



Lexington School for the Deaf

Prospectus





Our Purpose

We foster a language rich education that connects and empowers deaf students so they will soar into their futures.

CONTENTS

3	About Lexington	11	Strategic Goals
4	Mission	12	Fiscal Affairs
4	Values	13	About Queens, NYC
5	Educational Philosophy	15	Deaf Community in NYC
6	Lexington History	16	Leadership Profile
7	Programs & Services	21	Job Description
9	Student Demographics	25	How to Apply

ABOUT LEXINGTON



Lexington School for the Deaf, established in 1864, is the largest school for Deaf students in New York State, serving approximately 230 students. In 2024, Lexington School for the Deaf was accredited by both the Conference of Educational Administrators of Schools and Programs for the Deaf (CEASD) and the New York State Association of Independent Schools (NYSAIS). Located in East Elmhurst, Queens, the school offers comprehensive educational programs designed to meet the unique learning and communication needs of profoundly Deaf and Hard of Hearing students. Serving children from infancy through high school, Lexington provides a curriculum that emphasizes both American Sign Language (ASL) and English. The school offers additional services, including the “Ready to Learn” program for parents of Deaf infants and toddlers, foreign language transition classes, support for students with disabilities, and a dormitory for students requiring additional academic support. Lexington is a

charter member of the 4201 Schools Association of New York and receives financial support from the New York State Department of Education.

Lexington’s purpose is to foster a language-rich education that connects and empowers Deaf students, enabling them to excel in their futures. Its vision is to become the leader in Deaf education, programs, and services with a vibrant community that is adaptable and accessible to all. The school’s core values emphasize safety, open-mindedness, accountability, and respect, ensuring that all students receive a high-quality education that meets or exceeds New York State standards.

Lexington also houses three separate non-profit agencies, the Lexington Center for Mental Health Services, Inc., the Lexington Vocational Services Center, Inc. and the Lexington Hearing and Speech Center, Inc. These agencies serve over 1,000 individuals throughout NYC and NYS.

ABOUT LEXINGTON



Vision

Lexington's aspiration is to become the leader in deaf education, programs, and services with a vibrant community that is adaptable and accessible for all.

S

Safe

Lexington provides a physically and emotionally safe environment for students, staff, families, and the community.

O

Open-Minded

Lexington recognizes others' beliefs and practices and is professional and collegial in all interactions.

A

Accountable

Lexington is responsible for providing Deaf students with a language-rich educational program that meets or exceeds New York State standards. The educational approach addresses the whole student and prepares them for success in their adult lives.

R

Respectful

Lexington believes that all individuals should be treated with dignity and respect, acknowledging the importance of language accessibility for all.

Values

ABOUT LEXINGTON



EDUCATIONAL PHILOSOPHY

Lexington endeavors to be a dynamic bilingual language program that supports the acquisition, development, and proficient use of both American Sign Language (ASL) and English equitably. ASL and English are two distinct languages, each having its own unique linguistic features, modalities, and abilities.

The school provides a bilingual education program to ensure “a language-rich education that connects and empowers students.” It believes that creating an accessible communication environment in public spaces allows students to have consistent and abundant opportunities for incidental learning. When students have regular access to the conversations happening around them, they learn without the need for direct instruction. This bolsters student language skills and provides them with greater world knowledge.

ABOUT LEXINGTON

HISTORY

Lexington School for the Deaf was founded in 1864 by Hannah and Isaac Rosenfeld to educate their deaf daughter. Initially, classes were held in their Manhattan home before the school formally incorporated in 1869. After several relocations, the school established a site on Lexington Avenue in 1882. By 1914, enrollment grew to 244 students, necessitating further expansion. In 1968, the school moved to its current home in East Elmhurst, Queens, where it now occupies its current campus.

Today, Lexington is the largest school for the Deaf in New York State, serving around 230 students from across New York City and adjacent countries. It offers comprehensive programs from preschool to high school, including specialized services and a dormitory for additional support. The school is a charter member of the 4201 Schools Association and is supported by the New York State Department of Education.

ABOUT LEXINGTON



PROGRAMS AND SERVICES

Early Learning Center

Deaf Infant Parent Program

The Ready to Learn Deaf Infant Parent Program is a family-centered program. Its goal is to help families of Hard-of-Hearing and Deaf children develop the strategies needed to nurture their child's language, speech, intellectual abilities, and social/emotional growth. Families and their children (ages infant through 3 years old) participate in individual sessions with a teacher for 60 minutes, twice a week. Sessions are provided in-person at the school, virtually, or in a hybrid format depending on family preference. Families may also choose to attend a playgroup once a week for 90 minutes.

