

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

### **Grantee Information:**

Grantee: **Red Creek Central School District**

Partner(s): **Wayne-Finger Lakes BOCES**

### **Abstract:**

Our vision for the Teacher and Leader Effectiveness (TLE) continuum is to provide a system of aligned actions of leaders and teachers who provide individually-based instruction that develops students' academic achievement and challenges them to think and reason on their own cultivating them into lifelong learners and contributing members of society. To accomplish this, we will develop highly supportive district leaders that focus on supporting teachers with the necessary tools, opportunities, work environment, constructive feedback, coaching, and learning opportunities to gain knowledge and apply research-based instructional practice.

The purpose of this funding is to increase the internal capacity for the district to develop personnel who will lead using educational growth and development. Teachers and administrators will be trained to be staff developers in evaluation and data driven instruction, focusing on the development of teacher leaders that will support developing teachers. Being a high-need rural district with 45% of students economically disadvantaged, and with a special needs population of 17%, our district will use these grant funds to improve our teacher resources through the use of instructional coaches and curriculum development training to address these challenges.

The underlying thrust of various leader and teacher growth models will provide the necessary training and support for implementing the Common Core Learning Standards and 21<sup>st</sup> Century Learning Skills as well as providing the necessary leadership to support and develop the skills of teachers identified as "ineffective" or "developing."

### **District and School Leader Development**

The Warner-Wayne-Finger Lakes BOCES Leadership Institute will provide training and coaching of the district's principals and superintendent in the areas of classroom observation as well as management, pedagogy, and personal leadership. To further enhance leader development this grant will provide training on the APPR to include the Danielson Framework and Teachscape, giving them the tools to monitor and obtain a thorough assessment of teacher performance.

### **Mentoring and Teacher Leader Development**

With this grant we will move our current unpaid mentoring program that focuses only on acclimating new teachers to the educational environment to a paid level that addresses not only the needs of new teachers, but the training and support needed to implement the Common Core Learning Standards, 21<sup>st</sup> Century Learning Skills, and the fundamentals of Career and College Readiness. Providing a career ladder for teachers, six teachers will initially receive training provided by Wayne-Finger Lakes (WFL) BOCES to become mentors. In the second year, WFL BOCES will provide training to include the APPR, Danielson Framework for Teaching, common core curriculum development, assessments, student learning objectives, and value-added measures to prepare these mentors to serve in positions of leadership within our schools.

**Teacher Development**

In partnership with WFL BOCES, training will be provided for teachers identified as “Developing” or “Ineffective” designed specifically to address the needs identified in their Teacher Improvement Plan. The Framework for Teaching Effectiveness Series, an online program, will be utilized for teaching educators to apply the Framework to their own practice, making self-reflection and professional development more powerful.

**Project Contact:**

Name: Susan Kuck

Title: Business Teacher

District/Charter: Red Creek Central School District

Address: PO Box 190, Red Creek, NY 13143

Phone: 315.754.2040

Email address: [skuck@rccsd.org](mailto:skuck@rccsd.org)