

## **Strengthening Teacher and Leader Effectiveness Program**

### **Grantee Information:**

Grantee: **John W. Lavelle Preparatory Charter School**

Partner(s): **Wagner College**

### **Abstract:**

The John W. Lavelle Preparatory Charter School STLE grant supports a new model of leader development that meets current school needs for teacher and leader evaluation, provides continued focus on the school's high-need student population, and addresses future needs for leadership as the school continues to grow into new grades and new pilot sites. The model includes fiscal supports for the necessary coursework for principal certification, school-based leadership activities directly connected to the development of highly effective teachers throughout the school building, and supports for the school through a partnership with Wagner College. The practical focus of the work includes development of a performance management approach based in community needs and current research on effective practice. The philosophical focus supports building a strong professional learning community to promote a positive culture around continuous professional development.

The project was designed to establish a firm foundation for strengthening teacher and leader effectiveness through

- developing a performance management system that aligns with needs for assessing and supporting teachers and leaders;
- building communities of practice that have the skills to engage in school-based improvements; and
- focusing on research-supported approaches for continual improvement across the spectrum of individuals' professional development trajectories.

### **Impact of the grant:**

- Aspiring leaders are grown from within the school by providing meaningful school-based internships and tuition support for leadership coursework required for certification.
- Teachers are supported by being provided input into and reflective experience with the performance management system used to continuously improve instruction and develop highly effective teachers.
- Current leadership receives supports through the assistance of the aspiring leaders and the college partner working with the school to develop the teaching and learning continuum.
- Students benefit from the grant through teachers' continued professional development and focus on ensuring teaching is highly effective.

**Goals and Objectives:**

- Development of a resource guide for schools to use when embarking on school-based leadership development linked to performance management systems.
- Completion of a comprehensive Performance Management model aligned to evaluation and professional development approaches, including associated performance outcome targets, rubrics, and implementation processes.
- Measurable goals for teachers' performance management, teacher promotion and intervention, and supervisor performance.
- Certification of two new administrators for the school.

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