

## Strengthening Teacher and Leader Effectiveness Program

### Grantee Information:

Grantee: **Central Square Central School District**

### Abstract:

- **Teacher and Leader Preparation:** Effective and highly effective teachers will be encouraged to host pre-service teachers as practicum students and student teachers through a stipend. The district will develop a curriculum for pre-service teachers that will address deficits identified by host teachers. A Principal Mentor will support teachers pursuing their CAS through meetings and arranging shadowing and observation opportunities. This will directly impact high-needs students, as six of our eight schools are Title I.
- **Recruitment and Placement:** The district will revise the screening process for selection and placement of teachers and building leaders, including developing consistent guidelines for interviews such as writing examples, exemplar lessons, portfolio, and/or a vision statement. This will ensure that the best-qualified candidates are hired, impacting high-needs students in Title I schools.
- **Induction and Mentoring:** The district mentor stipend will be increased. Building mentors and content-area mentors' positions will be established to support all new teachers, and the New Teacher Orientation will be revamped. A Principal Support Mentor will be available for new building leaders.
- **Evaluation:** Content Area Mentors and APPR Teacher on Special Assignment will support teachers through the APPR process. Technology will be purchased to aid in the evaluation process, including iPads, 360° cameras, and wireless technology. Teachers and administrators will receive additional professional development on APPR and OASYS.
- **Ongoing Professional Development:** Revision of the district's professional development plan will include teacher evaluation data and providing targeted professional development based on teacher needs and evaluation data.
- **Performance Management:** Teacher Improvement Plans will be developed for teachers determined to be in need of improvement. Content area mentors will provide support to those teachers.
- **Career Ladder:** Increased career ladder opportunities will be open to teacher leaders and building leaders, including instructional coach positions, grant facilitator, content and building mentors, and a principal mentor for teachers pursuing their CAS and a principal support mentor for new or struggling administrators.

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