



## Welcome to New Visions Public School Opportunities.

Your school's needs and goals will define the services you receive.

**New Visions will partner with no more than 85 schools** – small secondary schools, large high schools, schools grades 6-12, transfer schools and elementary schools – providing each of them with supports tailored to their needs.

**New Visions is uniquely qualified to serve as a PSO.** We have unmatched expertise in helping New York City public schools use data to focus instruction, provide customized support to leadership teams, and advocate on behalf of schools. Our staff is made up of former principals, superintendents, school founders, teacher leaders, professors, researchers and community leaders. They have extensive experience in leadership, curriculum and instruction, school-based operations, parent and community involvement, youth development and advocacy.

**Our goal is to provide your school with tailored supports that meet your needs.** In this folder you will find the materials that will help you decide whether New Visions PSO is the right choice for your school.

We encourage you to share these materials with your school community and contact us at [nvpsa@newvisions.org](mailto:nvpsa@newvisions.org) if you have any questions.



# Who We Are

**For nearly 20 years, New Visions for Public Schools has worked with hundreds of New York City public school parents, teachers, principals and community leaders to improve outcomes for New York City's students.**

To accomplish our work, we have raised more than \$250 million in private funding and cultivated a Board of Directors made up of some of New York's most prominent educational, business and community leaders.

## **Our goals are to:**

- Enable all students in New York City to graduate with the excellent education they need to attend college and compete in the marketplace.
- Work with schools to achieve at least an 80% graduation rate and 92% attendance.

## **We are focused on results which include:**

- Our first New Century High Schools (NCHSI) graduated 78.5% of their students on time, beating NYC's average graduation rate of 58%.
- Achieving promotion rates for special education and ELL students that are over 20% higher than NYC average.
- Improvements in every measure of student success - an independent evaluation concluded that "students educated in NCHSI schools . . . were better prepared for graduation than comparable students in traditional schools."

## **Hand-in-hand with front-line practitioners, we have:**

- Piloted innovations that lead to improved results for students.
- Refined the use of data to develop and implement strategic interventions that lead to improved student outcomes.
- Developed broad expertise in school-based operations, budgeting and procurements, and compliance.
- Provided curriculum and instruction in core subjects; special education; supporting over-age, under-credited youth and English language learners; youth development; and adolescent literacy.
- Facilitated parent and community involvement at our schools.
- Been successful advocates on behalf of our schools and developed deep relationships with DOE staff at all levels.
- Brought experience and stability to our schools even during tumultuous transitions.

# School Leadership Support



## On-site Coaching by New Visions PSO Facilitator

Primary point of contact

An average ratio of 1 facilitator to 5 schools

Works with principals and their teams to identify needs (diagnostic process), align resources, develop supports and implement action plans

### **CUSTOMIZED SUPPORT**

Provide on-site coaching for principals, primarily supporting inquiry team(s) and principal's school wide foci.

### **DATA SUPPORT**

- Prepare, provide and discuss School Data Snapshots with principals' teams and staffs 3 times per year

### **ACCOUNTABILITY SUPPORT**

- Support staff in preparation for DOE's School Quality Review and Progress Report process



