

## Strengthening Teacher and Leader Effectiveness Program

### **Grantee Information:**

Grantee: **Newfane Central School District**

Partner(s): **The AVID Organization, Niagara University**

### **Abstract:**

Through the support of the *Strengthening Teacher and Leader Effectiveness* grant, the Newfane Central School District will implement four initiatives. The initiatives, and how they fit into a cohesive and comprehensive TLE system, are outlined below.

- **Initiative #1: AVID** (A nationally recognized program with a 32-year history of success)  
**Activities:** Expand AVID into the elementary grades, train teachers, teach students AVID skills.  
**Effect on teachers & leaders, high needs students, and shortage areas:** Currently AVID is established only at the secondary level. Through this partnership we will be able to ensure that teachers, at all levels, will be equipped to produce positive outcomes for high needs students.  
**Goals & Objectives:** Move from 12% to 50% of our teachers trained in AVID methodologies, and from 29% to 50% of our students deemed career and college ready through AVID assessment.  
**How it fits:** AVID at the elementary level provides research-based training to improve teacher skill at all levels so we can achieve an equitable distribution of effective teachers.
- **Initiative #2: “Basket of Measures”**  
**Activities:** Master Principal SMART goals that allow building leaders to receive compensation.  
**Effect on teachers & leaders, high needs students, and shortage areas:** Building leaders will strive to develop and meet SMART goals that emphasize the development of teacher skills and student achievement in high needs populations. Currently no compensation program exists.  
**Goals & Objectives:** To provide compensation incentive for effective building leaders, build consensus around a few significant measurable goals, and align our district’s efforts.  
**How it fits:** This initiative compensates effective leaders for developing and implementing goals that support our APPR plan, and assists our district by retaining high quality school leaders.
- **Initiative #3: *Teachscape* System**  
**Activities:** Purchase and train building & teacher leaders to use *Teachscape* tools for mentoring.  
**Effect on teachers & leaders, high needs students, and shortage areas:** Currently no formal, effective mentoring program exists at Newfane. This initiative would provide the most effective teachers with the skills and tools they need to implement a beneficial mentoring program.  
**Goals & Objectives:** Move from 0% to 100% of our school leaders trained to use *Teachscape* and create a sustainable professional learning community through mentoring and peer coaching.

**How it fits:** This initiative includes training effective or highly effective teachers (according to our APPR plan) to be peer coaches through the use of Danielson's *Teachscape* system in order to recruit, develop, and retain effective teachers.

- **Initiative #4: STEM Coach**

**Activities:** Hire and train (through our partnership with Niagara University) a STEM coach to work with teachers to develop a rigorous STEM curriculum.

**Effect on teachers & leaders, high needs students, and shortage areas:** Strengthening our STEM area teachers and curriculum will help widen future opportunities for our high needs students.

**Goals & Objectives:** Move from 0% to 40% of our STEM teachers deemed Master Teachers.

**How it fits:** Through our STEM Coach initiative, teachers will gain the skills they need to better prepare students to pursue college programs and careers in STEM areas.

**Project Contact:**

Name: Holly Dickinson-Erwin

Title: Project ASCEND Grant Manager

District: Newfane Central School District

Address: Newfane Elementary School, 2909 Transit Road, Newfane, NY 14108

Phone: 716.778.6394

Email address: [herwin@newfane.wnyric.org](mailto:herwin@newfane.wnyric.org)