	85.7% (22.4%)	11%	39% (28%)
19K504	63.5%	56.3% (-7.2)	14%	16% (2%)
14K477	64.3%	66.4% (2.1%)	19%	28% (9%)
15K463	65.4%	63.3% (-2.1%)	33%	33% (0%)
19K660	67.6%	77.3% (9.7%)	24%	32% (8%)
32K403	68.8%	76.3% (7.5%)	18%	23% (5%)
23K697	69.2%	74.1% (4.9%)	34%	39% (5%)

# 2018-2019 Priorities of The NYCDOE

“Expanding on our Equity and Excellence initiatives, and leveraging the Framework for Great Schools, we must aggressively work to reverse historic inequities, empower communities, and intervene throughout a child’s journey in our system to ensure they are on a path to graduation, college, and career. This work requires every single member of our DOE community: everyone has a role to play in expanding Equity and Excellence for all.” Chancellor Richard Carranza

## **Accelerate learning and instruction**

Provide inclusive, rigorous instruction to every child, in a safe, welcoming, and affirming environment.

## **Partner with communities**

Improve every community’s experiences with the DOE. Empower families with a shared mission for student success and equitable outcomes.

## **Develop people**

Cultivate a learning culture by valuing and developing individuals and teams.

## **Advance equity now**

Transform outcomes by tackling inequities in all forms throughout the system.

# OFFICE OF THE FIRST DEPUTY CHANCELLOR

Champions for Children



EQUITY &  
EXCELLENCE  
FOR ALL

# FDC Cheryl Watson-Harris' Goals

## **Goal #1: Accelerate Learning and Instruction: The Office of the First Deputy Chancellor will accelerate learning and instruction by ensuring all Executive Superintendents and OFDC sub-teams are**

- A. engaging in data-driven, strategic planning and monitoring of key metrics, priorities, and initiatives that support the strengthening of the instructional core and the placement of school CEPs at the center of our strategy for support and development,
- B. applying a tiered approach to the professional development of school-based staff,
- C. develop a comprehensive approach for the identification of school needs and tiered, borough-specific support planning for all schools,

## **Goal #2: Develop People: The Office of the First Deputy Chancellor will develop people by**

- A. championing high-leverage goals - aligned to OFDC goals and the needs evidenced by the DOE Employee Survey - for professional development of central, field, and district staff under the First Deputy Chancellor umbrella;
- B. focusing efforts on the development of provisional employees to improve the professional capacity of pedagogues granted tenure;
- C. creating a coherent plan for the building of a talented, diverse bench of DOE leaders, including a bench of high-potential school turnaround leaders;
- D. ensuring that all Executive Superintendents and OFDC sub-team leads engage in the Employee Feedback Cycle for the development of their people, as aligned to these goals;
- E. providing Executive Superintendents the support and development opportunities needed for each to reach his/her potential as a leader of leaders;
- F. align communications to schools and field to ensure consistency of messaging and a celebratory, uplifting tone in all media;
- G. leading the implementation of the MPPR to ensure a deep level of understanding across superintendencies.

## **Goal #3: Partner With Communities: The Office of the First Deputy Chancellor will partner with communities by ensuring all Executive Superintendents and OFDC sub-teams**

- A. set and pursue high-leverage goals to promote a positive, inclusive school environment aligned to OFDC goals and the needs evidenced by the NYC School Survey and culture/climate data;
- B. engage elected officials within their boroughs;
- C. Exercise transparent administrative practice by messaging updates to community partners and stakeholders through quarterly updates for Rise and Renewal schools;
- D. partner with families to increase engagement in students' academic success;
- E. collaborate with communities to develop borough-specific school improvement strategies for all schools.
- F. ensure schools participating in the My Brother's Keeper grant work are meeting NY state and federal milestones.
- G. leveraging the knowledge of community partners to spur innovative practices and disseminate them throughout the city.

# Brooklyn North NYCDOE Borough Office

Fostering Educational Innovation and Achievement Across Brooklyn North with e-STEAM

Four years of Math and Science at the high school level, Use of Ed Tech Tools in all instruction, CTE Programming and Regents Level Courses at the Middle School Level, STEAM programming starting at 3K.

Executive Superintendent, both Central/Field, conduit for support and resources through an equity lens, with more to the most in need, including human capital and fiscal resources, engaged in Comprehensive School Support and Continuous School Improvement using the six keys to school improvement with the schools' CEP as the driver of the work.

# Vision & Mission

**Vision:** Students, birth through all grades, will learn and grow to their highest academic potential in nurturing, safe, inclusive and equitable learning environments that will prepare them with knowledge and skills to be college, career and life ready at every grade level.

**Mission:** All students will receive the resources, supports and services they need to be successful every school year with high academic performance on grade level standards or above.

Brooklyn North will attain Equity and Excellence for all students by Advancing Equity Now through an Equity and Social Justice Lens!



#PROJECT100 #eSTEAM  
#BROOKLYNNORTHSTRONG



#ChampionsForChildren  
#EverySchoolAGreatSchool

Staff Empowerment: TTL, Content Area Leaders, AP Leadership Fellows, Principal Advisory, Teacher Advisory, New Teacher Advisory, Borough Office Advisory, Departments & Committees

- 4 Years of Math & Science
- Brooklyn Student Voice Committee
- Student Voice Collaborative
- Early College: LIU, MEC, MC
- Brooklyn Pipeline Chinese Language
- Medgar Evers Pipeline
- Pipeline/Health Careers, MIM Minority Doctor Pipeline
- Amazon Future Engineer Program
- Relationships with Colleges
- Y Plan/PB
- KIPP Through College
- PERC, Mobile STEM Labs
- Internships
- College Now
- AVID
- Urban Ambassadors
- NYC GREAT
- AP/ALL
- Algebra for All
- College Access for All
- Single Shephard
- Dream Teams
- The Formula
- 4 Regents in 8th Grade
- Language Proficiency
- CTE Programming starts in 7th Grade
- Entrepreneurship/Business
- VET, NFTE, NAF
- ED Tech Pilot
- (Universal Afterschool for ES)
- Middle School Quality Initiative (MSQI)
- Debate teams, Spelling Bees
- Algebra for All
- Universal Math Coaches (Elementary School)
- One Brooklyn STEM Pipeline
- Lego Education, MakerBot, STEAM Teams, The code, The Annual Arts Showcase, The Annual STEAM Showcase
- Amplify Science
- I-Ready
- Ready Gen
- MBK Chapters
- MSK Chapters/GEM
- Dual Language
- Equity Teams, E-DAY
- Universal Literacy
- Reading Coaches
- Diversity and Integration Initiatives in D13, D15 & D16
- Navy STEAM Center
- Bronx Plan +
- AL, SDI, QTEL
- Computer Science for ALL (K - 12)
- Screeners and Interventions
- Building Block Program in Pre-K
- Brooklyn Basics
- Little Free Libraries
- Turnaround for Children
- Cultural Responsive-Sustaining Education (CR-S)
- Early Learn
- Mindfulness and Yoga

BROOKLYN NORTH INITIATIVES  
CENTRAL INITIATIVES

#PedagogyOfHope  
#PedagogyOfLove

Vision:

Students, birth through all grades, will learn and grow to their highest academic potential in nurturing, safe, inclusive and equitable learning environments that will prepare them with knowledge and skills to be college, career and life ready at every level. #NYCGraduate

Mission:

All students will receive the resources, support and services they need to be successful every school year with academic performance at grade level or above.

Brooklyn North will attain Equity and excellence for all students by Advancing Equity Now through an Equity and Social Justice Lens to achieve the goals below.

