

SCHENECTADY CITY SCHOOL DISTRICT

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July 11, 2025

Analy Cruz-Phommany Appointed Assistant Superintendent of Teaching and Learning

The Schenectady City School District is pleased to announce the appointment of Analy Cruz-Phommany as Assistant Superintendent of Teaching and Learning. The Board of Education approved her appointment on July 9, 2025.

Cruz-Phommany brings nearly two decades of experience to her new role, having most recently served as the Executive Director of Bilingual Education and World Languages for the Rochester City School District. Her career has been marked by a steadfast commitment to creating inclusive and effective learning environments for all students, particularly multilingual learners and those with disabilities.



Throughout her tenure in Rochester, she played a pivotal role in expanding dual language and bilingual programs, developing data dashboards for multilingual learners, and designing professional learning focused on inclusive, standards-based instruction. She also spearheaded efforts to enhance access to interpretation and translation services, ensuring families could actively participate in their children's education.

Cruz-Phommany's work extends to redesigning Multi-Tiered System of Supports (MTSS) processes to better address language acquisition needs and strengthening professional development around language-rich instructional practices. This includes integrating content and language development, visible learning strategies, and culturally responsive approaches. She has also partnered to improve access to Career and Technical Education, consistently emphasizing rigorous and engaging learning environments that honor students' linguistic and cultural identities.

Dr. Carlos M. Cotto, Jr., Superintendent of Schools, expressed his enthusiasm for the appointment. "We are incredibly fortunate to welcome Analy Cruz-Phommany as our new Assistant Superintendent of Teaching and Learning," said Cotto. "Analy has consistently demonstrated a profound commitment to fostering inclusive and effective learning environments. Her extensive experience in expanding multilingual programs, collaborating with diverse stakeholders to create comprehensive language plans, and developing culturally

responsive curriculum and assessment approaches highlights her dedication to serving all learners. She has been instrumental in redesigning systems to better support language acquisition and in strengthening professional development for educators, ensuring that instruction is both rigorous and honors students' linguistic and cultural identities.”

As Assistant Superintendent of Teaching and Learning, Cruz-Phommany will be responsible for guiding the design and implementation of academic frameworks aligned with New York State Next Generation Learning Standards. Her work will concentrate on strengthening instructional practices, building leadership capacity, and supporting schools in moving towards sustainable, student-centered improvement.

Cruz-Phommany holds master’s degrees in Educational Leadership and TESOL, along with a bachelor’s degree in Childhood Education. She possesses New York State certifications in School District and Building Leadership, Bilingual Education, TESOL, Childhood Education, and Early Childhood Education. She is also an alumna of the Cambiar Catalyst Fellowship, TNTP’s Village - Systems Leader Cohort, and SUNY Cortland’s Urban Recruitment of Educators (CURE) Program.

She remains actively involved in regional and statewide professional networks, including the New York State ELL Council, New York State Association for Bilingual Education, the New York State Association for Latino Administrators and Superintendents, and the Greater Rochester Latinx Roundtable.

Grounded in her personal experiences as both an educator and a former multilingual learner, Cruz-Phommany believes that lasting change is achieved through collaboration, shared purpose, and a commitment to ensuring every student feels valued, supported, and inspired to reach their highest potential.

Cruz-Phommany will serve as a member of the superintendent’s cabinet. She will begin in Schenectady on August 11, 2025.