

## Strengthening Teacher and Leader Effectiveness Program

### **Grantee Information:**

Grantee: **Fort Ann Central School District**

Partner(s): **SUNY Plattsburgh, Washington-Saratoga-Warren-Hamilton-Essex BOCES**

### **Abstract:**

Through a sustained professional relationship with SUNY Plattsburgh and Washington-Saratoga-Warren-Hamilton-Essex (WSWHE) BOCES network team, the district will increase its capacity to support new and emerging teachers with a strong mentor and teacher leader program. This program will emphasize STEM and literacy skills embedded across all grade and disciplines with an emphasis on students with disabilities and students identified as needing additional interventions.

The program will:

- Develop the framework for identification of teacher mentors and leaders utilizing the APPR process.
- Provide extensive professional development to identified mentors and teacher leaders who will then serve as resources within the District for their respective teams to assist with the coordination and implementation of Common Core Learning Standards (CCLS), Data Driven Instruction and Inquiry (DDI), STEM and literacy across all content areas.
- Teacher Leaders will serve as peer evaluators and assist with targeted PD around teacher and building needs as identified through the APPR process.
- Provide stipends to give incentive to the top teachers to serve in roles as mentors and teacher leaders, increasing the number of mentors and lead teachers from 9% to 25%.

The long term goal is to develop a sustainable career ladder which includes:

- novice teachers
- emerging teachers
- mentor teachers
- teacher leaders

The District and SUNY Plattsburgh will also develop an interview process based on research to hire future potential highly effective teachers/teacher leaders.

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