Goal #1: Accelerate Learning and Instruction

All students will achieve to their highest potential through culturally and logistically responsive/sustaining, technology-enhanced and student centred/driven/owned academic learning supported by social-emotional learning at every level, scaffolded as necessary, to ensure that all students are successful, every school year, regardless of their demographic backgrounds. #eSTEAM

Goal #2: Develop People

Ensure a highly effective employee at every level of the organization.  
District Specific Professional Learning

#ChampionsForChildren

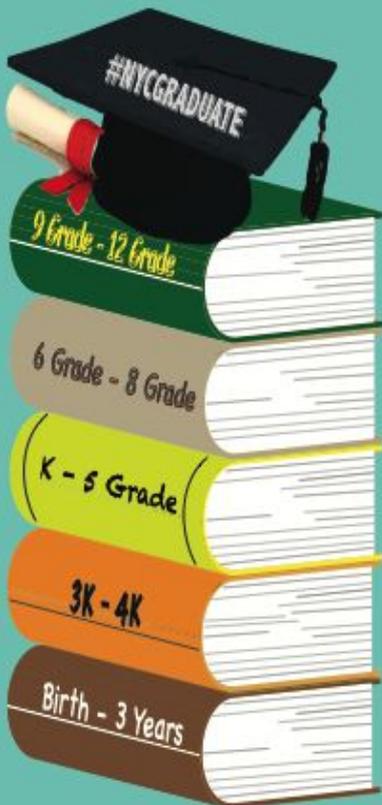
Goal #3: Partner with Communities

Create the conditions that will include the voices of all stakeholders at the table and access community assets to tackle the difficult issues that confront schooling in Brooklyn North, from curriculum, to testing, to funding, to diversify and enrollment and promote student and parent empowerment. #PowerOfStudentVoice #PowerOfParentVoice

Rich portfolio of schools - Specialized, Arts, College and Career Preparatory.

Advanced Literacy - Student Leadership, Family Empowerment, PTA, CEC, Presidents' Council, Parent Advisory - Data Driven Instruction  
Student-Centred Learning - Rigorous Curriculum - Dual Language, Transitional Bilingual and ESL - Diversity and Integration Initiatives - Implicit Bias

Equity + Rigor - Social & Emotional Learning - SEL Mindfulness Intensive - TCIS - Restorative Practices - MTSS Pilot - Ruler



# Brooklyn North's Theory Of Action

If the Executive Superintendent empowers Borough Office and Superintendents Teams to support schools to accelerate learning and instruction, develop people and partner with communities, then there will be highly effective school leadership in every school and highly effective teachers in every classroom, and as a result all students will have academic achievement to their highest potential in welcoming, supportive and equitable school communities.

## Goal # 1 Accelerate Learning and Instruction

**All students will achieve to their highest potential through culturally and linguistically responsive/sustaining, technology-enhanced and student centered/driven/owned academic learning supported by social-emotional learning at every level, scaffolded as necessary, to ensure that all students are successful, every school year, regardless of their demographic backgrounds. #E-STEAM**

The Brooklyn North Executive Superintendent will accelerate learning and instruction by ensuring *District and High School Superintendents and Borough Office Leadership*:

- Engage in data-driven, strategic planning and monitoring of key metrics and priorities, by placing a school's CEP at the center of our strategy for support and development and therefore strengthening the instructional core.
- Apply a tiered approach to the professional development of school-based staff.
- Develop a comprehensive approach for the identification of school needs and provide tiered, borough-specific support planning for all schools.

Advanced Literacy at a Glance

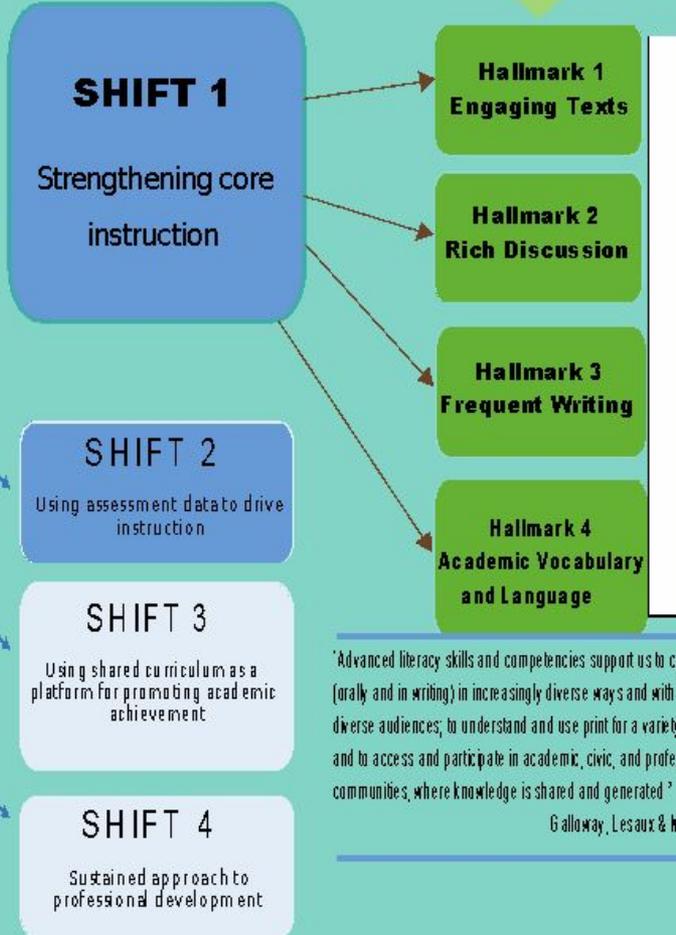
**Advanced literacy**  
Why and How

**Why?** The idea of what counts as literate changed. More skills and different skills are needed to be successful in college and in careers.

**How?** Ensuring that the instruction is designed to support the type of skills and knowledge needed for all students to be successful.

Four Shifts as Vehicles for School Implementation

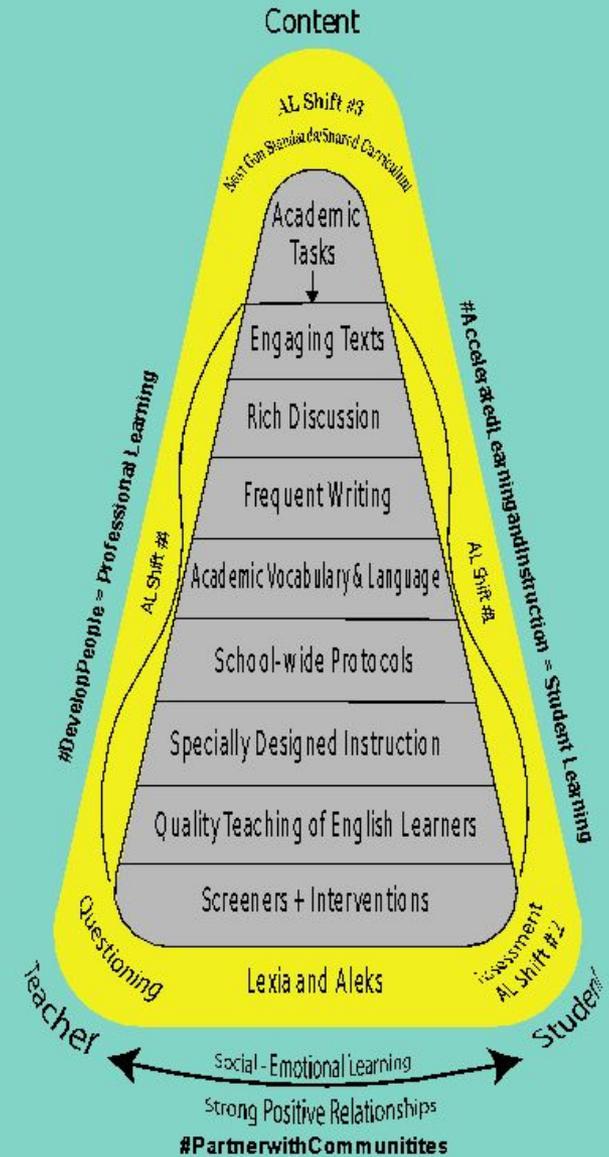
Hallmarks of a Strong Instructional Core  
Common, flexible set of instructional practices



"Advanced literacy skills and competencies support us to communicate (orally and in writing) in increasingly diverse ways and with increasingly diverse audiences; to understand and use print for a variety of purposes; and to access and participate in academic, civic, and professional communities, where knowledge is shared and generated."

