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# ASSOCIATION OF ASSISTANT PRINCIPALS

*Empowering Leadership, Inspiring Excellence*

Affiliate of the Council of School Supervisors and Administrators

Local 1 – AFSA, AFL-CIO

AAP NEWSLETTER

DECEMBER 2024

40 Rector Street,  
New York, NY 10006

Tel (212) 823-2020

Fax: (212) 962-6130

[www.aapnyc.com](http://www.aapnyc.com)

[AAPinNYC@gmail.com](mailto:AAPinNYC@gmail.com)

X: [AAP@aapinnyc](https://www.aapnyc.com)

IG: [aap.nyc](https://www.aapnyc.com)

PRESIDENT

Joseph Napolitano

[jnapoli@schools.nyc.gov](mailto:jnapoli@schools.nyc.gov)

VICE PRESIDENTS

Catherine Jarrat Koatz

[cjarrat@schools.nyc.gov](mailto:cjarrat@schools.nyc.gov)

Julianna Tramontana

[jtramon@schools.nyc.gov](mailto:jtramon@schools.nyc.gov)

Tabatha Romano

[tromano4@schools.nyc.gov](mailto:tromano4@schools.nyc.gov)

RECORDING SECRETARY

Cinnamon Harris

[charris@schools.nyc.gov](mailto:charris@schools.nyc.gov)

CORRESPONDING SECRETARY

Susan Aker

[saker@schools.nyc.gov](mailto:saker@schools.nyc.gov)

TREASURER

Sol Idalia Flores

[sflores2@schools.nyc.gov](mailto:sflores2@schools.nyc.gov)

EXECUTIVE DIRECTOR

FINANCE, EVENTS &

VENDOR RELATIONS

John Oricchio

[aaptreasurer1@verizon.net](mailto:aaptreasurer1@verizon.net)

EXECUTIVE DIRECTOR

MEMBER SERVICES,

COMMUNICATIONS &

PUBLIC RELATIONS

Gail Irizarry

[aapinnyc@gmail.com](mailto:aapinnyc@gmail.com)

NEWSLETTER EDITOR

Jinny Chung

[jchung383@gmail.com](mailto:jchung383@gmail.com)

## MESSAGE FROM THE PRESIDENT



Joseph Napolitano

Dear Brothers and Sisters,

As I embark on my new journey as your president, I stand before you as a humble and dedicated leader committed to amplifying our collective voice!

My vision for our family is to empower leadership and inspire excellence—two essential qualities that define who we are and what we do. These principles are the essence of our existence. With this in mind, I am excited to introduce the theme: United for Excellence: Strengthening Our Leadership Together. I believe this theme encapsulates our unique qualities and exemplifies the unity we will channel to achieve

our goals, illustrating that together we can accomplish anything!

Together, we can strengthen our family across all areas. We've initiated the crucial step of prioritizing your voices from the field. I invite your input to propel our organization and enhance our solidarity. To this end, we are building upon a relatively new concept that was introduced, of creating District Representatives. These individuals are dedicated to relaying your concerns and ideas while also sharing important information relevant to the field. This line of communication is vital for maintaining a strong and vibrant organization—it is our lifeline. Remember, we are in the trenches every day and it is essential that we remain united to support one another, especially given the diverse needs of the communities we serve. Therefore, ensuring concise and consistent information flow is imperative. This is just one example of our initiatives, with many more to come, hopefully driven by our members.

As we grow and evolve, you will notice numerous positive changes. First, I have updated our letterhead with our new slogan: Empowering Leadership, Inspiring Excellence. Second, several position titles will reflect my vision for AAP, enhancing our efficiency and effectiveness in collaboration and analysis. Third, our newsletter is transitioning to a digital format for quick, easy, and on-demand access, alongside a modernization of our website. Lastly, we are increasing our use of social media platforms. Furthermore, I envision a gathering where we can come together to celebrate our successes and address our challenges in a safe and supportive environment. Our first networking gathering at Kick Axe, Brooklyn met with much enthusiasm and was well attended. I hope to see you at all future AAP events.

Collectively, we can lay the foundation for our future. I encourage each of you to rise up and be the change you wish to see! Thank you for placing your trust in me as we work to grow and strengthen our organization.

