

## Strengthening Teacher and Leader Effectiveness Program

### **Grantee Information:**

Grantee: **Greenville Central School District**

### **Abstract:**

The Greenville Central School District has an overall goal of utilizing this grant opportunity to support teachers and building leaders to effectively meet the needs of all learners.

Goals include:

- Goal 1: Provide effective professional development/professional growth for APPR, STEM, SWD, ELL and SOP instructional strategies.
- Goal 2: Performance Management will be ensured through the provision of peer assistance including mentoring, coaching and the development of smaller Professional Learning Communities.
- Goal 3: Career Ladder opportunities will be provided for teachers and leaders in the areas of Students with Disabilities (SWD), APPR, Students of Poverty (SOP), English Language Learners (ELL), STEM and Mentoring.

The district's planned initiatives in areas of Professional Development/Growth, Performance Management, and the Career Ladder are explained below.

**Ongoing PD/Professional:** The Greenville Central School District currently provides various opportunities for professional development and professional growth. The Greenville Central School District will expand the Summer Institute from 4 weeks to 6 weeks, allowing for a wider variety and greater depth of professional development and professional growth opportunities. Opportunities will be focused on data driven instruction, integration of STEM, and better meeting the needs of our SWDs, ELLs, and SOPs. Professional development will also be focused around writing specific and strategic APPR/Student Learning Objective (SLO) goals based on individual student data and the New York State Teaching Standards. Another focus will be the application of STEM curriculum to "real world" situations in the community.

**Performance Management:** One major challenge that the Greenville Central School District faces is identifying a sufficient and consistent amount of time for teacher and /or administrative collaboration in order to: review data, interpret results, and pursue mastery of best practices which will impact the needs identified and/or expand upon areas of success. This grant will allow the district to begin to develop a system for supporting ongoing professional learning, targeting issues specific to the needs of our students, such as in the areas of SWD, SOP, ELL, and STEM. Professional Learning Communities will provide the foundation from which peer coaching will evolve as well as provide powerful professional development and a focused strategy for school improvement, based upon a careful review of data, and the identification of research-based approaches which will impact student achievement. The district will enter into negotiations to develop a peer coaching model. Greenville Central School Leaders will participate in the Questar III-sponsored Principals' Institute during the spring and summer of 2013. During this year-long institute, principals will: Develop essential understandings of high achieving schools and the learning community, develop and implement effectively purposeful professional collaboration and learning, and develop skill in building trust in the organization.

**Career Ladder:** Career ladder opportunities are proposed for both teachers and leaders as part of the district's strengthened teacher and leader continuum. Such positions will include Mentor Coaches, Mentor Coordinator, National Board Coaches, SWD, ELL, and STEM Coaches, Master Principal, and APPR Liaison. The Questar III Principal Academy will support principals in developing essential understandings of high achieving schools and the learning community, develop and implement effective professional collaboration and learning, and develop skill in building trust in the organization. Additional support and opportunity for growth will be provided through the services of CASDA and its Principal Center. Two days or four ½ days of embedded "coaching" by experienced principals will be scheduled for four district principals during the Spring 2013. In addition to teacher focused career ladder initiatives, the Greenville Central School District and District Administrators have mutually agreed upon an Excellence in Administration program, leading to a Master Principal title. An APPR Liaison will support teachers in all aspects of developing SLOs, provide instructional feedback when requested, serve on the APPR Appeals Panel as negotiated with the Greenville Faculty Association and the District, coordinate all professional development with career ladder teachers (English Language Learners, STEM, Students with Disabilities Coaches), assist teachers in developing SMART goals and/or portfolios of evidence as per the negotiated APPR, and work with the National Board Certified Teacher Coaches to advance candidates and develop master teachers.

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