

Strengthening Teacher and Leader Effectiveness Program

Grantee Information:

Grantee: **Rochester City School District**

Abstract:

The Rochester City School District's (RCSD's) Strengthening Teacher and Leader Effectiveness project will link the work of multiple departments and build upon successful components of the District's existing Teacher-Leader Effectiveness Continuum. Grant activities will support the strategic alignment of professional learning with educator need and become best practice, serving as both a preventative and responsive approach to educator development. Theory and practice will be integrated and focus on desired student outcomes. Integrated technology systems will support the use of data to improve professional practice and assist in the development of professional learning that is responsive to teacher, leader, and student needs. The following new initiatives will be implemented:

- In-District Bilingual Extension and Autism Endorsement programs will train teachers in the delivery of quality instruction for the District's increasing number of English Language Learners (ELLs) and Students with Disabilities (SWDs). School leaders will participate in training so that there is a consistent vision for implementation and accurate evaluation of performance.
- Teacher recruitment, especially in high need areas, will be intensified by expanding recruitment boundaries and increasing marketing efforts to get the right people hired for the right jobs. Oracle's eRecruit talent management module will manage the talent lifecycle and support targeted recruitment efforts based on data.
- An induction program will familiarize newly hired educators with RCSD expectations for excellence.
- School leaders will participate in professional learning on the teacher evaluation rubric so that teachers receive an accurate assessment of their performance level with inter-rater reliability.
- Performance data for teachers and leaders will be maintained in Oracle's PeopleSoft database. The student data warehouse will be integrated with the upgraded Human Resources system to make key decision-making tools and data readily available to District leaders.
- Evaluation data will be used to make educator development decisions and professional learning coursework will be aligned with evaluation rubrics. Eligible teachers will receive a professional development stipend to encourage their participation in professional learning that will help them become highly effective educators. Instructional coaches will deliver job-embedded professional learning to teachers, with emphasis placed on content and understanding change. School leaders will receive professional learning opportunities and executive coaching so that they will acquire the skills needed to be effective. All professional learning and coaching will be aligned to the goals of the Regents Reform Agenda.

Throughout the enhanced performance management processes, teachers and leaders will engage in informed, learning-focused conversations for the purpose of continuous improvement.

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