Be well and take time to reflect and recharge.

In solidarity and strength,

*Joseph Napolitano*

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*and*

Stewart Weiner

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Member Event at Kick Axe  
Social Media presence

# AAP's Growing Family



## Introducing AAP District Reps

In addition to AAP officers, district rep positions were created as part of the Grass Roots movement. The purpose of which is to nurture future AAP leaders, increase access and communicate with members more effectively. So far, only 16 of 32 school districts are represented. We hope to fill all the positions in the near future. If you are interested in the district rep vacancy in your district, please see the Invitation on the following page.

District 1 - Janet Lo



District 2 - Grace How



Delegates taking the oath of office  
May 28, 2024

District 31 - Deric Borrero



District 32 - April Julian St. Louis



District 4 - Vanessa Ramos



District 14 - Jose Martinez



District 21 - Lexsy Rosario



District 17 - Derec Jones



District 5 - Janiece Wardlow



District 20 - Dylan Larkin



District 26 - Anthony Rizzo



### DISTRICT REP VACANCIES

- 3, 6, 7, 8, 10  
12, 13, 15, 16, 18  
19, 22, 23, 24, 25  
27, 28

District 9 - Selva Mason



District 29 - Tamika Nater



District 30 - Anthony Debetto



District 11 - Stacy Harris



(See invitation on the next page.)

# AAP's Growing Family *(continued)*

## District Rep Invitation



CSA President Henry Rubio addressed AAP district reps on May 28, 2024.

President Joseph Napolitano invites you to engage with the organization to serve as district rep of the Association of Assistant Principals (AAP) for your school district. If you are knowledgeable, passionate, and enthusiastic about the important role of the assistant principal in schools, then you have all the necessary qualification to be a successful delegate.

**If you are selected, you would be responsible for:**

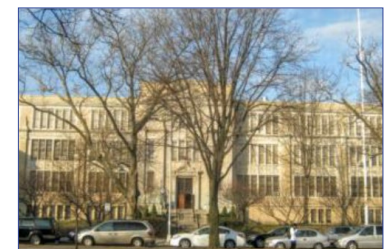
1. Attending monthly meetings (On Zoom or in-person at 40 Rector Street, NYC).
2. Participating in committees such as the new member, scholarship, grievances, educational policies and practices, finance and budget and/or political action.
3. You will be your District liaison to AAP.
4. You will receive a monthly stipend to cover your parking when the meetings are in-person.

**Please email [GIrizarry@aol.com](mailto:GIrizarry@aol.com) if you are interested.**

## AAP+

AAP has always offered membership only to assistant principals in K-8 schools. We are now inviting our brothers and sisters who are assistant principals in **D75, D79, and high schools** to join our organization. We hope to share our experiences as assistant principals, to learn and grow together.

You can contact Gail Irizarry and request an application. Since the \$5 per check automatic dues deduction cannot be applied. The yearly membership due of \$120 can be sent via check.







The two members featured here have moved AAP forward with their contributions.

**Janiece A. Wardlow** conducted a workshop at the CSA conference on November 2, 2024, representing the best AAP has to offer.

**Janet Lo** was instrumental in recruiting over 16 new members and became the liaison of AAP for the new district 1 members by providing personalized support as their district rep.

### Janet Lo



As the D1 Rep for the Association of Assistant Principals, I understand the pivotal role assistant principals play in shaping the success of schools. Supporting assistant principals isn't just about leadership—it's about empowering the people who make a direct impact on student achievement, teacher development, and the overall school culture.

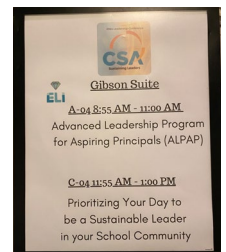
My journey began in the 1999-2000 school year as a teacher at P.S./M.S. 34, and after seven rewarding years as assistant principal at the same school, I've seen firsthand how strong leadership teams transform education. I'm committed to ensuring that assistant principals receive the support they need to lead effectively and make lasting, positive changes in their schools.



### Janiece A. Wardlow



Janiece A. Wardlow is an Assistant Principal at the Arthur Tappan School in Harlem Community School District 5 and presented at the 2024 CSA Leadership Conference on “Prioritizing Your Day to be a Sustainable Leader in Your School Community.”



