

Strengthening Teacher and Leader Effectiveness Program

Grantee Information:

Grantee: **Ossining Union Free School District**

Partner: **Bank Street College**

Abstract:

The Ossining Union Free School District, in collaboration with the Bank Street College of Education, will implement an integrated Teacher-Leader Effectiveness continuum that 1) aligns expectations for quality teaching and leading in preparing aspiring teachers and leaders, and in selection, induction, supervision and evaluation; 2) deeply embeds and distributes professional development; 3) establishes a career ladder for educators that includes teacher-leaders and lead principals who have coaching responsibilities; 4) recognizes and rewards highly effective educators and those who show strong potential for advancement; and 5) makes better use of evaluation data for professional learning support. The district will implement new initiatives and take next steps to enhance and strengthen existing district models in four critical areas:

Mentoring and Induction for Teachers – the district will intensify mentoring and induction support for new teachers.

Evaluation for Teachers and Leaders – training will be provided in the effective use of the teacher evaluation process to improve instruction and the use of Student Learning Objectives to assess learning.

Professional Development for Teachers and Leaders – teachers and leaders will engage in data-driven professional development which emphasizes research-based best practices and instructional equity. Professional development will be provided by the Bank Street College of Education and consultants focused on the implementation of the new teacher evaluation system, the Common Core Learning Standards, Response to Intervention, the Sheltered Instruction Observation Protocol, and effective co-teaching strategies. Teachers and leaders will participate in Professional Learning Communities focused on collaborative inquiry and problem analysis to raise their own professional learning and capacity to increase student achievement.

Career Ladder for Teachers and Leaders – preparing novice and aspiring leaders to improve high needs schools through a Principal Mentor and leadership training for aspiring leaders.

These targeted strategies focus on strengthening the leadership and instructional effectiveness of the district's educators, leading to improved student outcomes for the district's diverse and high-need student population including our English language learners, students with disabilities, and low-income students.

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