

Strengthening Teacher and Leader Effectiveness Program

Grantee Information:

Grantee: **Monticello Central School District**

Abstract:

The mission of the Monticello Central School District is to nurture and enrich the lives of all of its members by providing them with the opportunities, skills and knowledge to become contributing and responsible citizens. This includes the creation of a learning environment that prepares all students for a changing, diverse, global society, no matter their demographic background or disabilities. To increase achievement by all of its students, Monticello has implemented and plans to continue to implement a variety of activities and programs to create a cohesive Teacher and Leader Effectiveness Continuum in the next three-to-five years. To help ensure this we have set in place:

- Preparation and working with area colleges and universities by accepting student teachers through a rigorous screening process.
- Recruitment and placement of new teachers.
- Establishing a Mentoring Program to include ALL newly hired teachers, not just first-year teachers.
- Successful Evaluation System: The Monticello Central School District has finalized and submitted to the NYSED its APPR plan, which has been approved. District-wide calibration and training has begun in order to build sustainability and cohesiveness.
- Professional Development/Growth: Monticello currently offers a broad range of ongoing professional development to its staff on such topics as Common Core, ELA and math instruction, and literacy.

To support and improve outcomes for its high need students, Monticello will use funding from this grant to implement training for its technology teachers to begin to offer Project Lead the Way (i.e., STEM) courses in its high school and expand such offerings at its middle school. In addition, training will be provided for all teachers and administrators across the district to develop capacity and sustain usage of Thinking MAPs, Integrated Co-Teaching, and Universal Design for Learning geared specifically to its students in special education, but these will also help all students.

Monticello schools have a career ladder currently for teachers and administrators through the positions of assistant principal and head teacher by academic area at Monticello High School. To give teachers and principals rated as effective or highly effective further opportunities to advance, Monticello will begin a financial incentive program through this grant that will reward staff as well as help student achievement: teachers who are members of the District Inclusion Steering Team will receive a financial incentive, as will Thinking Maps® Coaches.

Monticello's overarching goal is to implement a TLE continuum that allows the district to nurture and enrich the lives of all of its students, providing them with the opportunities, skills and knowledge to become contributing and responsible citizens. This includes the creation of a learning environment that prepares all students for a changing, diverse, global society, no matter their demographic or if they have disabilities.

To do this, Monticello will address gaps in its TLE continuum with two goals:

- Improve learning by students receiving in-district special education services.
- Prepare Monticello students for today's changing job market, including the growing demand for workers in the STEM fields

To ensure success of these initiatives and complete implementation of a comprehensive TLE continuum, Monticello is focusing the use of this grant on start-up costs and building capacity of in-house educators.

Altogether, the activities will fill the gaps in Monticello's TLE continuum, and allow the district to nurture and enrich the lives of all of its students, providing them with the opportunities, skills, and knowledge to become contributing and responsible citizens.

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