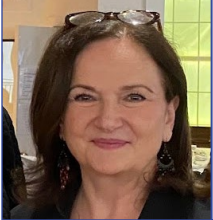
She knows that Assistant Principals are the cornerstone executives of the business of teaching and learning. We handle administrative tasks, develop schedules and programs, and coordinate services. We pour into our communities. We assist with recruitment and training to bring on staff. We work tirelessly alongside our CEO, the principal, to enforce policies and support the infrastructure of the teaching community. We are the anchors and overseers of student improvement and achievement.

Ms. Wardlow shared ways administrators can sustain themselves in this career and prioritize their day for student achievement and improvement. Some practical habits are listed below:

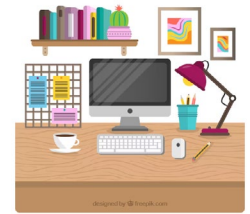
- Habit 1: Take care of your needs and plan for them.
- Habit 2: Focus on an energy-efficient environment.
- Habit 3: Encourage waste and risk management.
- Habit 4: Collaborate and communicate consistently.

# Martin Safran Citizenship Award

# Stewart Weiner Scholarship



From the desk of Catherine Jarrat Koatz  
Vice President - AAP  
Chair of the Safran Citizenship/Weiner Scholarship Committee



## 2024-2025

Dear AAP Members,

It's that time of year again!!! Time to start thinking about your students who are doing exceptional works of service, so that you can nominate them for a Martin Safran Award.

Also, as a current AAP member, if you have a graduating high school child who is going to college next September, you may apply for one of three, \$1,000 Stewart Weiner Scholarships! Here's information on both programs, which are only available to AAP members in good standing.

[Martin Safran Citizenship Award](#)--Each year we award 15 students (in grades K-8) this important citizenship award to recognize their exemplary service to their schools and/or communities. We encourage you to fill out applications for your students who have been making a difference in their own ways, large or small. AAP-member Assistant Principals may nominate up to 3 students from their school. Students should write an essay, answering the questions on the application about their service. The winners will be celebrated during our annual awards dinner in June, where they will receive \$200 and a beautiful award. We hope all of you will nominate students. Please fill out the [application](#) and email them to [Catherine Jarrat Koatz](#).

*If you're having a hard time identifying students for this award...Try adapting this [template](#) to send to families....or give this [form](#) to teachers.*

[Stewart Weiner Scholarship Program](#)--If you have a child graduating from high school this year, this scholarship program is for you! We will award scholarships (\$1,000 each!) to children of current AAP members. Scholarship winners are selected based on the following: their response to a biographical questionnaire, resume, two letters of recommendation (by their principal, teacher and/or guidance counselor), academic standing (official school transcript) and secondary school report by their principal or guidance counselor. All forms are in the [application](#).

We hope many of you will participate in these great opportunities for AAP members only.

In Solidarity,

*Catherine Jarrat Koatz*

Vice President  
Association of Assistant Principals

**Martin Safran Applications  
are due  
February 13, 2025**

AAP is your link to CSA. Our officers are active CSA Executive Board members and have direct access to CSA president Henry Rubio. Your questions and concerns about union issues, contract, assistant principal responsibilities, rules, procedure etc. can be raised to your district reps and the officers. The communications are totally confidential so you can feel free to contact AAP.

**United We Stand. Stronger Together.**

**AAP is building and updating our social media profile and our website.  
Please visit our website and follow us on social media platforms.**

**Website:**

**[www.nycaap.org](http://www.nycaap.org)**

**Instagram:**

**[aap.nyc](https://www.instagram.com/aap.nyc)**



**Facebook:**

**Association of  
Assistant Principals**



**X:**

**Association of  
Asst Principals  
[@AAPinNYC](https://twitter.com/AAPinNYC)**



**Email:**

**[AAPinNYC@gmail.com](mailto:AAPinNYC@gmail.com)**

Check out photos of our hugely successful November 2024 gathering at Kick Axe Throwing in Brooklyn on Instagram.



**ENJOY A WELL-DESERVED  
WINTER BREAK!!**