



District Comprehensive Improvement Plan (DCIP)

District	Superintendent
Newburgh Enlarged City School District	Dr. Jackielyn Manning Campbell

2023-24 Summary of Priorities

In the space below, input the three to five District priorities for 2023-24 identified in this plan.

1	Student Designed Instruction
2	Student Centered Staff
3	Attendance
4	Safe and Supportive School Climate

PRIORITY I

Our Priority

<p>What will we prioritize to extend success in 2023-24?</p>	<p>Student Designed Instruction</p>
<p>Why is this a Priority? <i>Things to potentially take into consideration when crafting this response:</i></p> <ul style="list-style-type: none"> • <i>How does this Priority fit into the District’s vision, values and aspirations?</i> • <i>Why did this emerge as something to prioritize?</i> • <i>What makes this the right Priority to pursue?</i> • <i>How does this fit into other Priorities and the District’s long-term plans?</i> • <i>In what ways is this influenced by what was learned through the Envision-Analyze-Listen activities in your school(s) identified for TSI/ATSI/CSI supports?</i> • <i>In what ways does this support the SCEP Commitments of your school(s) identified for TSI/ATSI/CSI supports?</i> 	<p>The district will focus on the following strategies as a result of a causal analysis process during our strategic planning development:</p> <p>Teaching a parallel curriculum to general education classrooms in all special class environments</p> <p>Adopt effective practice supported integrated co-teaching models to be implemented across the district</p> <p>Provide professional development to teachers and administrators that will increase their capacity to support our English language learners.</p> <p>Explore the impact poverty has on improved student learning and adopt effective practices for lesson planning that will meet our students needs.</p> <p>Expand learning opportunities for students who would benefit from accelerated learning opportunities.</p>

Key Strategies and Resources

STRATEGY	METHODS	RESOURCES
<p>What strategies will we pursue as part of this Priority?</p>	<p>What does this strategy entail? What will implementation look like in our district?</p>	<p>What resources (Schedule, Space, Money, Processes, Individuals) are necessary to support these strategies?</p>
<p>Improve opportunities for a parallel curriculum to general education classrooms being taught in special class settings</p>	<p>Classroom walkthroughs and a comprehensive needs assessment of elementary and middle school classrooms</p> <p>A research and resource study will be completed by a stakeholder team who will adopt a platform that supports an aligned curriculum process in a multi grade special education classroom</p>	<p>Educational Consultant to guide the needs assessment and research process.</p> <p>A curriculum software platform</p> <p>Funds to compensate the stakeholder team for their participation</p>

Priority 1

<p>Adoption of an effective integrated co-teaching model that would be implemented at the middle school level</p>	<p>Classroom walkthroughs and a comprehensive needs assessment of middle school ICT classrooms</p> <p>A research and resource study will be completed by a stakeholder team who will adopt a middle level instructional model for Integrated Co-teaching</p>	<p>Funds to support professional development relating to the ICT model.</p> <p>Funds to support embedded coaching on the model</p> <p>Funds to support the stakeholder team for their involvement</p>
<p>Provide professional development to teachers and administrators that will increase their capacity to support our English language learners.</p>	<p>Classroom walkthroughs and a comprehensive needs assessment of middle school and high ESL classrooms</p> <p>A research and resource study will be completed by a stakeholder team who will develop a professional development plan</p>	<p>Funds to support professional development</p> <p>Funds to support embedded coaching on the model</p> <p>Funds to support the stakeholder team for their involvement</p> <p>(Title III to support)</p>
<p>Explore the impact poverty has on improved student learning and adopt effective practices for lesson planning that will meet our students needs.</p>	<p>Two schools will participate in developing instructional enhancements that will address lesson design and instructional delivery to students who are economically disadvantaged.</p>	<p>Funds to support professional development</p> <p>Funds to support embedded coaching on the model</p> <p>Funds to support the stakeholder team for their involvement</p>
<p>Expand learning opportunities for students who would benefit from accelerated learning opportunities.</p>	<p>GAMS and South Middle School will engage in a study to explore and pilot expanded learning opportunities/programs for their students.</p>	<p>Funds to support professional development</p> <p>Funds to support embedded coaching on the model</p> <p>Funds to support the stakeholder team for their involvement</p>

Measuring Success

END OF THE YEAR

What will success look like for this Priority at the end of the year?