Deaf Mentor Program

Lexington has approximately fifteen staff who have been trained in the Ski-Hi, evidence-based Deaf Mentor Program. Sessions may be provided virtually, in person, or a hybrid format and are usually offered once per week. The program is not funded by NYSED; funding is through grants and Title One funds. Preference is given to RTL and preschool families, and then Foreign Language Transition Program families, based on mentor and funding availability.

Preschool Program

Lexington's Preschool Program serves children ages 3-6, helping them develop effective communication skills, which include spoken language, speech-reading, auditory processing, and sign language. Use of hearing amplification, whether in the form of postauricular hearing aids, FM systems, or cochlear implants, is encouraged. Each classroom is staffed by a certified Master's level teacher and an assistant, and class size is limited to six children. Related services, based on the child's IEP, include speech therapy, occupational and physical therapies, and counseling/play therapy. Besides the regular September-to-June school year, a six-week summer school program is available.



ABOUT LEXINGTON



PROGRAMS AND SERVICES

Lower School *Elementary and Middle School*

The Elementary School (grades K-5) and Middle School (grades 6-8) follow the New York State Department of Education Standards for all subjects. Classes are conducted using a bilingual language approach, with related services provided based on students' IEPs. Both divisions offer a six-week summer school program.

Upper School *High School*

Lexington's High School offers academic courses designed to help students meet New York State learning standards, preparing them for a range of commencement credentials. Extracurricular activities and internship opportunities, including New York City's Summer Youth Employment Program (SYEP), are emphasized.

Foreign Language Transition Program

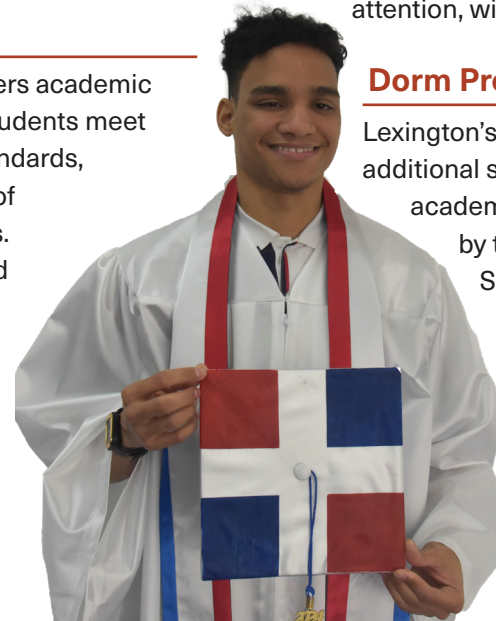
This program supports the transition of newly arrived students from diverse linguistic and cultural backgrounds, helping them acquire skills for learning in mainstream classrooms.

Special Needs Program

Lexington's Special Needs classes serve students with developmental challenges. The low student-to-staff ratio ensures that students receive individualized attention, with goals tailored to their unique needs.

Dorm Program

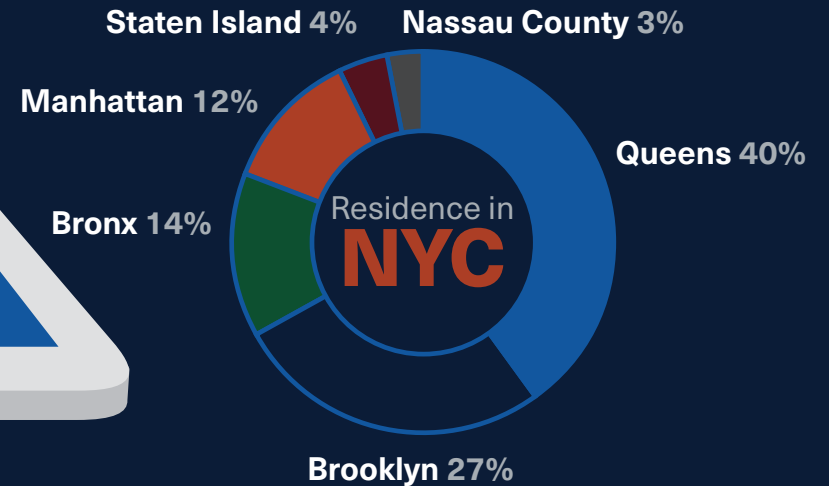
Lexington's 14-bed residential program provides additional support for students completing the academic program. The program is certified by the NYS Division of Children and Family Services and funded by the New York State Education Department.