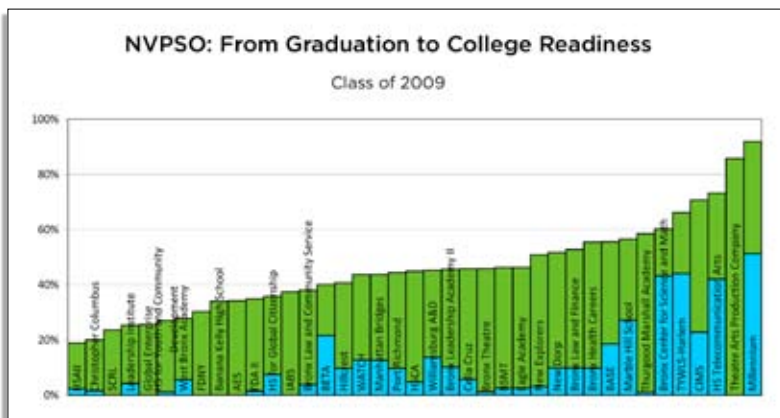
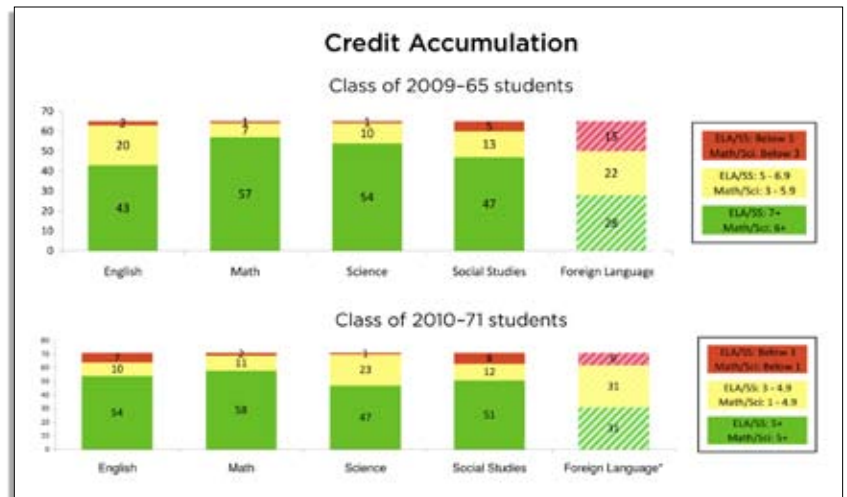
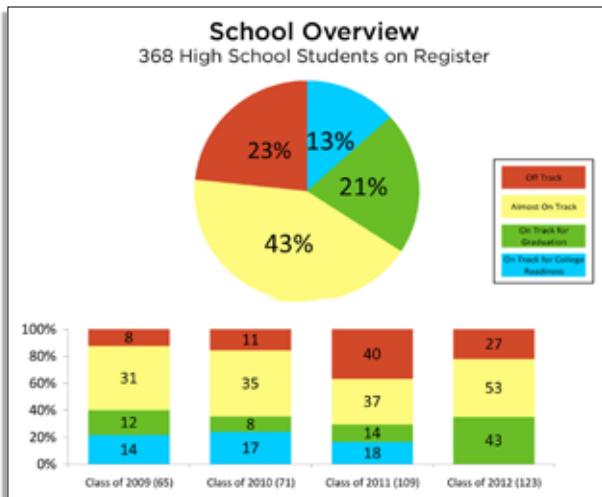
**MEETING THE NEEDS OF ALL STUDENTS AND  
EXCEEDING THE TARGET COMMITMENTS IN  
SCHOOL PERFORMANCE CONTRACT**



# Sample School Data Pack

## Excerpt from the New Visions School Data Snapshot

- Our tool, customized to each school and updated 3 times per year
- Used by facilitators with principals and their teams in the School Diagnostic Process
- Analyzes students' progress towards graduation
- Supports schools in making instructional and programmatic decisions based on student need



### 46 Off Track and Almost On Track Students

Regents Passed at 64 and Above

Total Credits	0	1	2	3	4	5
27+	3	13	8	5	2	2
24 - 26.9		2				
21 - 23.9						
18 - 20.9	2		1			
15 - 17.9	1					
Below 15	2	3	2			



## Call Center

Helps schools navigate ISC and other DOE offices  
Support in resolving urgent issues  
Access to on-site technical assistance and workshops  
Available Monday thru Friday

### TECHNICAL SUPPORT

Technical assistance available for budget development, programming and scheduling, human resources, DOE data systems and student guidance

### COMPLIANCE SUPPORT

Expertise available to help meet ELL, special education, legal and testing regulations

### EXPERT COACHING

Access to operational and instructional experts for short and long term leadership coaching and targeted assistance