Provide quantitative data and/or qualitative descriptions of where the district strives to be at the end of the 2023-24 school year.

An implementation plan that includes professional development and a progress monitoring system that will lead to improved outcomes for middle school students with disabilities and middle school economically disadvantaged students. We seek to achieve the following: Grade 6 through 8 SWD - 20% proficiency in ELA and 20% proficiency in math. Economically disadvantaged students will improve to 30% proficient in math and 40% proficient in ELA. One additional expanded learning opportunity will be provided during the summer of 2024 at Gidney Avenue School and South Middle School

THROUGHOUT THE YEAR

In order for the District to reach the end-of-the-year success criteria above, there will need to be progress throughout the year. What are the benchmarks and milestones the district will look to accomplish during the year to meet the end-of-the-year success criteria listed above?

Success Criteria	When we would want to achieve that success criteria	What we ended up seeing <i>(complete after the date listed in the preceding column)</i>
A platform has been selected and documents identified for inclusion.	January	
An ICT Model has been adopted and professional development is finalized.	January	
Resources from either BOCES or Aha have been identified an initial round of PD has occurred	January	
Expanded Learning model adopted and included in general fund budget for 2024-2025	January	

PRIORITY 2

Our Priority

<p>What will we prioritize to extend success in 2023-24?</p>	<p>Student Centered Staff</p>
<p>Why is this a priority? <i>Things to potentially take into consideration when crafting this response:</i></p> <ul style="list-style-type: none"> • How does this Priority fit into the District's vision, values and aspirations? • Why did this emerge as something to prioritize? • What makes this the right Priority to pursue? • How does this fit into other Priorities and the District's long-term plans? • In what ways is this influenced by what was learned through the Envision-Analyze-Listen activities in your school(s) identified for TSI/ATSI/CSI supports? • In what ways does this support the SCEP Commitments of your school(s) identified for TSI/ATSI/CSI supports? 	<p>The district will focus on the following strategies as a result of a causal analysis process during our strategic planning process:</p> <p>Recruit highly qualified teachers, staff and administrators that reflect the demographic makeup of our student body.</p> <p>Assess the quality and implementation of the various performance evaluation systems for all teachers, staff, and administrators and annually review the data generated from each system to inform improvements.</p> <p>Sustain effective teachers, staff, and administrators through the provision of professional development focusing on reflective practices, implementation of pipeline opportunities for advancement and new employee mentoring programs.</p>

Key Strategies and Resources

STRATEGY	METHODS	RESOURCES
<p>What strategies will we pursue as part of this Priority?</p>	<p>What does this strategy entail? What will implementation look like in our district?</p>	<p>What resources (Schedule, Space, Money, Processes, Individuals) are necessary to support these strategies?</p>
<p>Recruit highly qualified teachers, staff and administrators that reflect the demographic makeup of our student body.</p>	<p>Participate in career fairs in order to recruit a more diverse teaching faculty</p>	<p>Funds to support travel to career fairs</p>

Priority 2

<p>Assess the quality and implementation of the various performance evaluation systems for all teachers, staff, and administrators and annually review the data generated from each system to inform improvements.</p>	<p>Human Resources will develop a process to review the current CSEA evaluation system and adjust based on their findings.</p> <p>Deputy Superintendent will revise the evaluation system for all non-3012 D administrators and will design a data analysis process to address areas of concern.</p> <p>Deputy Superintendent will conduct a calibration activity to monitor the accuracy of the ratings on the Danielson Rubric.</p>	<p>Funds to support consultants to guide processes</p> <p>Funds to support the stakeholder team for their involvement</p>
<p>Sustain effective teachers, staff, and administrators through the provision of professional development focusing on reflective practices, implementation of pipeline opportunities for advancement and new employee mentoring programs.</p>	<p>Design and implement professional development to enhance teachers and administrators capacity to self reflect on their practices</p> <p>Explore opportunities to grow our own teachers and administrators</p> <p>Implement an administrator mentoring program</p>	<p>Funds to support consultants to guide processes and provide professional development</p> <p>Funds to support the stakeholder team for their involvement</p>

Measuring Success

END OF THE YEAR

What will success look like for this Priority at the end of the year?