Galloway, Lesaux & Marietta, 2016

**Brooklyn North's Learning Framework**



# Goal # 1 Advancing Equity

- Providing Community and High School Superintendents as well as Borough Office Leadership with actionable, timely data which highlight student subgroup performance cut by ESSA subgroups (Race/Ethnicity, SWD, ELL, Economically Disadvantaged, Gender, STH) and offer equity focused breakouts of all data.
- Engaging in cycles of inquiry to identify and address Problems of Practice across Brooklyn North
- Utilizing Brooklyn North's team structures to participate in inquiry, develop action plans and collaborate across offices. These systems of support will allow for the identification of tiered schools as well as the creation of data driven differentiated plans of support including the expansion of Culturally and Linguistically Responsive-Sustaining Rigorous Courses of Study (including any mandated by the CAO) and Student Centered/Driven/Owned Pedagogy enhanced by Technology, starting at 3K with interventions and supports such as Lexia and ALEKS as necessary for all students and including SDI for SWD and QTEL for ELL and E & E initiatives including A4A, CS4A, AP4A and the Ed Tech Pilot are implemented across schools.
- Attending to the SEL needs of all students through expansion of RULER and other SEL implementation across schools as E & E Initiatives such as Single-Shepherding and CA4A are embraced at both the MS & HS Levels.
- Accelerating Learning at the Middle School level, grades 7<sup>th</sup> and 8<sup>th</sup> with Regents Level Courses and CTE offerings
- Completing all high school requirements by the end of 10<sup>th</sup> grade and ensuring that students access college level offerings such as AP/IB courses and Early College Options as well as internships to be college and career ready by high school graduation with four years of math and science through college level, as well as AP courses in the Social Sciences, the Arts and World Languages.

# Goal # 2 Develop People

## Ensure a highly effective employee at every level of the organization.

### #ChampionsForChildren

The Brooklyn North Executive Superintendent will develop people by creating *differentiated professional learning opportunities*:

- Championing high-leverage goals - aligned to OFDC goals and the needs evidenced by the DOE Employee Survey - for professional development of central, field, and district staff under the First Deputy Chancellor umbrella;
- Focusing efforts on the development of probationary employees to improve the professional capacity of pedagogues granted tenure;
- Collaborating with Central to provide our new teacher with a mentoring program
- Reviewing applicants to support schools in the selection of highly qualified staff
- Creating a coherent plan for the building of a talented, diverse bench of DOE leaders, including a bench of high-potential school turnaround leaders;
- Ensuring that all Superintendents and Borough Office Functional area leads engage in the Employee Feedback Cycle for the development of their people, as aligned to these goals;
- Providing leaders and staff within Brooklyn North the support and development opportunities needed for each to reach his/her potential as a leader of leaders;
- Aligning communications to schools and field to ensure consistency of messaging and a celebratory, uplifting tone in all media;
- Supporting the implementation of the MPPR and leadership support / development to ensure a deep level of understanding across superintendencies;
- Engaging our student leaders in leadership development
- Collaboration with FACE and its Parent Academy to provide professional learning for parents

# Goal # 2 Advancing Equity

- Ensuring that the most qualified applicants are hired for all vacancies in Brooklyn North and onboarded to ensure their success.
- Nurturing novice employees through mentoring.
- Developing all employees through effective professional learning opportunities that build capacity across Brooklyn North
- Providing Superintendents, Executive Director and their leadership teams with actionable, timely data with a focus on students in historically underserved districts, as well as of people who serve target ESSA subgroups (Race/Ethnicity, SWD, ELL, Economically Disadvantaged, Gender, STH) as well as Professional Learning to the Executive Director, Superintendents and their leadership teams with a focus on creating strong leadership.
- Providing Professional Learning with a focus on UDL, AL, SDI, and SEL to support our pedagogues in addressing the specific needs of the students in their classrooms
- Providing employee coaching as needed at all levels.
- Ensuring that all employees at all levels of the organization are participating in courageous conversations about Race to advance racial equity and that they are all aware of disproportionality, implicit bias, and CRE through structures such as E-Day, Equity Teams, LEAD Teams and SOAR teams.
- Cultivate and enhance the work of our BSAC and SVC to include the diverse perspectives of the Brooklyn North student Body in all our decision making

## Goal # 3 Partner with Communities

**Create the conditions that will include the voices of all stakeholders at the table and access community assets to tackle the difficult issues that confront schooling in Brooklyn North, from curriculum, to testing, to funding, to diversity and enrollment and promote student and parent empowerment.  
#PowerOfStudentVoice, #PowerOfParentVoice**

The Brooklyn North Team will partner with communities by ...

- Setting and pursuing high-leverage goals to promote a positive, inclusive school environment aligned to OFDC goals and the needs evidenced by the NYC School Survey and culture/climate data; Ensure that every building is clean, safe and welcoming to ensure optimal conditions for working and learning
- Engaging elected officials within Brooklyn North; Hold informational meetings with all Brooklyn North stakeholders from the Chancellor's Townhalls to the Diversity Town Halls to town halls within Community School Districts.
- Exercising transparent administrative practice by messaging updates to community partners and stakeholders through quarterly updates for Rise and Renewal schools;
- Partner with families to increase engagement in students' academic success;
- Collaborate with communities to develop context-specific school improvement strategies for all schools.
- Ensure schools participating in the My Brother's Keeper grant work are meeting [NY state and federal milestones](#).
- Leveraging the knowledge of community partners to spur innovative practices and disseminate them throughout the City.

# Goal # 3 Advancing Equity

- Ensuring we are hearing all voices and gaining all perspectives and therefore not leaving any one individual or group out of the conversation Create the conditions that will include the voices of all stakeholders at the table
- Ensuring we are leveraging all possible resources access community assets, as we tackle the difficult issues that confront schooling in NYC, from curriculum, to testing, to funding, to diversity and enrollment and promote student and parent leadership and Partner with Elected Officials to bring needed funding to communities coupled with advocacy on behalf of schools and the community residents and children
- Developing a clear method of communication that can be received and heard by all constituents.
- Strengthening the existing structures across the DOE that support having all voices at the table from the Citywide CCHS, CCSE, CCELL, CPAC, CSAC to the Borough-wide HSPC, BSAC, SVC, to District level CECs, DLTs, PCs, to school -level SLT, PTA, SGA, PC and ensure that regular meetings take place and participation of all stakeholders are encouraged and maintained.
- Develop highly effective student leadership opportunities, such as RULER Clubs, Ed Rising Chapters, SOAR Clubs, MBK Chapters, YPLAN Clubs, Youth Leadership Councils, NYC Service, <https://www.nycservice.org/pages/pages/107>, Leader-in-Me Clubs, BSAC, SSAC, SVC---Student Governance, Mentoring-In-Medicine Ambassadors, STEAM Teams, NYU YTACD, Pedagogy of Love Clubs, AVID, ROTC/STAR, Urban Ambassadors, NYCGreat, GEM Nation, Calculus Project, etc.
- Provide professional learning for parents as partners in collaboration with FACE and its Parent Academy

