

Strengthening Teacher and Leader Effectiveness Program

Grantee Information:

Grantee: **Island Park Union Free School District**

Partner(s): **Nassau BOCES**

Abstract:

The initiatives that the STLE grant will support include the following activities that are part of the initiatives:

Activity #1: School leaders and teachers will participate in online professional development in the area of teacher assessment and evaluation using the Marzano Rubric iObservation online tools.

- **Goals and Objectives:** School leaders and teachers will implement the use of Marzano's Causal Effectiveness Rubric, including the Four Domains and 60 elements for assessing instruction and teacher effectiveness before, during, and after core ELA and Math lessons (formal/announced and informal/unannounced walk-throughs).
- **How Teachers and/or Leaders will be Affected:** Teachers involved in the STLE Program will have a final evaluation rating, with the objective of all receiving a sum total score in the Effective or Highly Effective range of the Marzano Rubric at the end of the school year.
- **How High Needs Students and/or Shortage Areas will be Affected:** Teachers will demonstrate planning and preparing on the a) Use of Resources and Technology, b) Needs of English Language Learners, c) Needs of Students Receiving Special Education, and d) Needs of Students Who Lack Support for Schooling according to the criteria established by Marzano and show how they have improved students' NWEA scores from September (using baseline data) through April (final data).
- **How the Initiatives Fit into a Cohesive and Comprehensive TLE System:** The sum total score derived from the Marzano Rubric comprises sixty percent of the Overall Teacher Effectiveness Rating as prescribed in the District's APPR Plan; this score is derived from a series of (formal/announced and informal/unannounced) walk-throughs by administrators who observe and evaluate teachers' class lessons.

Activity #2: Teacher effectiveness training will be provided to K-8 teachers by BOCES consultants and other experts, focusing on the implementation of the Common Core Learning Standards (CCLS) in ELA and Math.

Goals and Objectives: School leaders and teachers will improve instruction, especially for students in grades 3-8 who have scored Level 1 or 2 on the NYSED Assessments in ELA and Math and have diverse learning needs (ELLs, LDs, FRPLs) by developing ELA and math lessons and assessments consistent with the CCLS.

How Teachers and/or Leaders will be Affected: Teachers involved in the STLE Program will have a year's worth of lesson plans and assessments aligned with the ELA and Math CCLS.

How High Needs Students and/or Shortage Areas will be Affected: Students will receive targeted instruction based on data analyses conducted on NWEA assessments in the fall, winter, and spring.

How the Initiatives Fit into a Cohesive and Comprehensive TLE System: This training will result in increased student scores, and thus, is designed to improve the evaluation results for teachers and principals.

Activity #3: Administrators will participate in a new Teacher/Leader Effectiveness Advisory Panel convened by Nassau BOCES PK-17 with a local college or university.

Goals and Objectives: School leaders will engage discussions concerning the skills that they require of their new teachers and identify skills that their new teachers lack so that local postsecondary institutions can strengthen their programs to meet K-12 needs. If there are no new teachers on staff, the focus will be to strengthen and support the skills of current teachers and leaders.

How Teachers and/or Leaders will be Affected: Administrators involved in the new Teacher/Leader Effectiveness Advisory Panel will provide appropriate guidance culled from the discussions and communicated to teachers requiring support through written and oral feedback using Marzano's online iObservation tool and in follow-up discussions. If necessary, this guidance will also be integrated into Teacher Improvement Plans.

How High Needs Students and/or Shortage Areas will be Affected: N/A

How the Initiatives Fit into a Cohesive and Comprehensive TLE System: The purpose of the District's APPR Plan for teachers is to strengthen and support their teaching skills and this initiative is consistent with these efforts.

Project Contact

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