Provide quantitative data and/or qualitative descriptions of where the district strives to be at the end of the 2023-24 school year.

Attendance at a minimum of 2 recruitment fairs, one of which is an IHE that offers programs where predominantly students of color attend. Calibration around teacher engagement of students in learning activity has been conducted and a list of low inference evidence will be established. Data reports from the 2023-2024 evaluation systems are distributed. A revised CSEA evaluation system has been created. Implementation of a new 3012-d evaluation system has concluded. The Black teacher population will increase from 10% to 14%. The Hispanic administrator population will increase from 23% to 30%. The Hispanic teaching population will increase from 23% to 30%.

Priority 2

THROUGHOUT THE YEAR

In order for the District to reach the end-of-the-year success criteria above, there will need to be progress throughout the year. What are the benchmarks and milestones the district will look to accomplish during the year to meet the end-of-the-year success criteria listed above?

Success Criteria	When we would want to achieve that success criteria	What we ended up seeing <i>(complete after the date listed in the preceding column)</i>
On track for deadlines implementing the 3012-d admin and the non-3012-d evaluation system	January	
Attendance at least one recruitment fair	January	
Active recruitment has produced additional minority candidates	January	
Calibration and Interrator reliability demonstrates greater accuracy in ratings	February	

PRIORITY 3

Our Priority

<p>What will we prioritize to extend success in 2023-24?</p>	<p>Improved Student, Staff and Faculty Attendance</p>
<p>Why is this a priority? <i>Things to potentially take into consideration when crafting this response:</i></p> <ul style="list-style-type: none"> • <i>How does this Priority fit into the District’s vision, values and aspirations?</i> • <i>Why did this emerge as something to prioritize?</i> • <i>What makes this the right Priority to pursue?</i> • <i>How does this fit into other Priorities and the District’s long-term plans?</i> • <i>In what ways is this influenced by what was learned through the Envision-Analyze-Listen activities in your school(s) identified for TSI/ATSI/CSI supports?</i> • <i>In what ways does this support the SCEP Commitments of your school(s) identified for TSI/ATSI/CSI supports?</i> 	<p>The district will focus on the following strategies as a result of a causal analysis process during our strategic planning process:</p> <p>Achieve a 95% attendance rate for all students, teachers, staff, and administrators by implementing improvement strategies and incentives.</p>

Key Strategies and Resources

STRATEGY	METHODS	RESOURCES
<p>What strategies will we pursue as part of this Priority?</p>	<p>What does this strategy entail? What will implementation look like in our district?</p>	<p>What resources (Schedule, Space, Money, Processes, Individuals) are necessary to support these strategies?</p>
<p>Achieve a 95% attendance rate for all students</p>	<p>Explore non traditional interventions that will increase student attendance</p>	<p>Funds to support consultants to guide processes and provide professional development</p> <p>Funds to support the stakeholder team for their involvement</p>

Measuring Success

END OF THE YEAR

What will success look like for this Priority at the end of the year?

Provide quantitative data and/or qualitative descriptions of where the district strives to be at the end of the 2023-24 school year.

Quarterly tracking of attendance data. Intervention plans from each school on a quarterly basis for chronically absent students. Student Average Daily Attendance to improve from 89.27% to 92%

THROUGHOUT THE YEAR

In order for the District to reach the end-of-the-year success criteria above, there will need to be progress throughout the year. What are the benchmarks and milestones the district will look to accomplish during the year to meet the end-of-the-year success criteria listed above?

Success Criteria	When we would want to achieve that success criteria	What we ended up seeing <i>(complete after the date listed in the preceding column)</i>
Average Daily Attendance - 93% or higher	Monthly	

PRIORITY 4

This section can be deleted if the District does not have a fourth priority.

