

Strengthening Teacher and Leader Effectiveness Program

Grantee: **The Alden Central School District**

Abstract:

The Alden Central School District will strengthen our TLE Continuum by supporting our Career Ladder approach, focusing on two areas—effective use of data and instructional coaching to develop a common, district-wide language of instruction. Our comprehensive Career Ladder component will include: financial incentives for effective or highly effective teachers taking on additional responsibilities; ongoing, job-embedded professional development and training for both teachers and administrators; and the development of Data Analysis Teams that support educators and drive our instructional approaches. By identifying highly effective teachers to fulfill these additional responsibilities, we will be distributing the talents of our faculty across content areas and grade levels. Emphasis will be placed on supporting high need students through the use of data, mentoring, professional development, and consistent, district-wide utilization of evidence-based strategies that support student success and achievement. Candidates for career ladder opportunities will be selected across all grade levels (selection criteria based in part on APPR/performance review results) and content areas to ensure equal distribution of talent and the capacity to serve all identified student needs. The Superintendent and Director of Student and Staff Learning will select the individuals to participate in the Career Ladder positions and ensure equitable distribution of Career Ladder positions across grades and content areas.

Goals and objectives: The overarching goal of this project is to improve our educators' effectiveness and increase their capacity to improve the academic achievement and college/career readiness of our students—particularly among socioeconomically disadvantaged students and students with disabilities. Our objectives include:

1. By the end of year two, 15% of our educators will be involved in one or more leadership activities (e.g., Data team leadership, Instructional coaching, Teacher center presenter, chair of a building or district committee such as the building leadership team or Response to intervention committee)
2. By the end of year two, 80% of our educators will be actively participating in at least one data team.
3. By the end of year two, a coherent, common language of instruction will be evident in planning, instruction, and evaluation, as measured by lesson plan reviews and teacher evaluations.
4. By the end of year two, a district-wide process and protocol for data analysis and curriculum instruction revision is implemented.
5. By the end of year two, improve the overall percentage of economically disadvantaged students and students with disabilities that score proficient in ELA and Math.

Project Contact:

Name: Scott E. Payne

Title: Director of Student and Staff Learning

District: Alden Central School District

Address: 13190 Park Street, Alden, NY 14004

Phone: 716.937.9116 ext. 4156

Email address: spayne@aldenschools.org