ABOUT LEXINGTON

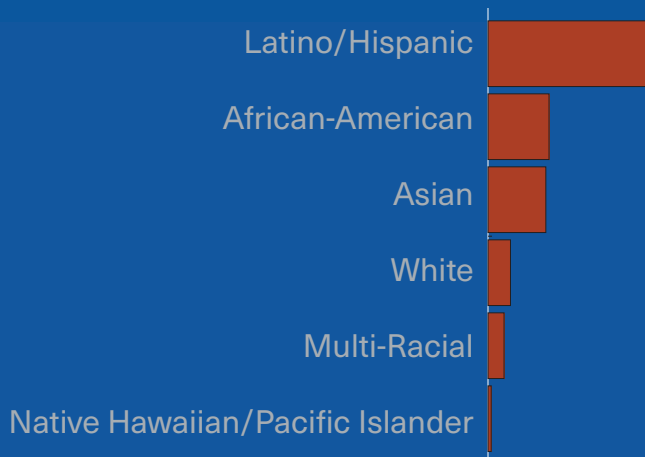


Lexington's students reside in all five NYC boroughs and adjacent counties

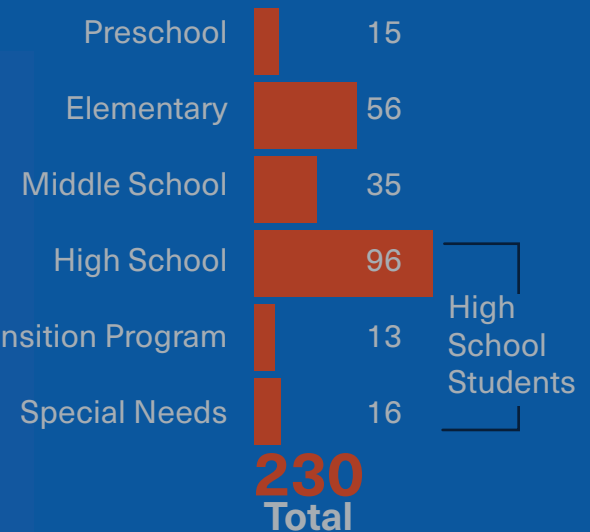


ABOUT LEXINGTON

Lexington's students represent the diversity of New York City



5-Day Academic Program



Residential Program

Approved for
14
Residential
Students

ESY Program

6-Week
Extended School Year
180
students for summer*

* not including Ready to Learn

STRATEGIC GOALS

2023-2028

Goal A

Develop the Whole Student

- Implement a student-centered approach to curriculum across all grades aligning with NYS Standards.
- Strengthen bilingual education practices and strategies for students' language growth and development.
- Develop individual student transition planning and assessments for future success.
- Provide services that support the whole student including social-emotional, physical, and avocational.
- Develop and use a data gathering process that will guide instruction for student development.

Goal B

Engage Families & Communities

- Provide language access to all families.
- Enrich the Family Outreach activities and resources to promote collaboration and communication.
- Connect families to mentoring and peer support services.
- Collaborate with external agencies to support students before and after graduation.
- Recognize our diverse families as cultural experts for staff and students.

Goal C

Expand Reach & Awareness

- Promote Lexington as the first choice for families, providers, and referral sources.
- Expand services for deaf+ students through community partnerships.
- Cultivate the relationship with the Lexington Alumni to foster a sense of community and belonging.
- Strengthen the relationship between the Board of Trustees and the school.

Goal D

Support the Staff

- Ensure equity across the organization with clear and consistent expectations.
- Provide support for the staff with resources and training to address our diverse student population.
- Design professional development to align with the curriculum, instruction, and assessment.
- Promote staff personal growth by supporting career specific opportunities.
- Recruit, hire, develop, and retain a diverse and qualified workforce.

Goal E

Financial Stability

- Develop a 3-year financial plan to support the strategic planning goals and objectives.
- Identify strategies to sustain new program initiatives.
- Develop a long-term building improvement plan.
- Build a robust fundraising program with the long-range goal to establish a Development Office within the Foundation.