**MORE TIME FOR LEADERSHIP TO  
FOCUS ON STUDENT LEARNING**



# New Visions PSO Facilitator

## The New Visions PSO facilitator is the primary point of contact with schools.

New Visions PSO facilitators support principals and their selected teams as they build school-wide systems to improve outcomes for all students. Working together, principals, school teams and the New Visions PSO Facilitators develop strategies to prepare students for content mastery, promotion, graduation, higher education, and the work force. New Visions PSO facilitators also foster peer-to-peer networking to convey information and encourage effective transfer of knowledge among school communities that leads to school improvement at scale and results in 80% graduation, 92% attendance rates in all schools, and college and/or career readiness for all.

### Core Duties and Responsibilities

In collaboration with school principals and their selected teams, New Visions PSO facilitators:

- Conduct a School Diagnostic Review Process to assess school and student data, identify areas of strength and challenge, and inform action plans for school improvement.
- Assist the principal and their team in the design of a professional development plan to support the growth of teachers to accelerate learning for all students.
- Help to identify and align external supports to the mission, needs and priorities of the school community.
- Identify effective practices and develop mechanisms to share and disseminate them within and across schools; assess, refine and revise strategies that improve student achievement.
- Support principals and school communities in the event of crisis.

### Experience and Skills

- Masters degree or Doctorate.
- A minimum seven years leadership experience in secondary education.
- Teaching experience, preferably in NYC public schools.
- Demonstrated knowledge of schools as organizations, approaches to leadership, theories of group dynamics, curriculum and assessment, a range of instructional practices, quantitative and qualitative data analysis, action-research methods and applications.
- Demonstrated ability to facilitate adult learning including finely-tuned observation and listening skills and capacity to identify patterns, use questioning to accelerate and provoke learning, simultaneously attend to multiple levels of the learning environment – individual, small group, whole-group.
- Demonstrated orientation toward results, systems thinking, job-embedded learning, and ideological neutrality.



## Leveraged Opportunities

Building connections to community and elected leaders  
Raising private funds to develop and offer innovation pilot opportunities

### ADVOCACY SUPPORT

Connect New Visions PSO schools with their elected representatives, build capacity for school teams to leverage opportunities in their communities

### ADDITIONAL SUPPORTS

(at no additional cost to schools)

Potential to participate in select pilot programs including in-school leadership certification and college readiness strategies

**MORE RESOURCES FOCUSED ON  
INSTRUCTION AND STUDENT ACHIEVEMENT**



# Making your SSO Choice

Use this worksheet to help compare SSO options side-by-side and decide whether New Visions PSO is the right choice for your school.

ORGANIZATION OFFERING	New Visions Partner Support Organization	Learning Support Organization	Empowerment Support Organization
CUSTOMIZED SUPPORT	Provide on-site New Visions PSO facilitator (each on average serving 5 schools) to assist principals and their teams around school-selected inquiry focus.		
DATA SUPPORT	Prepare, provide, and discuss School Data Snapshots with principals' teams and school staff 3 times a year.		
ACCOUNTABILITY SUPPORT	Help school staff prepare for DOE's School Quality Review and Progress Report process.		
OPERATIONS CALL CENTER	Available Monday thru Friday for principals who need help resolving short term issues. Provides access to New Visions experts (former principals and superintendents) who can work with ISC and DOE staff as required.		
TECHNICAL SUPPORT	Experienced technical assistance for budget development, programming, and scheduling, human resources, DOE data systems, and student guidance.		
COMPLIANCE SUPPORT	Expertise to help meet ELL, special education, legal and testing regulations.		
COMMUNITY SUPPORT	Assist with mapping community assets, partnership development. Work with parent coordinators.		
ADVOCACY SUPPORT	Connect schools with their elected officials and build capacity for school teams to leverage services and funds for their school communities.		
ADDITIONAL SUPPORT	Select potential opportunities to participate in innovation pilots, depending on availability, offered at no additional cost due to New Visions fundraising.		