# Alignment of Resources and Supports to Schools

Framework Element	Resources and Supports
<b>Student Achievement</b>	<b>Excellence &amp; Equity:</b> Equity through STEAM with Foundational Supports for Literacy & Numeracy, 3K & 4K, Universal Literacy, Teaching to Transform/Lexia, Numeracy (ALEKS) SWDs (SDI) & ELLs (AL) w/PL at ES & School-levels--Online Courses, Holiday, Saturday and Afterschool Academies, Resources from NYCDOE Divisions and Offices, Coverage and Per-Session funding
<b>Rigorous Instruction</b>	<b>Excellence and Equity:</b> Subject Area Leadership & Supports, Alignment & Implementation of Standards/Shifts/Practices, CORE Curriculum/Scopes/Sequences, DFT (Reading & Writing, Questioning & Discussion, Assessments), A4A, CS4A, AP4A, Ed Tech, CTE/STEAM/STEM, CR-SE, PL at the ES & School Levels, Coverage/Per-Session, Resources from NYCDOE Divisions and Offices
<b>Supportive Environment</b>	<b>Empathy &amp; Equity:</b> SEL RULER, Restorative Practices, Single Shepherd, CA4A/MS&HS, NYU-TAC-D, Courageous Conversations about Race and Implicit Bias, Resources from other NYCDOE Divisions and Offices

## Alignment of Resources and Supports to Schools, Cont.

Framework Element	Resources and Supports
<b>Effective School Leadership</b>	<b>Expertise and Capacity Building:</b> MPPR/monthly meetings, Book Studies, Novice Principals, LPP, LLE, Showcase Schools, DCP, Coaching of new principals beyond 1 <sup>st</sup> and 2 <sup>nd</sup> years. Principal Cabinet Development, Additional visits by Supt/PLF.
<b>Collaborative Teachers</b>	<b>Expertise and Capacity Building:</b> Teacher teaming with trained Model, Master, Peer-Collaborative Teachers. Weekly Instructional Cabinet meetings. Additional visits by the Teacher Team Leader, TTL
<b>Strong Family /Community Ties</b>	<b>Empowerment:</b> Communication and Information Sharing with Translation Services, Celebrations/Events, FLCs to support PTA and SLT meetings. CEC meetings, Townhalls at school level. Fostering relationships with the Elected Officials, CBOs, and businesses within the community, Student Leadership, SGA, BSAC, SVC, Newsletters, Retreats
<b>Trust</b>	<b>Empowerment:</b> Transparency, data sharing, PTA Executive Board, SGA & UFT Consultations, PTA & SLT meetings, Communication of Information, Newsletters

## Brooklyn North Superintendents, Schools, Teachers & Students

Superintendent	Total Schools by Supt	Total Teachers By Supt	Total Students by Supt
AMON, RAHESHA (District 16)	20	429	4589
COOPER, ZINA (District 13)	25	766	9255
GORSKI, SHEILA (District 32)	19	668	7748
PATE, MIATHERESA (District 23)	23	636	7747
ROSS, JANICE (High Schools)	47	1798	26770
ROTONDO, PAUL (Transfer)	8	N/A	1733
SKOP, ANITA (District 15)	37	2039	25891
THOMAS MCBRYDE JR (District 19)	34	1207	14955
WINNICKI, ALICJA (District 14)	26	966	11722
Grand Total	239	8509	110410

# Demographics of Brooklyn North

Superintendent	% Female	% Male	% Economically Disadvantaged	% AMERICAN INDIAN OR ALASKAN NATIVE	% ASIAN	% ASIAN OR PACIFIC ISLANDER	% BLACK	% BLACK - NOT OF HISPANIC ORIGIN	% HISPANIC	% MULTI-RACIAL	% NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	% WHITE	% WHITE - NOT OF HISPANIC ORIGIN
AMON, RAHESHA	50%	50%	82%	1%	1%	0%	70%	2%	21%	1%	1%	3%	0%
COOPER, ZINA	49%	51%	55%	1%	4%	0%	47%	2%	21%	4%	1%	19%	1%
GORSKI, SHEILA	49%	51%	87%	1%	2%	0%	15%	1%	79%	0%	0%	2%	0%
PATE, MIATHERESA	46%	54%	88%	1%	1%	0%	69%	4%	22%	1%	0%	1%	0%
ROSS, JANICE	44%	56%	71%	1%	11%	6%	28%	8%	34%	0%	1%	6%	3%
ROTONDO, PAUL	46%	54%	82%	1%	1%	0%	56%	1%	38%	0%	1%	3%	0%
SKOP, ANITA	51%	49%	50%	0%	17%	1%	9%	1%	35%	4%	0%	31%	2%
THOMAS MCBRYDE JR	49%	51%	87%	2%	8%	0%	37%	1%	48%	0%	1%	2%	0%
WINNICKI, ALICJA	48%	52%	65%	0%	4%	0%	16%	1%	58%	1%	0%	19%	1%
Grand Total	48%	52%	69%	1%	9%	2%	29%	3%	39%	2%	1%	13%	1%

# Brooklyn North Performance on 2017-2018 State Exams

English			Math		
Grade	2018 # Tested	2018 % L3+4	Grade	2018 # Tested	2018 % L3+4
3	67,325	50.6	3	68,732	52.2
4	67,656	49.4	4	68,895	46.4
5	68,524	38.0	5	69,433	41.7
6	65,208	49.0	6	66,041	39.9
7	65,334	42.7	7	65,783	39.8
8	63,215	50.8	8	49,766	33.2
All	397,262	46.7	All	388,650	42.7

# Brooklyn North performance on 2017-2018 State Exams

English			Math		
Demographic Subgroup	2018 # Tested	2018 % L3+4	Demographic Subgroup	2018 # Tested	2018 % L3+4
Asian	72,910	67.2	Asian	70,558	72.2
Black	87,615	34.0	Black	85,030	25.4
Hispanic	163,699	36.0	Hispanic	162,336	30.3
White	64,178	66.5	White	62,261	63.6
Current ELL	51,739	9.9	Current ELL	58,651	18.0
SWD	86,462	15.8	SWD	84,900	15.4

# Number of ELL Students

District	Count of Students (as of Jan. 4, 2019)
13	566
14	1872
15	4481
16	321
19	2839
23	442
32	2023
<b>Grand Total</b>	12544 (9% of total City population)

# Percent of SWDs across the City and Brooklyn North

## BK North:

2015-16: 19.4%

2016-17: 19.9%

2017-18: 20.3%

**2018-19: 20.4%**

## Citywide:

2015-16: 19.5%

2016-17: 20.0%

2017-18: 20.4%

**2018-19: 21.1%**

# Percent of SWDs: 2018 - 2019

District 13 – 20.3%

District 14 – 22.3%

District 15 – 19.1%

District 16 – 26.7%

District 19 – 22.3%

District 23 – 26.2%

District 32 – 20.9%

High Schools – 16.2%

# Students in Temporary Housing

SY17-18 STH Number (Students who were identified as STH at any point in time during SY17-18)

Fiscal Year	Geographical_District_Code	STH Total	STH%
2018	13	1440	7%
2018	14	1897	11%
2018	15	1727	6%
2018	16	1123	17%
2018	19	3301	15%
2018	23	1755	19%
2018	32	1696	16%
Brooklyn North		12939	11%
Citywide		105261	10%