Goal F

Strengthen the Culture

- Create a more positive school culture that builds community understanding, engagement, and support, with a common student-focused purpose and a sense of belonging.
- Ensure employees' insights, ideas, and solutions are heard, valued, and acted upon appropriately.
- Increase employee appreciation for each other, the many challenges, and recognition for great work.
- Improve overall effectiveness and transparency of communications.
- Facilitate greater and better cross-department connections and collaboration.



FISCAL AFFAIRS



	2022	2023
REVENUES		
TOTAL REVENUE	\$ 26,495,349	\$ 27,863,710
EXPENSES		
TOTAL PROGRAM SERVICES	\$ 22,744,893	\$ 23,260,647
TOTAL SUPPORTING SERVICES	4,946,255	4,280,883
TOTAL EXPENSES	\$ 27,691,148	\$ 27,541,530
ASSETS		
NET ASSETS, BEGINNING OF YEAR	\$ 12,257,369	\$ 13,303,550
NET ASSETS, END OF YEAR	12,429,931	12,257,369
CHANGE IN NET ASSETS	\$ 172,562	\$ (1,046,181)

ABOUT QUEENS, NYC



Iconic Unisphere in the Flushing Meadows-Corona Park in Queens, NYC

Lexington School and Center for the Deaf is nestled in the culturally rich and diverse borough of Queens, New York City. Known as the most ethnically diverse urban area in the world, Queens is home to residents from all corners

of the globe, with over 190 languages spoken throughout its neighborhoods. This incredible diversity is reflected in the borough's rich array of cultural festivals, authentic international cuisine, and thriving arts scene.

ABOUT QUEENS, NYC

Queens offers a unique blend of urban energy and suburban tranquility, with neighborhoods that are family-friendly, walkable, and full of green spaces. The borough is home to Flushing Meadows-Corona Park, one of the largest parks in New York City, offering everything from boating and soccer fields to the iconic Unisphere. Cultural institutions like the Museum of the Moving Image and the Queens Museum showcase the borough's creative spirit, while the area's diverse dining options—from street food to Michelin-starred restaurants—highlight its global flavor.

The borough's convenient location offers easy access to Manhattan and other parts of New York City via an extensive public transportation network, while also being close to LaGuardia and JFK airports, making travel easy. Queens' rich cultural fabric, combined with its accessibility and community-oriented neighborhoods, makes it an appealing place to live and explore.



DEAF COMMUNITY IN NEW YORK CITY

The Deaf community in New York City is vibrant, culturally rich, and well-integrated into the fabric of the city. This is particularly evident in Queens, where a robust network of resources and organizations actively supports Deaf individuals and their families.

Organizations like the New York Foundling play a vital role in providing specialized family services, offering home-based support that addresses communication challenges and facilitates access to essential resources. These services empower Deaf individuals and their families to navigate daily life and actively participate in their communities.

New York City further demonstrates its commitment to inclusivity by offering a range of public services tailored to the needs of Deaf residents. These include assistive listening devices in public venues, American Sign Language (ASL) interpreters, and real-time captioning services. The Mayor's Office for People with Disabilities serves

as an additional resource hub, ensuring that Deaf New Yorkers have the support they need to fully engage in city life.

Moreover, the city boasts a thriving cultural scene that celebrates Deaf identity and fosters a strong sense of community. Organizations like Deaf NYC News actively promote arts and cultural events that are accessible to Deaf individuals, creating spaces for social engagement and shared experiences.

Overall, New York City is a model for inclusive urban environments, with a Deaf community that is not only supported but celebrated. This rich tapestry of resources, services, and cultural offerings ensures that Deaf individuals can lead fulfilling lives and contribute meaningfully to the city's vibrant diversity.

LEADERSHIP PROFILE



The Lexington School for the Deaf seeks a transformative and visionary Superintendent who is deeply committed to advancing the educational and individual development of Deaf and Hard of Hearing students in New York City and surrounding communities. This leader will be crucial in driving Lexington's mission forward, ensuring it remains a premier institution for Deaf education while addressing the unique challenges and opportunities within its diverse community. With a deep understanding of Deaf culture, fluency in American Sign Language (ASL), and a strong commitment to diversity, equity, inclusion, and justice (DEIJ), the ideal candidate will inspire and lead a dynamic, multicultural school environment.

