

NICOLE M. DEFINO

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Educational professional with twenty-one years of experience ranging from founding NYC transfer-school teacher and school leader to partnering with schools and district offices to pilot various citywide and independent initiatives aimed at increasing student learning outcomes.

EDUCATIONAL EXPERIENCE:

2021-Present NICOLE DEFINO LLC, Brooklyn, NY

Educational Consultant

- Thought-partner, facilitator, and coach
- Clients include NYC DOE Central Office, CUNY K16, Eskolta School Research and Design, Voyages Preparatory High School, Urban Dove Charter Network

2015-2021 ESKOLTA SCHOOL RESEARCH AND DESIGN INC., New York, NY

Senior School Design Partner

- Develop contracts, map plans, and set goals with principals, NYCDOE Central Office leaders, and CBO leaders that led to increased student outcomes (credit accumulation, graduation rates, college enrollment)
- Design and facilitate professional learning for school-based teams centered on continuous improvement and aimed at improving credit accumulation, graduation rates, and college enrollment
- Synthesize ideas into well-designed tools, protocols, guides for use within schools
- Publish research by mapping steps, identifying audience, objectives, and design, and negotiating editorial feedback
- Coach and facilitate the Eskolta Fellowship to support teachers with leading cycles of inquiry back at their schools
- Lead internal team to execute multidimensional projects of up to \$750,000
- Provide feedback on agendas, materials, and correspondence to supervisees
- Lead the Eskolta Network for School Improvement's internal coaching team to implement CRSE knowledge and skills, share bright spots, consult on dilemmas, and design network convenings
- Develop internal professional development aimed at dismantling systems of white supremacy and engaging in anti-racist work

2006-2014 WEST BROOKLYN COMMUNITY HIGH SCHOOL, Brooklyn, NY

Assistant Principal

- Conduct regular observations, weekly lesson feedback, goal setting, curriculum design with teachers to improve their practice
- Developed and executed alternate credit earning programs and systems that included online courses, summer school, benchmark recovery (for reengagement), independent studies, credit-by-examination, and individual credit audits
- Coached, supported, and facilitated students and staff through strength-based social-emotional interventions, such as, student-to-student or student-staff mediations, and family meetings
- Ensured NYC DOE Compliance through my roles as the testing coordinator, liaison to the SPED/ENL coordinators, school safety liaison, and building response team leader
- Created school-wide culture building events such as student orientations, community gathering, and philanthropic activities

Instructional Support Specialist

- Partnered with novice teachers to develop their instructional toolbox
- Created an instructional guide for utilizing reading strategies across content areas and developed supporting professional development sessions

Founding ELA teacher

- Created and implemented ELA curricula that focused on student (re)engagement through the use of backward planning, Bloom's taxonomy, student voice and data, the reading strategies, and the writing process to drive instruction

2003-2006 GROUNDWORK INCORPORATED, Brooklyn, NY
Reading Specialist

2003-2004 CATHERINE MCAULEY HIGH SCHOOL, Brooklyn, NY
English and Government Teacher

OTHER WORK EXPERIENCE:

2004-2005 BUNAC WORK ABROAD PROGRAM, Wanaka, New Zealand

2000-2002 CABLEVISION: MADISON SQUARE GARDEN AND AMC NETWORKS, New York, NY
Special Events Coordinator
Event Marketing Executive Assistant

EDUCATION:

BARUCH COLLEGE, CITY UNIVERSITY OF NEW YORK, New York, NY
Masters of Science · Educational Leadership

NYC DOE LEADERS IN EDUCATION APPRENTICESHIP PROGRAM, New York, NY

BROOKLYN COLLEGE, CITY UNIVERSITY OF NEW YORK, Brooklyn, NY
Masters of Art · Adolescent English Education

HUNTER COLLEGE, CITY UNIVERSITY OF NEW YORK, New York, NY
Graduate Elementary Education Coursework

UNIVERSITY OF MARYLAND, College Park, MD
Bachelors of Science · Marketing

UNIVERSITY OF NORTH LONDON, London, United Kingdom
Study abroad program

CERTIFICATIONS:

- ELA Adolescent Education (7-12)
- School Building Leader Certificate (SBL)

FELLOWSHIPS:

- High Tech High Equity by Design Fellow (2020-21)