*\* Geo District and Brooklyn North data only include Field Support Center-Brooklyn North's schools.*

# District Teams



# District 13 Superintendent's Team

Superintendent: Kamar Samuels

Deputy Superintendent: Zina Cooper

TDEC: Marian Burnbaum

FSL: Shani Jimeta

FLC: Vacant

FSC: Lorrie Ayers

AA: Kim Lawrence

DSR: Barbara Lewis

ECD: Stephanie Seaton

# District 13 Borough Office Supports

Budget: Linda Perez

HR: Lisa Wilson

Payroll: Rachel Davison

Procurement: Alexandra Santos

Attendance: William Dugan

Guidance: K-8 Lauren Levine, 9-12 Stacey Haley

Climate: Leonardo Macias

Crisis: Helene Moffatt

Health: Laurell Watson

SWDs: Robert Kopiec, Margaret Moowad

ELLs: Camilla Holmes

Instructional: Elise Abegg and Erica Davis

# District 14 Superintendent's Team

Superintendent: Alicja Winnicki

Deputy Superintendent: Dawn Best

TDEC: Sheila Jacinthe

FSL: Elsa Nunes

FLC: Pamela Payne

FSC: Lydia Ruiz-Ferreira

AA: Leslie LaMarca

DSR: Theresa Picciano

# District 14 Borough Office Supports

Director:

Budget: Adrienne Duggins

HR: Jontra Angrum

Payroll: Rachel Davison

Procurement: Micherie Dundas

Attendance: William Dugan

Guidance: K-8 Lauren Levine, 9-12 Stacey Haley

Climate: Leonardo Macias

Crisis: Helene Moffatt

Health: Laurell Watson

SWDs: Michelle Ghedina, Jeff Galaise

ELLs: Michael Lee

Instructional: Kira Bonn

# District 15 Superintendent's Team

Superintendent: Anita Skop

Deputy Superintendent: Vacant

TDEC: Ursula Koffer

FSL: Margaret Desir

FLC: Christine Farrell

FSC: Brenda Diaz

AA: Milka Ruiz

Other Title: ECD - Vacant

# District 15 Borough Office Supports

Director:

Budget: Laurita Moye

HR: Oeklen Kenol

Payroll: Rachel Davidson

Procurement: James (Jim) Duane

Attendance: William Dugan

Guidance: K-8 Lauren Levine, 9-12 Stacey Haley

Climate: Leonardo Macias

Crisis: Helene Moffatt

Health: Laurell Watson

SWDs: Allen Bibergal, Patrice McGowan

ELLs: Tatyana Ulubabova

Instructional: Vito DiLeo, Liav Shapiro

# District 16 Superintendent's Team

Superintendent: Rahesha Amon-Harrison

Deputy Superintendent: Vacant

TDEC: Olinka Crusoe

FSL: Joanne Joyner-Wells

FLC: Camelia Brogdon-Cruz

FSC: Iris Rivas

AA: Elise Moore

DSR: Antonio E. Arocho

# District 16 Borough Office Supports

Director:

Budget: Servina Lovell

HR: Christopher Rodriguez

Payroll: Judwina Cantave

Procurement: James (Jim) Duane

Attendance: Kampta Persaud

Guidance: K-8 Lauren Levine, 9-12 Stacey Haley

Climate: Leonardo Macias

Crisis: Helene Moffatt

Health: Laurell Watson

SWDs: Mona Mills, Asher Samuel

ELLs: Sylvia Gimenez

Instructional: Jessie Startup, Megan Cripps

# District 19 Superintendent's Team

Superintendent: Thomas McBryde, Jr.

Deputy Superintendent: Tamra Collins

TDEC: Christopher Guidarelli

FSL: Irene Spence

FLC: Rosemary Roman

AA: Amanda Adorno

DSR: Kim Chance-Peart

FSC: Victoria Edwards

# District 19 Borough Office Supports

Director: Andrew Gallagher

Budget: Servina Lovell

HR: Chris Rodriguez

Payroll: Shantel McKay

Procurement: Sylvia Delgado

Attendance: Kampta Persaud

Guidance: K-8 Jami Whitney, 9-12 Denise Lanier

Climate: Ari Sussman

Crisis: Helene Moffatt

Health: Laurell Watson

SWDs: Michael Rosenblith, Patrice McGowan

ELLs: Lisa Weis

Instructional: Kim Mascoe, Maria Kambourakis

# District 23 Superintendent's Team

Superintendent: Miatheresa Pate

Acting Superintendent: Tamra Collins

Deputy Superintendent: Vacant

TDEC: Betina Severin

FSL: Jessica Garcia

FLC: Page Best Hardy

FSC: William Rochford

AA: Elizabeth Medina

DSR: Bryant Brown

ECD: Vacant

# District 23 Borough Office Supports

Director:

Budget: Tony Baranello

HR: Omar Pereyra

Payroll: Judwina Cantave

Procurement: Sheila Greene

Attendance: Kampta Persaud

Guidance: K-8 Jami Whitney, 9-12 Denise Lanier

Climate: Ari Sussman

Crisis: Helene Moffatt

Health: Laurell Watson

SWDs: Kelitha Bisi-Spence, Margaret Moowad

ELLs: Atara Boker

Instructional: Ross Jandrew, Hetal Patel, Tracey Scronic

# District 32 Superintendent's Team

Superintendent: Sheila Gorski

Deputy Superintendent: Rebecca Lozado

TDEC: Andrea Gonzalez

FSL: Daniel Purus

FLC: Alice Nieves Garcia

FSC: Shaila M. Walch

AA: Elizabeth Fernandez

DSR: Vacant

ECD: Vacant

# District 32 Borough Office Supports

Director:

Budget: Erna Brown

HR: Karen Stone

Payroll: Judwina Chery

Procurement: Karen Charles

Attendance: Kampta Persaud

Guidance: K-8 Jami Whitney, 9-12 Denise Lanier

Climate: Ari Sussman

Crisis: Helene Moffatt

Health: Laurell Watson

SWDs: Jenna Colin-Patel, Asher Samuel

ELLs: Sylvia Gimenez

Instructional: Amanda Bueno, Margery Cooper, Julia Hynes

# District HS Superintendent's Team

Director: Andrew Gallagher

Superintendent: Janice Ross

Deputy Superintendent: Vacant

TDEC: Andrada Frunza

FSL: Terrence Paulin

FLC: Gregory Hagin

FSC: Corrine Mattis

DSR: Sheila Tomlin-Reid

AA: Joan Lacaille

DAAA Jennifer Goldberg

DPP Ainsley Rudolfo

# District HS Borough Office Supports

Budget: Comfort Itoka

HR: Lisa Hyman

Payroll: Jennifer Bradford

Procurement: Micherie Dundas

Attendance: William Dugan

Guidance: 9-12 Denise Lanier and Stacey Haley

Climate: Ari Sussman

Crisis: Helene Moffatt

Health: Laurell Watson

SWDs: Maria Edwards, Jeffrey Galaise, Jenna Colin-Patel, Asher Samuel

ELLs: Natale Mannino

Instructional: Caridad Caro, Angie Pruitt, Summer Edell, and Vicki Madden

# Borough Office District Team Support

Department	Functional Area	D13/Samuels	D14/Winnicki	D15/Skop	D16/Amon - Harrison	D19/McBryde	D23/Pate	D32/Gorski	HS/Ross
Director	Supervising Director	Alison Sheehan	Steven Strull	Anthony Pizzillo	Steven Strull	Andrew Gallagher	Alison Sheehan	Anthony Pizzillo	Andrew Gallagher/Alison Sheehan
Facilitator	Facilitators	Elise Abegg/Erica Davis	Donna Stalzer and Kira Bonn	Vito Di Leo Jr.	Jessie Denat and Megan Cripps	Lisa Weis	Teresa Di Tomaso and Hetal Patel	Margery Cooper and Amanda Bueno	Jeff Galaise
T & L	APPA	Miguel DeJesus	Donna Stalzer	Victoria Fletcher-Smith	Alisa Mookiall	Sandy Mastropaolo-Riconda	Teresa Di Tomaso	<b>Theo Gordon</b>	Ethan Newlin, John Fadel, Annette Vantull, Jenifer Huguley, David Olesh
T & L	Instructional Lead	Elise Abegg and Erica Davis	Kira Bonn	Vito Di Leo, Liav Shapiro, TJ Lee	Jessie Denat and Megan Cripps	Kim Mascoe, Maria Kambourakis	Ross Jandrew, Hetal Patel, Tracey Scronic	Amanda Bueno, Margery Cooper, Julia Hynes	Caridad Caro, Angie Pruitt, Summer Edell, Vicki Madden, Eileen Marks, Keith Wynne
T & L	Advance	John McLaughlin	Fady Ishak	Fady Ishak	John McLaughlin	John McLaughlin	John McLaughlin	John McLaughlin	Fady Ishak
Student Services	Student Services	Bill Dugan	Lauren Levine	Leonardo Macias	Helene Moffatt	Kampta Persaud	Whitney Jami	Ari Sussman	Stacey Haley and Denise Lanier
SpEd	ASE	Robert Kopiec	Michelle Ghedina	Allen Biberгал	Mona Mills	Michael Rosenblith	Kelitha Spence-Bisi	Jenna Colin-Patel	Maria Edwards and Jenna Colin-Patel
SpEd	RS	Iris Gonzalez	Guylene Jean	Angela Williams	Iris Gonzalez	Iris Gonzalez	Zoe Lence Calix	Iris Gonzalez	Iris Gonzalez
SpEd	SSSL	Margaret Moowad	Jeffrey Galaise	Patrice McGowan	Asher Samuel	Patrice McGowan	Margaret Moowad	Asher Samuel	Asher Samuel and Jeff Galaise
ELL	ELL	Camilla Holmes	Michael Lee	Tatyana Ulubabova	Sylvia Gimenez	Lisa Weis	Atara Boker	Sylvia Gimenez	Natale Mannino and Kristin Donnelly
Leadership	SSL	Jennifer Conway							
Operations	Transportation					Rafy Cabrera		Wilbert Flores	
Operations	Data	Anthony Washington		Fausto Barros					
Finance & HR	Budget	Linda Perez	Adrienne Duggins	Laurita Moye	Servina Lovell	Servina Lovell	Tony Baranello	Erna Brown	Comfort Itoka
Finance & HR	HR	Lisa Wilson	Jontra Angrum	Oeklen Kenol	Chistopher Rodriguez	Chris Rodriguez	Omar Pereyra	Karen Stone	Lisa Hyman
Finance & HR	Procurement	Alexandra Santos	Micherie Dundas	James (Jim) Duane	James (Jim) Duane	Sylvia Delgado	Sheila Greene	Karen Charles	Micherie Dundas
Finance & HR	Payroll	Rachel Davison	Rachel Davison	Rachel Davidson	Judwina Cantave	Shantel McKay	Judwina Chery	Judwina Chery	Jennifer Bradford
Supt Team	Deputy Superintendent	Zina Cooper	Dawn Best		Yolanda Martin	Tamra Collins		Rebecca Lozado	
Supt Team	FSL	Shani Jimeta	Elsa Nuñez	Margaret Desir	Joanne Joyner-Wells	Irene Spence	Jessica Garcia	Daniel Purus	Terrence Paulin
Supt Team	TDEC	Marian Burnbaum		Ursula Koffer	Olinka Crusoe	Christopher Guidarelli	Betina Severin	Andrea Gonzalez	Andrada Frunza Sheila Tomlin-Reid, Natasha Blakley
Supt Team	DSR	Barbara Lewis	Theresa Picciano		Antonio E. Arocho	Kim Chance-Peart	Bryant Brown		
Supt Team	AA	Norlene Gumbs	Leslie LaMarca	Robin Bennett	Elise Moore Camelia	Amanda Adorno	Elizabeth Medina	Elizabeth Fernandez	
Supt Team	FLC		Pamela Payne	Christine Farrell	Brogdon-Cruz	Rosemary Roman	Page Best Hardy	Alice Nieves Garcia	Greg Hagin
Supt Team	FSC	Lorrie Ayers	Lydia Ruiz-Ferreira	Brenda Diaz	Iris Rivas	Victoria Edwards	William Rochford	Shaila M. Walch	Corrine Mattis
Supt Team	ECD	Stephanie Seaton	N/A		N/A	N/A	N/A	N/A	N/A
Supt Team	DPP	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ainsley Rudolfo
Supt Team	DAAA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Jennifer Goldberg

# Borough Office Team

Department	Functional Area	Name	Name	Name	Name	Name
Executive Superintendent	Leadership	Karen Watts				
Executive Assistant	Leadership	Precious Jones Walker				
Executive Director	Leadership	Vacant				
Support Services Liaison	Leadership	Jennifer Conway				
Director, Teaching & Learning	Leadership/Teaching&Learning	Alison Sheehan				
T & L	APPA	Annette Vantall, Jennifer Hughley	Ethan Newlin, Miguel DeJesus, Victoria Fletcher-Smith	David Olesh, John Fadel, Sandy Ricando	Teresa DiTomaso, Theo Gordon	Donna Stalzer, Alisa Mooklall
T & L	Instructional Lead	Elise Abegg, Jessie Startup, Barry Bullis, TJ Lee	Erica Davis, Liav Shapiro, Caridad Caro, Julia Hynes, Hetal Patel	Maria Kambourakis, Amanda Bueno, Tracey Scronic, Vicki Madden	Margery Cooper, Ross Jandrew, Kira Bonn, Angela Pruitt	Vito DiLeo, Summer Edell, Kimberley Masco, Keith Wynee
T & L	Advance	John McLoughlin	Fady Ishad			
T&L	Instructional Technology	Eileen Marks				
Director, Student Services	Leadership/Student Services	Steven Strull				
Student Services	Attendance	Bill Dugan	Vacant			
Student Services	K-8 Guidance	Lauren Levine	Jami Whitney			
Student Services	9-12 Guidance	Stacey Haley	Denise Lanier			
Student Services	School Climate and Culture	Ari Sussman	Leo Macias			
Student Services	Crisis Intervention	Helene Moffatt				
Student Services	Health Director	Laurell Watson				
Director, Special Education	Leadership/Special Education	Vacant				
SpEd	ASE	Allen Bibergal, Michael Rosenblith	Michelle Ghedina, Robert Kopiec	Jenna Colin-Patel, Maria Edwards	Mona Mills	Kelitha Spence-bisi
SpEd	RS	Iris Gonzalez	Jean Guyline	Zoe Lence Calix	Angela Williams	
SpEd	SSSL	Asher Tabak	Patrice McGowan	Jeffrey Galaise	Margaret Moowad	
Director, English Language Learners	Leadership/English Language Learners	Anthony Pizzillo				
ELL	ELL Services Administrator	Michael Lee	Camilla Holmes			
ELL	Instructional Coach	Sylvia Gimenez	Atara Boker	Natale Mannino	Lisa Weis	Kristin Donnelly
ELL	Compliance and Performance	Tatyana Ulubabova				
Director, Operations	Leadership/Operations	Vacant				
Operations	Transportation	Rafy Cabrera	Wilbert Flores			
Operations	Field Language Access Coordinator	Fausto Barros				
Operations	Administrative Support	Carmella Favuzza	David Montero			
Operations	Data	Anthony Washington				
Director, Finance & HR	Leadership/Finance & HR	Vacant				
Finance & HR	Senior Manager	Bernard Palmer				
Finance & HR	Budget Director	Comfort Itoka, Servina Lovell	Erna Brown, Tony Baranello	Linda Perez	Adrienne Duggins	Laurita Moyo
Finance & HR	HR Director	Lisa Hyman, Christopher Rodriguez	Karen Stone, Omar Pereyra	Lisa Wilson	Jontra Angrum	Oeklen Kenol
Finance & HR	Payroll	Jennifer Bradford	Rachel Davison	Judwina Chery	Shantel McKay	
Finance & HR	Procurement	Micherie Dundas, Sheila Greene	Karen Charles	Alexandra Santos	James Duane	Sylvia Delgado
Finance & HR	Grants and Extended Use	Carol Slocombe	Tiffany Wilson	Christopher Obuseli	Nadine Spencer	
Director, School Improvement	Leadership/School Improvement	Andrew Gallagher				
School Improvement	Coach	Owa Brandstein, Kathryn O'Brien	Lisa Lauritzen, Ashley Willisich	Marjani Parker, Charlena Morgan	Alicia Watkins	CJ Giles

