

Strengthening Teacher and Leader Effectiveness Program

Grantee Information:

Grantee: **Gates Chili Central School District**

Abstract:

| Alignment to TLE | Goal/Objective | Activity | Teacher/Leader Impact | Student Impact |
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| College and University Partnership | Provide future teachers and administrators with quality experiences and training in a diverse school district with the ultimate goal of retaining candidates for employment. | Create partnerships with St. John Fisher University, SUNY Brockport, Nazareth College and the University of Rochester. | Increased knowledge, understanding and experiences with Common Core Learning Standards, APPR requirements in a high needs, culturally diverse school district. | Expanding and increasing teachers' knowledge base and instructional strategies in the areas research has shown to be "best practices" will ultimately improve student achievement. |
| Teacher/Leader Recruitment | Expand the cultural diversity of our Administrative Team and K-12 teachers and Support Service Providers. | Attend Recruitment/Hiring Fairs and utilize college and university partnerships to help identify future employees. | Expand leadership team's background knowledge and understanding of the diverse needs of our students. | Support students' learning needs by providing role models with similar ethnic background and experiences. |
| Induction and Mentoring | Provide multi-year support and training to new teachers and administrators. | Develop a comprehensive plan to include required professional development, intensive mentor training and appropriate pairing of employees. | Provide additional time to strengthen and internalize "best practice." | Develop more highly effective teachers which will impact students' achievement levels. |
| Common Core Learning Standards and APPR Professional Development | Implement a high quality, well documented and organized supervision and evaluation process. | Increase the amount of professional development and opportunities to attend conferences. Purchase hardware and software to support this. | Strengthen professional practice and increase the number of highly effective teachers and leaders in the District. | Increase students' opportunities to work with highly effective teachers which will increase their overall academic success. |

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| Performance Management | Build capacity of the district to offer more targeted Professional Development. | Develop a cadre of instructional leaders to provide on-going, professional development. Offer support and incentive for National Board Certification. | Provide a differentiated program that offers on-going opportunities to meet professional, individual learning needs. | Increase students' opportunities to work with highly effective teachers which will increase their overall academic success. |
| Career Ladder | Provide more support and opportunities for instructional leadership and mentoring. | Hire four Teachers on Special Assignment and offer opportunities for in-depth learning in specific areas of need. | Offer more support and instructional coaching in a consistent, on-going manner. | Increase students' academic levels of success. |

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