LEADERSHIP PROFILE



VISIONARY LEADERSHIP AND EDUCATIONAL EXCELLENCE

The next Superintendent must be a forward-thinking leader with a strong commitment to a bilingual-bicultural educational approach, emphasizing the importance of ASL alongside English. This leader will prioritize balancing the needs of students who use ASL as their primary language with those who use spoken language, ensuring that both are fully supported and respected. The Superintendent will also address the diverse and evolving needs of Lexington's student body, including the growing number of students with disabilities, with a particular emphasis on Special Education.

A majority of Lexington's families are people of color, therefore, the Superintendent must demonstrate cultural competence and a commitment to fostering an inclusive environment that meets the needs of all students. They will ensure that the school provides a supportive and rigorous academic environment, equipping all students with the skills and knowledge they need to succeed in life beyond high school.

This individual will also serve as a strong advocate for Lexington, both within New York, in partnership with the 4201 Schools Association, and on a national stage, positioning the school as a leader in innovative programs tailored to the unique needs of Deaf students. A critical aspect of the Superintendent's role will be to maintain full accreditation for Lexington, enhancing the school's credibility and standing within the educational community.

LEADERSHIP PROFILE

STRATEGIC COMMUNITY AND FUNDER ENGAGEMENT

The Superintendent will excel in strategic community and funder engagement, fostering essential relationships to advance Lexington's mission. By leveraging the school's NYC location, the Superintendent will secure vital funding through grants, partnerships, and innovative fundraising initiatives. This resourcefulness will directly support facility upkeep, program expansion, and the overall sustainability of Lexington's educational offerings.

Moreover, the Superintendent cultivates trust and open communication with families to ensure they feel valued, respected, and connected to the school's leadership. The Superintendent actively engages with students, valuing their input, and amplifying their voices in decision-making. By supporting a positive culture, the Superintendent will foster a vibrant, inclusive, and supportive environment where all students can thrive and further strengthen a sense of community.



LEADERSHIP PROFILE



INNOVATIVE EDUCATIONAL STRATEGIES AND STAFF DEVELOPMENT

The Superintendent will lead the charge in implementing innovative educational strategies that cater to the needs of Lexington's students. This includes addressing the critical challenges of teacher recruitment and retention, with a focus on hiring educators who not only reflect the demographics of the student body but are also proficient in ASL and committed to the school's mission. This includes championing STEM and other cutting-edge programs that provide students with valuable skills and knowledge to thrive in a modern, technology-driven world.

Furthermore, the Superintendent will champion robust professional development initiatives, ensuring staff have the training and resources needed to effectively support students, particularly those with additional disabilities. This dedication to fostering a culture of continuous improvement among educators will be instrumental in upholding Lexington's high standard of education.



LEADERSHIP PROFILE



COLLABORATIVE GOVERNANCE AND SCHOOL CLIMATE

Creating a supportive and inclusive school climate will be a top priority for the new Superintendent. This includes fostering trust, collaboration, and unity across the school community. The Superintendent must actively work to promote open, honest dialogue, ensuring that all voices are heard and respected. Transparent communication and a commitment to involving all stakeholders in the decision-making process will be essential to maintaining confidence in the school's leadership.

The Superintendent will report to the Board of Trustees to advance Lexington's strategic goals. This includes driving accreditation efforts, addressing challenges identified in prior evaluations, and strengthening the partnership between the school administration and the board. Moreover, the Superintendent will champion transparent governance and accountability, fostering a culture of trust and shared responsibility. Through active engagement and open dialogue, the Superintendent will build strong relationships with the school community, staff, and the Board, ensuring collective ownership and investment in Lexington's future.



JOB DESCRIPTION



JOB DESCRIPTION

The Board of Trustees of the Lexington School and Center for the Deaf seeks a qualified individual to serve as its Superintendent.

The Superintendent will work closely with the Executive Leadership Team, the Board of Trustees, various government agencies, and the public to ensure tight alignment of Lexington's operations with Lexington's mission and vision. This position reports directly to the Board of Trustees on such matters as prescribed by the By-Laws of Lexington School and Center for the Deaf and on matters of special instructions as may be given by the Board of Trustees through its Co-Presidents.

The Superintendent is charged with providing strong leadership and managing/supervising multiple functions including but not limited to education instruction, enrollment, advocacy, policy development, and outreach with responsibility of providing quarterly reports to the Board of Trustees at Board meetings.

Leadership staff reporting to the Superintendent include the Executive Leadership Team, the Director of Pupil Personnel Services (PPS), the Director of Student and Family Engagement (SAFE), and the School Leadership Team.