Our Priority

<p>What will we prioritize to extend success in 2023-24?</p>	<p>Safe and Supportive School Climate</p>
<p>Why is this a priority? <i>Things to potentially take into consideration when crafting this response:</i></p> <ul style="list-style-type: none"> • How does this Priority fit into the District’s vision, values and aspirations? • Why did this emerge as something to prioritize? • What makes this the right Priority to pursue? • How does this fit into other Priorities and the District’s long-term plans? • In what ways is this influenced by what was learned through the Envision-Analyze-Listen activities in your school(s) identified for TSI/ATSI/CSI supports? • In what ways does this support the SCEP Commitments of your school(s) identified for TSI/ATSI/CSI supports? 	<p>The district will focus on the following strategies as a result of a causal analysis process during our strategic planning process:</p> <p>Focus on engagement defined as strong relationships between students, teachers, families, and schools and create strong connections between schools and the broader community.</p> <p>Focus on safety, defined as school and school-related activities where students are safe from violence, bullying, harassment, and controlled-substance use.</p> <p>Create a supportive environment defined by: appropriate facilities, classrooms that embrace clear and consistent expectations for behavior and actions to promote positive, prosocial behaviors, available school-based health supports, and a Code of Conduct that eliminates disproportionate treatment of our diverse population.</p>

Key Strategies and Resources

STRATEGY	METHODS	RESOURCES
<p>What strategies will we pursue as part of this Priority?</p>	<p>What does this strategy entail? What will implementation look like in our district?</p>	<p>What resources (Schedule, Space, Money, Processes, Individuals) are necessary to support these strategies?</p>
<p>Focus on engagement defined as strong relationships between students, teachers, families, and schools and create strong connections between schools and the broader community.</p>	<p>Explore and adopt engagement strategies for disconnected youth that will be adopted and implemented in the classroom</p> <p>Explore and adopt engagement strategies for disconnected families that will be adopted and implemented between the home and school.</p>	<p>Funds to support consultants to guide processes and provide professional development</p> <p>Funds to support the stakeholder team for their involvement</p>

Priority 4

<p>Focus on safety, defined as school and school-related activities where students are safe from violence, bullying, harassment, and controlled-substance use.</p>	<p>Continue to support restorative circles and the responsive classroom model</p> <p>Work with OASAS and ADAC to provide support and services at the high school</p>	<p>Funds to support consultants to guide processes and provide professional development</p> <p>Funds to support the stakeholder team for their involvement</p>

Measuring Success

END OF THE YEAR

What will success look like for this Priority at the end of the year?

Provide quantitative data and/or qualitative descriptions of where the district strives to be at the end of the 2023-24 school year.

Monitoring student engagement and managing student behavior through walkthrough data and generating a calibrated score in each school.

Teacher Engaging students in learning walkthrough data - 50% of classrooms will meet the district expectation

Teacher Engaging students in learning on the formal evaluation At least 75% effective or higher

Teacher Managing student behavior on the formal evaluation. At least 75% effective or higher

Kim Marshall Rubric

Admin facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared by all stakeholders. - At least 60% of admin are effective

Admin collaborating with faculty and community members, responding to diverse community interests and needs and mobilizing community resources. - At least 60% of admin are effective

Admin advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and professional growth. At least 60% of admin are effective.

Priority 4

THROUGHOUT THE YEAR

In order for the District to reach the end-of-the-year success criteria above, there will need to be progress throughout the year. What are the benchmarks and milestones the district will look to accomplish during the year to meet the end-of-the-year success criteria listed above?

Success Criteria	When we would want to achieve that success criteria	What we ended up seeing <i>(complete after the date listed in the preceding column)</i>
Analysis of walkthrough data 50% of classrooms - students engaged 50% of classrooms managing student behavior	January	
Principal Feedback Admin facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared by all stakeholders. - At least 60% of admin are effective Admin collaborating with faculty and community members, responding to diverse community interests and needs and mobilizing community resources. - At least 60% of admin are effective Admin advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and professional growth. At least 60% of admin are effective.	December and March	

Stakeholder Participation

Background

The DCIP must be developed in consultation with parents, school staff, and others in accordance with §100.11 of Commissioner's Regulations.

Team Members

Use the space below to identify the members of the DCIP team, their role (e.g. principal, teacher, parent), and, when applicable, the school the individual represents.

Name	Role	School <i>(if applicable)</i>
See Appendix		

Meeting Dates

Use the table below to identify the dates and locations of DCIP planning meetings.