# Borough Office Auxiliary Team

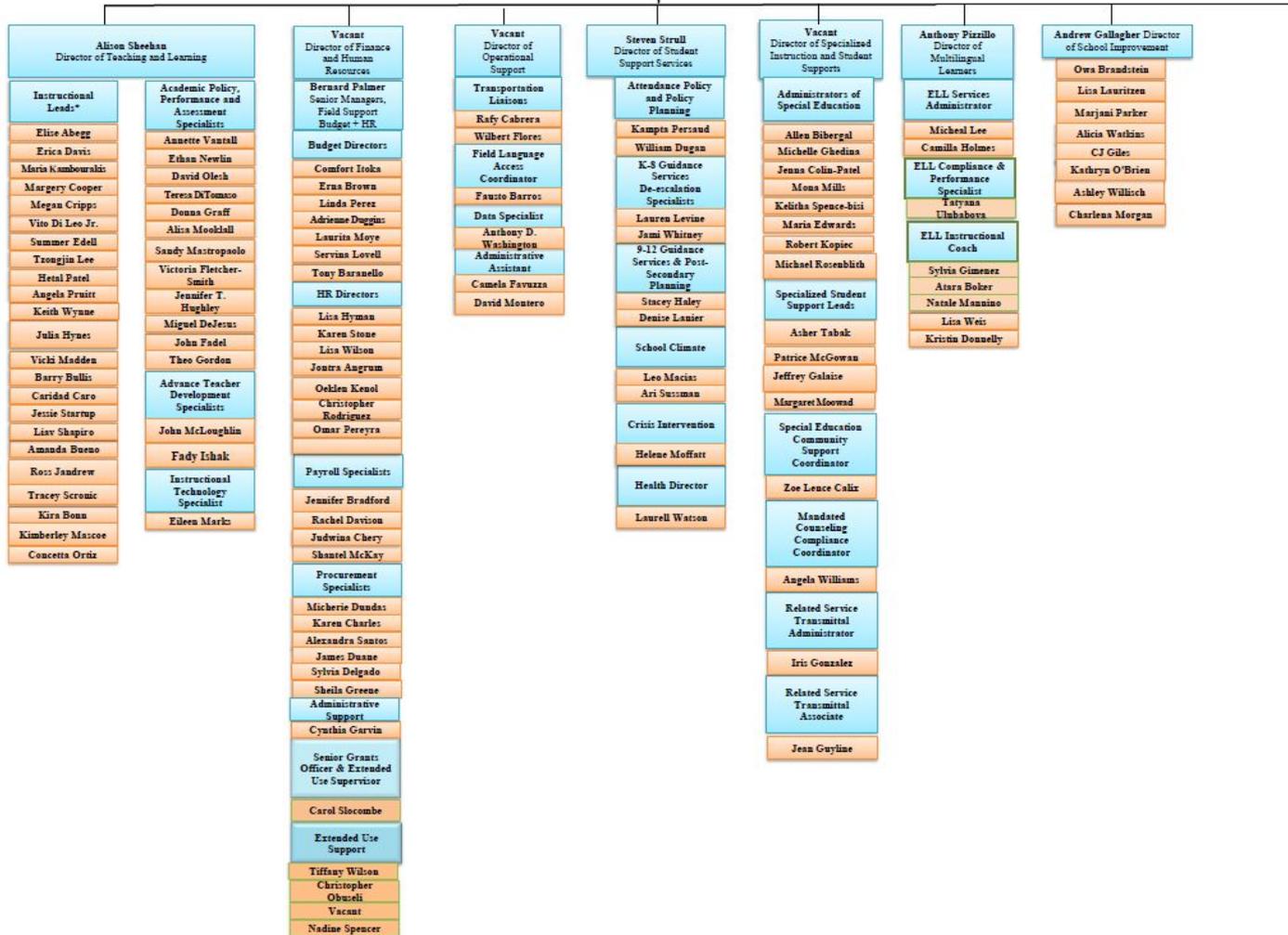
Department	Functional Area	Name	Name	Name	Name	Name	Name
Executive Superintendent	Leadership	Karen Watts					
Executive Assistant	Leadership	Precious Jones Walker					
Executive Director	Leadership	Vacant					
Support Services Liaison	Leadership	Jennifer Conway					
Director, Operations	Leadership, Operations	Vacant					
Operations	SCA-Community Relations, School Facilities, Space Management, Enrollment	Yvette Knight	Albert Colin	Joseph Lazarus	Jamie Dollinger	Wayne Henry	Judith Butcher
Operations	School Food, Transportation, Space Planning	Derek Mitchell	Vita Tamarro	Cheryl Czegledhi	Charles Fisher		
Director, Student Services	Leadership, Student Services	Steven Strull					
Student Services	Borough Safety, School Climate and Culture, Mental Health	Gary Albin, Jeffrey Horne	Joanna Manna	Wayne Harris	Rosemarie Sinclair, Lynn Pono	Kate Petrycki	Rachel Castro, Marcia Chichester
Special Education	Leadership, Special Education	Vacant					
Special Education	Psychologists, Speech, OT, PT, D75 Liaison	Aharon Laufer, Lauren DiLorenzo, Jeffrey Kirsch	Sheindel Katz, Sharell Young, Maryam Satta, Tia Washington	Donna Sefkovich, Kathleen Mulcahy, Kathleen King	Malka Plutchok, Lesley Anne Calliste, Aileen Smith	Sean Gardner, Glenn Martin, Crystal Ogir, Kristyn D'Andrea	Alison Karty, Royelle McKenzie, Liana Rozovskaya, Ruchicka Chopra
Special Education	RSE-TASC	Kathleen McArdle	Cathy Oliver	Agnes Martinez, Danielle Dotson	Monica Castellan, Vanessa Martinez	Ernesto Pinder, Mia Williamson	Satish Moorthly, Paula Shorter

**Karen Watts, Executive Superintendent**  
BKN Borough Office

■ FSC Administration  
■ Direct Report to FSC Directors  
■ Reports to a Central Office, but collaborates within the FSC

\* Instructional Leads report to the Directors for Teaching and Learning, but collaborate across Specialized Instruction and Student Supports, and English Language Learners

**Vacant Executive Director** | **Jennifer Conway**  
Support Services Liaison



# 18-19 School Year, Pre CSI/TSI

9/7/18---Introduced Superintendents to BO District Teams and provided schedule of meetings and invited supts and team members to attend which led to Data Conversations and Action Planning to support schools by District with more push in supports at the district and school levels in each district.