JOB DESCRIPTION

DUTIES AND RESPONSIBILITIES

Organization-Wide

- Serve as the organization's visionary and strategic leader in anticipating and analyzing trends in the field of deaf education and child/adult and family services.
- Serve as chief liaison with other 4201 schools, the 4201 Association, New York State Education Department (NYSED), the Board of Trustees, and the public.
- Develop and implement strategic plans to expand the base and scope of all Lexington School and Center programs as expressed in the Mission Statement, thereby enhancing Lexington's reputation as a leader in providing educational and other services to deaf and hard of hearing individuals at the local, state, and national levels.
- Serve as a liaison with educational and labor counsels.
- Preserve the current excellence in programming while developing and executing long-range plans that expand and market the mission and vision of the Lexington School.
- In collaboration with executive leadership, develop personnel practices and procedures, including those not covered under the Collective Bargaining Agreement (CBA), and recommend policies for Board consideration.
- In collaboration with the Chief Financial Officer (CFO) and approval of the Board's Finance Committee, prepare and administer an annual budget for the Lexington school to ensure its financial stability
- Foster relationships between the School, the Center and its government agencies, and the public.
- Represent Lexington School externally, with responsibility for developing key relationships that engage leadership, building philanthropic support and producing revenue and program opportunities.

JOB DESCRIPTION

School

- Provide creative thinking, educational expertise, and leadership to enhance, improve, and expand the Lexington School's already extensive academic programs and curriculum.
- Develop and implement annual and long-term programmatic and operational goals and objectives for the Lexington School for the Deaf. Measure and evaluate the successful achievement of these goals and objectives.
- Foster and maintain a productive and collaborative relationship with the Lexington School Teacher Association, and with the CEO and Director of Human Resources, negotiate for the CBA with the assistance of counsel.
- Develop and oversee the School's public relations, program and activities and welcome and orient VIPs to the School.

Relations with the Board of Trustees

- Coordinate and administer Board activities as requested by the Board of Trustees through its President.
- When and as necessary, work collaboratively with the Board and staff to reorganize the organization's structure and the office of the Superintendent/CEO so as to position the organization to grow and thrive.
- Ensure compliance with Board policies and directives and all applicable laws and regulations.
- Formulate and recommend prospective policy for Board consideration.
- Other duties and responsibilities assigned by the Board of Trustees.

Personal Development

Continue personal and professional growth through participation in educational programs or activities related to management skills, business acumen, communication skills, governmental programs, and other programs related to education and trends in deaf education, special education, and related fields.



JOB DESCRIPTION

Required Qualifications

- Minimum of Masters Degree (MA) in Deaf Education (PhD preferred) or other relevant advanced degree.
- Eligibility for New York State School Building Leader Certification.
- Demonstrative experience as a Superintendent or Principal, preferably in a school for deaf or special needs students, or as an Executive.
- Fluency in American Sign Language.
- Knowledge of Deaf Culture needs and issues.

Preferred Qualifications

- Knowledge of social service programs for the deaf and hard of hearing.
- Strong leadership skills, with the ability to manage and supervise multiple functions.
- Knowledge of curriculum and principles of learning.
- Membership in professional organizations that enhance personal prestige and the prestige of the School and Center.

Salary & Benefits:

\$220,000 - \$250,000

Option to reside in an apartment located in the Lexington School and Center for the Deaf building. The recently renovated apartment is located on the fourth floor of the building. It is approximately 2000 square feet. There are 3 bedrooms, 2 full baths, a kitchen, dining room, and a spacious living room.

Comprehensive benefit package.

EEO Statement

The Lexington School for the Deaf does not discriminate on the basis of an individual's age, ancestry, color, genetic information, learning disability, marital status, past or present history of mental disability, intellectual disability, national origin, physical disability, race, religious creed, sex (including pregnancy, transgender status, gender identity or expression, sexual orientation, or civil union status) workplace hazards to reproductive systems, and criminal record (in state employment and licensing).



HOW TO APPLY



PLEASE SEND ALL QUESTIONS, NOMINATIONS, AND APPLICATIONS TO:

Shane Feldman, Chief Executive Officer

Innivee Strategies, Inc.

apply@innivee.com

Interested candidates should submit a cover letter, resume, and three references to apply@innivee.com. All applications submitted by December 9, 2024, will receive full consideration.