Meeting Date	Location
March 29, May 9 and May 10	Board of Education Auditorium

Districts with Schools Identified for TSI/ATSI Supports Only

Identify how the perspectives of stakeholders associated with the identified subgroup(s) have been incorporated.

Stakeholder group	How the perspectives of this group have been incorporated into the DCIP?
	<p>72 individuals from each of the following stakeholder groups:</p> <ul style="list-style-type: none"> ● The Superintendent and the Executive Team ● Members of the Administrators’ Bargaining Unit ● Members of the Civil Service Bargaining Unit ● Members of the Teachers’ Bargaining Unit ● Representative parents and guardians solicited by our FACE Department ● Community partners solicited by our Equity and Access Department ● Colleges and Universities solicited by our Superintendent
Teachers responsible for teaching each identified subgroup	Please refer to the sign in sheets in appendix. A diverse team representing our student demographics was invited to participate.
Parents with children from each identified subgroup	Please refer to the sign in sheets in appendix. A diverse team representing our student demographics was invited to participate.
Secondary Schools: Students from each identified subgroup	Approximately 25 high school students at three campuses participated in focus groups, sharing their perspectives and input on the new strategic plan for the district.

Submission Assurances

Directions

Place an "X" in the box next to each item prior to submission.

1. **X** The District Comprehensive Improvement Plan (DCIP) has been developed in consultation with parents, school staff, and others in accordance with the requirements of Shared-Decision Making (CR 100.11) to provide a meaningful opportunity for stakeholders to participate in the development of the plan and comment on the plan before it is approved.
2. **X** The DCIP will be implemented no later than the beginning of the first day of regular student attendance.
3. **X** Professional development will be provided to teachers and school leaders that will fully support the strategic efforts described within this plan.
4. **X** The DCIP will be made widely available through public means, such as posting on the Internet, distribution through the media, and distribution through public agencies.
5. **X** A comprehensive systems approach will be established to recruit, develop, retain, and equitably distribute effective teachers and school leaders as part of the implementation of the Annual Professional Performance Review (APPR) system required by Education Law §3012(c) and §3012(d).
6. **X** Meaningful time for collaboration will be used to review and analyze data in order to inform and improve district policies, procedures, and instructional practices.

Submission Instructions

All Districts: Submit to DCIP@nysed.gov by July 31, 2023, the following documents:

1. DCIP Planning Document
2. DCIP

The final plan must be approved by the Superintendent and the Board of Education (in New York City, the Chancellor or the Chancellor's designee).

Stakeholder Participation Supporting Documents

NEWBURGH
ENLARGED CITY SCHOOL DISTRICT

Dr. J. Manning Campbell Superintendent of Schools
 Mr. Ed Forgit Deputy Superintendent
 Ms. Andrea Moriarty Asst. Superintendent, Elementary Curriculum & Instruction
 Dr. Kathleen Farrell Interim Asst. Superintendent, Secondary Curriculum & Instruction
 Mr. Christopher Mayer Asst. Superintendent, Exceptional Learners
 Mr. Michael McLymore Asst. Superintendent, Human Resources
 Ms. Onyx Petersen Asst. Superintendent, Chief Information & Data Officer
 Ms. Kimberly Rohring Asst. Superintendent, Finance/Chief Financial Officer
 Dr. Natasha Freeman-Mack Asst. Superintendent, Chief Equity Officer

Strategic Planning Team
March 29, 2023 / 8:30 AM – 3:00 PM
BOE Auditorium

Name	Signature	Building	Table
Akbar, Rubina		HOH, HMS, NFA N.	1
Antonelli Guldo, Monica		NFA Main	1
Bayer, Chris		BOE	9
Beamon, Demterissie		PreK - GAMS	1
Beckett, Nieves		Meadow Hill	10
Bender, Michele		NFA North	2
Brescia, Susan		Heritage	3
Buckley, Eileen		Org: Kiwanis	10
Bunce, Karrie		HOH	11
Burnett, Ralph		Org: Cornerstone Health	11
Calhoun, Tole		Balmville	2
Campbell, Ada		NFA Main	4
Carbone, Conchetta		South	5
Colandrea, Jessica		Fostertown	6
Colbourne, Shoy		Horzons	2
Costabile, Jen		NFA Main	7
D'Alfonso, Kylene		NFA West	8
D'Arpino, Dareshanie		Org: Boys & Girls Club	12
DeCapite, Angela		Temple	3