Tiered schools, pre CSI & TSI

Reward, Good Standing, Early Warning, LAP, Focus, Priority, Receivership, Renewal & Rise and focused in the fall 2018 on the Renewal and Rise Schools. Andrew and I, Supt and DSR and SICs visited with each school for an instructional walkthrough followed by supports from the SICs.

Keys	Priorities
1. Strengthen the Instructional Core	<ul style="list-style-type: none"> <li>A clear focus aligned to students' instructional needs, including college and career readiness</li> <li>Access to common, standards-based curricula for all students, including ELLs and SWDs</li> <li>Explicit and intentional embedding of culturally responsive Instruction in all content areas</li> <li>Formative and summative assessments for all students in all grades that are aligned to curricula and produce clear evidence of learning</li> <li>Tiered approach to teacher professional learning opportunities.</li> <li>Partnership with families to increase engagement in students' academic success</li> </ul>
2. Strengthen Instructional Leadership Capacity	<ul style="list-style-type: none"> <li>Implementation of a coherent vision for school improvement - a vision for leading learning, leading people, leading schools and leading change</li> <li>Development of a system to support distributive leadership and build the capacity and sustainability of teacher leaders through continuous improvement</li> <li>Developing leadership competencies, specific to turnaround efforts, including leveraging multiple stakeholders, a commitment to student learning and a sustained pursuit of measurable progress.</li> <li>Strategic allocation of resources to support instructional and professional learning plans and family engagement in leadership opportunities</li> </ul>
3. Improve Data Driven Practices	<ul style="list-style-type: none"> <li>Integrative use of formative and summative assessment tools and practices to target resources and support throughout the year to achieve academic priorities</li> <li>Ongoing analyses of school-wide and student-level data and adjustments to curricular resources and instructional moves</li> <li>Prioritization of the use of standards and data to inform teaching and learning</li> </ul>
4. Apply a tiered approach to school support and intervention	<ul style="list-style-type: none"> <li>Implementation of a tiered intervention system that engages teacher teams in frequent cycles of progress monitoring and adjustments to address diverse student needs</li> <li>School establishes coherent system, adopted by all to ensure that interventions are effective, differentiated and timely</li> <li>Increased use of teacher teams' data-driven practices to accelerate student achievement</li> </ul>
5. Promote a positive, inclusive school environment for students, staff, parents and community partners	<ul style="list-style-type: none"> <li>Clear strategy that establishes social norms within the school community and promotes a culture for learning with clear and high expectations for all students, in partnership with CBOs.</li> <li>The sustainability of an environment where students feel safe, connected and engaged through practices that are culturally relevant and build their scholarly identity</li> <li>The development of a whole school approach, in partnership with families, with specific attention to social, physical and behavioral environments</li> <li>Social emotional learning practices embedded in teaching and learning as aligned to the Collaborative for Academic, Social and Emotional learning (CASEL) competencies and supported by CBOs.</li> </ul>
6. Increase monitoring and accountability	<ul style="list-style-type: none"> <li>School leaders implement effective monitoring systems to ensure that instructional practices and interventions are monitored closely at the classroom, team, and school wide level</li> <li>Establish effective teacher team practices that ensure teachers are accountable for data findings and set timely and appropriate interventions</li> <li>Data analysis results in adjustments to the programs and priorities to better service students</li> <li>Foster positive systems for accountability driven by reflection and action planning</li> <li>Support from district leaders to focus efforts toward results and problem solving actions that lead to turnaround success.</li> </ul>

# 18-19 School Year, Post CSI/TSI Announcement

Tiered Schools, Post CSI/TSI announcement

**State:** Recognition, Good Standing, Potential TSI (19-20), TSI, CSI, Receivership, **BO:** Grad Rate less than 80%, CRI less than 53.6%, ELA and Math Proficiency less than 10%.

**Receivership**---Public Meetings held and Andrew is supporting

**CSI**---BO District Team will now have School Quality Conversations with principals followed by instructional walkthroughs with Directors (T & L, SpEd, MLL, DSI, ES, Supt, DSR) followed by coordinated push-in supports from T & L in eight week cycles.

**Grad Rate/CRI**---Operation Graduation with the extensive data work

**ELA/Math Proficiency**---I Ready for less than 10%

# District 15's CSI/TSI Schools

TSI: 15K497

CSI:

# IIT Quick Win Support

The screenshot shows a Google Drive interface with the following files and folders:

- Quick Wins 19K668
- D19 Support Team Meeting Agenda (Updated 2.28.19).docx
- Quick Wins 19K504.pdf
- Quick Wins 19K213.doc
- Quick Wins 19K663.doc
- Quick Wins 14K250.doc
- Quick Wins 32K556.doc
- Quick Wins 15K676.doc
- NYS ED QUICK WINS 2018 13K287.pdf
- IIT Round 1 Debriefs

### Brooklyn North IIT Timeline

Activity/Announcement	Timeline
DSI holds a kick-off informational session with representatives from the B.O T&L, SpEd, and Multilingual divisions, as well as the identified District Representative conducting the IIT Visit	January 3, 2019
IITs announced and schools notified by Central/Superintendent	Ongoing
The DSI emails the Brooklyn North "District Teams" (and their associated Districts) to inform them of any newly announced IIT visits	As soon as DSI is notified
The DSI emails the school principal to introduce himself and inform them of the coordinated immediate support he will provide as a B.O. Copy to "District Teams" at the B.O.	Within 48 hours of being notified
Brooklyn North Director assigned to "District Teams" coordinated with District Representative (DSR, FSL, TDEC) will coordinate immediate school visits	Within 48 hours of being notified
The B.O. "District Team" makes outreach to the District Representative (DSR, FSL, TDEC) to create shared folders of documents, materials, and resources aligned to IIT process	Within 48 hours of being notified
One (3) representative from the B.O. divisions of T&L, SpEd, and Multilingual Learners meets with the principal on-site at the school to discuss and prepare for the IIT	As per Principal's schedule
IIT occurs over three (3) days with the District Representative as integral member of the process	Ongoing
IIT Debrief occurs with the DSI attending. Where there is more than one debrief on the same day, additional B.O. Directors will attend	Day 3 of IIT
Quick Wins (and any additional notes) shared with the B.O. District Teams	Once school/District rep sends to DSI
District Teams discuss Quick Wins and implications for their work	Ongoing
Follow-up visit to the school from the B.O. to answer questions, discuss implementation of Quick Wins, and discuss needs	Within 2 weeks of IIT visit
The needs (identified during follow-up visits) from each IIT school is shared during the B.O. Cabinet Meeting	Ongoing

**Schools:**

D63 K367 (Jan 7-9)							
D1C K250 (Jan 22-24)							
D45 K676 (Jan 22-24)	D015 (May 7-9)						
D16 K681 (Apr 16-18)	E303 (Mar 19-21)						
D19 K313 (Feb 13-14)	F693 (Feb 6-8)	K224 (Mar 5-7)	F79C (Mar 12-14)	K587 (Mar 26-28)	K279 (Apr 16-18)		
D25 K518 (Apr 22-24)							
D02 K177 (Feb 13-14)							
H.S. 19K504 (Feb 26-28)	32K556 (Jan 15-17)	23K667 (Apr 9-11)					



# Q&A