

## Strengthening Teacher and Leader Effectiveness Program

### **Grantee Information:**

Grantee: **Cheektowaga Central School District**

### **Abstract:**

Cheektowaga Central School District will use the STLE Grant funds to implement an instructional coaching model in order to assist teachers who have been identified as developing or ineffective and to provide professional learning for all teachers district wide.

Activities included in the initiative:

- Building leaders and 15 teachers will be trained in the Instructional Coaching Model working with Jim Knight's Instructional Coaching Group [ICG] from the University of Kansas. The comprehensive training will take place over 8 days from February to August. The training will address how to coach [methods that coaches can use to enable instructional improvements] not what to coach [instructional practices]. The ICG will provide a systematic training program organized around four themes: classroom management; planning; assessment; and instruction. The training will develop the coaches' communication and leadership skills basing their professional actions on partnership principles.
- In year 2 of the grant, three teachers will be Instructional Coaches for .6 of their day. Ongoing support and training will be provided to the coaches as the year progresses.

A significant body of research exists to demonstrate that peer coaching is an effective strategy to improve transfer of skills and use of new practices. The goal of the program is to help teachers learn high-leverage teaching practices that will increase student achievement. Engaging in the processes outlined previously—determining the goals and needs, selecting a coaching approach that meets these needs, and sustaining the program with time and support will help ensure that a coaching program improves classroom instruction and, ultimately, student learning. The program will build a principal's instructional leadership capacity by helping the principal understand the needs of students and teachers and the best strategies to meet these needs. The boost of a culture of coaching provided will positively affect the culture of our school system by addressing the inequities for teacher and student learning by providing differentiated targeted support. Instructional Coaching fits into the TLE system by providing support in improving instructional practices thus improving learning outcomes.

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