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Strategic Planning Team
March 29, 2023 / 8:30 AM – 3:00 PM
BOE Auditorium

Name	Signature	Building	Table
Manning Campbell, Jackelyn		BOE	3
Martinez-Morales, Chastly		BOE	7
McLymore, Michael		BOE	4
Mineo, Carole	absent	BOE Member	6
Monchery, Stevenson		Org: Catholic Charities	7
Moore, Malik		Chestnut	9
Moran, Stacy		NFA	10
Moriarty, Andrea		BOE	5
Pavri, Zeebe		Heritage	11
Peterson, Onyx	present	BOE	6
Powell, Felicia		BOE	10
Prokosch, Scott		Meadow	8
Proyct, Nancy		Org: Newburgh Armory	8
Rice, Vanessa		Meadow, NFA M	7
Robbins, Megan		Org: Team Newburgh	9
Rodriguez III, Rudy		NFA Main	11
Rodriguez, Amanda		BOE	12
Rodriguez, Janett		Org: Head Start	10
Rohring, Kimberly		BOE	7
Ross, Kelly		Org: Salvation Army	11
Schuyler, Brian		Temple	1
Stewart, Zavia		Heritage	8
Sukhal, Anika		Fostertown, South	9

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Strategic Planning Team
March 29, 2023 / 8:30 AM – 3:00 PM
BOE Auditorium

Name	Signature	Building	Table
Destervo, Frank		NFA Main	2
Etri, John		NFA Main	12
Farrell, Kata		BOE	1
Fillo, Ellen		Org: City of Nbg Comm Dev	3
Fisher, John		Chestnut	4
Freeman-Mack, Natasha		BOE	2
Galbraith, Lyzz		Heritage	5
Gallagher, David		Community Member	4
Gerard, Jason		BOE	4
Gillespie, Melinda		South	3
Glowacki, Robert		Gidney Ave	5
Green, Jamal		Temple	6
Guzman, Robyn		Heritage	4
Hayes, James		Temple	7
Heywood, Marcle		BOE	6
Higgins, Melissa		Temple	9
Hill, Lakesha		Heritage	5
Jackson, Lawrence		Org: Housing Authority	5
Kramer, David		Chestnut	8
Laganaro, Melissa		PreK - Little Harvard	6
Laudiero, Jen		Heritage	12
Lemp, Kelsey		Oldney Ave	11
Lopez Romero, Lourdes		Wall Gate	12

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Strategic Planning Team
March 29, 2023 / 8:30 AM – 3:00 PM
BOE Auditorium

Name	Signature	Building	Table
Todd, Mary		NFA North	2
Tucker, Lisa		Heritage	12
Valentino, Susan		NFA Main	9
Vann, Sara		BOE	8
Williams, Alise		Temple	3
Yakup, Senol		NFA Main	1

Carolan Mayhew
 Donaldson, Angela
 Angela St
 (Community)

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Dr. J. Manning Campbell
 Mr. Ed Fergit
 Ms. Andrea Merlery
 Dr. Kathleen Ferrall
 Mr. Christopher Rayner
 Mr. Michael McLynore
 Ms. Olga Peterson
 Ms. Kimberly Ruckling
 Dr. Natasha Freeman-Mack

Superintendent of Schools
 Deputy Superintendent
 Asst. Superintendent, Elementary Curriculum & Instruction
 Interim Asst. Superintendent, Secondary Curriculum & Instruction
 Asst. Superintendent, Exceptional Learners
 Asst. Superintendent, Human Resources
 Asst. Superintendent, Chief Information & Data Officer
 Asst. Superintendent, Finance/Chief Financial Officer
 Asst. Superintendent, Chief Equity Officer

Strategic Planning Team
 May 9, 2023 / 8:30 AM - 2:30 PM
 BOE Auditorium

Strategic Planning Team
 May 9, 2023 / 8:30 AM - 2:30 PM
 BOE Auditorium

Name	Signature	Building	Table
Akbar, Rubina		HOH, HMS, NFA N,	6
Antonelli Guido, Monica		NFA Main	4
Bayer, Chris		BOE	2
Beamon, Demterisse		PreK - GAMS	1
Beckett, Nieves		Meadow Hill	8
Bender, Michele		NFA North	10
Brescia, Susan		Heritage	4
Buckley, Eileen		Org: Kiwanis	10
Bunce, Karrie		HOH	1
Burnett, Ralph		Org: Cornerstone Health	4
Calhoun, Tole		Balmville	7
Campbell, Ada		NFA Main	10
Carbone, Conchetta		South	4
Carolan, MaryLou		Library	12
Colandrea, Jessica		Fostertown	10
Colbourne, Shoy		Horizons	11
Costabile, Jen		NFA Main	4
D'Alfonso, Kylee		NFA West	10
D'Arpino, Dareshanle		Org: Boys & Girls Club	11

Name	Signature	Building	Table
DeCapite, Angela		Temple	1
Desiervo, Frank		NFA Main	12
Donaldson, Angela		Community Member	
Ezzi, John		NFA Main	7
Farrell, Kate		BOE	3
Fillo, Ellen		Org: City of Nbg Comm Dev	6
Fisher, John		Chestnut	7
Freeman-Mack, Natasha		BOE	9
Galbraith, Luzz		Heritage	1
Gallagher, David		Community Member	12
Gerard, Jason		BOE	9
Gillespie, Melinda		South	5
Glowacki, Robert		Gidney Ave	3
Green, Jamel		Temple	7
Guzman, Robyn		Heritage	11
Hayes, James		Temple	1
Heywood, Marcle		BOE	9
Higgins, Melissa		Temple	4
Hill, Lakesha		Heritage	5
Jackson, Lawrence		Org: Housing Authority	6
Kramer, David		Chestnut	7
Laganaro, Melissa		PreK - Little Harvard	11
Laudiero, Jen		Heritage	8

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Strategic Planning Team
 May 9, 2023 / 8:30 AM - 2:30 PM
 BOE Auditorium

Name	Signature	Building	Table
Lamp, Kelsey		Gidney Ave	2
Lopez Romero, Lourdes		Valls Gate	9
Manning Campbell, Jackelyn		BOE	3
Martinez-Morales, Chastity		BOE	3
McLynore, Michael		BOE	8
Mineo, Carole		BOE Member	12
Monchery, Stevenson		Org: Catholic Charities	6
Moore, Malik		Chestnut	1
Moran, Stacy		NTA	9
Moriarty, Andrea		BOE	2
Pavri, Zeeba		Heritage	3
Peterson, Onyx		BOE	8
Powell, Felicia		BOE	7
Prokosh, Scott		Meadow	9
Project, Nancy		Org: Newburgh Armory	11
Rice, Vanessa		Meadow, NFA M	5
Robbins, Megan		Org: Team Newburgh	6
Rodriguez III, Rudy		NFA Main	12
Rodriguez, Amanda		BOE	6
Rodriguez, Janett		Org: Head Start	11
Rohring, Kimberly		BOE	2
Ross, Kelly		Org: Salvation Army	5
Schuyler, Brian		Temple South	2

Strategic Planning Team
 May 9, 2023 / 8:30 AM - 2:30 PM
 BOE Auditorium

Name	Signature	Building	Table
Stewart, Zavia		Heritage	11
Sukhal, Anika		Fostertown, South	5
Todd, Mary		NFA North	8
Tucker, Lisa		Gardertown	10
Valentino, Susan		NFA Main	3
Vann, Sara		BOE	8
Williams, Alsa		Temple	2
Yakup, Senol		NFA Main	5

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Dr. J. Manning Campbell Superintendent of Schools
 Mr. Ed Forgit Deputy Superintendent
 Ms. Andrea Moriarty Asst. Superintendent, Elementary Curriculum & Instruction
 Dr. Kathleen Farrell Interim Asst. Superintendent, Secondary Curriculum & Instruction
 Mr. Christopher Bayer Asst. Superintendent, Exceptional Learners
 Mr. Michael McInnerey Asst. Superintendent, Human Resources
 Ms. Olga Peterson Asst. Superintendent, Chief Information & Data Officer
 Ms. Kimberly Rehring Asst. Superintendent, Finance/Chief Financial Officer
 Dr. Natasha Freeman-Mack Asst. Superintendent, Chief Equity Officer

Strategic Planning Team
 May 10, 2023 / 8:30 AM – 2:30 PM
 BOE Auditorium

Name	Signature	Building	Table
Akbar, Rubina		HOH, HMS, NFA N,	6
Antonelli Guido, Monica		NFA Main	4
Bayer, Chris		BOE	2
Beamon, Demetrisse		PreK - GAMS	1
Beckett, Nieves		Meadow Hill	8
Bender, Michele		NFA North	10
Brescia, Susan		Heritage	4
Buckley, Eileen		Org: Kiwanis	10
Bunce, Karrie		HOH	1
Burnett, Ralph		Org: Cornerstone Health	4
Calhoun, Tole		Balmville	7
Campbell, Ads		NFA Main	10
Carbone, Conchetta		South	4
Carolan, MaryLou		Library	12
Colandrea, Jessica		Fostertown	10
Colbourne, Shay		Horizons	11
Costabile, Jen		NFA Main	4
D'Alfonso, Kylene		NFA West	10
D'Arpino, Dareshanle		Org: Boys & Girls Club	11

Strategic Planning Team
 May 10, 2023 / 8:30 AM – 2:30 PM
 BOE Auditorium

Name	Signature	Building	Table
Lemo, Kaley		Gidney Ave	2
Lopez Romero, Lourdes		Vails Gate	9
Manning Campbell, Jackielyn		BOE	3
Martinez-Morales, Chastity		BOE	3
McLymore, Michael		BOE	8
Mineo, Carole		BOE Member	12
Monchery, Stevenson		Org: Catholic Charities	6
Moore, Malik		Chestnut	1
Moran, Stacy		NTA	9
Moriarty, Andrea		BOE	2
Pavri, Zeeba		Heritage	3
Peterson, Qnyx		BOE	8
Powell, Felicia		BOE	7
Prokosch, Scott		Meadow	9
Provet, Nancy		Org: Newburgh Armory	12
Rice, Venessa		Meadow, NFA M	5
Robbins, Megan		Org: Team Newburgh	6
Rodriguez III, Rudy		NFA Main	12
Rodriguez, Amanda		BOE	6
Rodriguez, Janett		Org: Head Start	11
Rohrins, Kimberly		BOE	2
Ross, Kelly		Org: Salvation Army	5
Schuyler, Brian		Temple South	2

Strategic Planning Team
 May 10, 2023 / 8:30 AM – 2:30 PM
 BOE Auditorium

Name	Signature	Building	Table
DeCapite, Angela		Temple	1
Destervo, Frank		NFA Main	12
Donaldson, Angela		Community Member	11
Ertl, John		NFA Main	7
Farrell, Kate		BOE	3
Filo, Ellen		Org: City of Nbg Comm Dev	6
Fisher, John		Chestnut	7
Freeman-Mack, Natasha		BOE	9
Galbraith, Lyzz		Heritage	1
Gallagher, David		Community Member	12
Gerard, Jason		BOE	9
Gillespie, Melinda		South	5
Gloweck, Robert		Gidney Ave	3
Green, Jamei		Temple	7
Guzman, Robyn		Heritage	11
Hayes, James		Temple	1
Heywood, Marcie		BOE	9
Higgins, Melissa		Temple	4
Hill, Lakesha		Heritage	5
Jackson, Lawrence		Org: Housing Authority	6
Kramer, David		Chestnut	7
Laganaro, Melissa		PreK - Little Harvard	11
Laudiero, Jen		Heritage	8

Strategic Planning Team
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 BOE Auditorium

Name	Signature	Building	Table
Stewart, Zylie		Heritage	11
Sukhal, Anika		Fostertown, South	5
Todd, Mary		NFA North	8
Tucker, Usa		Gardnertown	10
Valentino, Susan		NFA Main	3
Vann, Sara		BOE	8
Williams, Alisa		Temple	2
Yakup, Senol		NFA Main	5