

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

### **Grantee Information:**

**Grantee:** Syracuse City School District

### **Abstract:**

The Syracuse City School District (SCSD) is committed to implementing a Teacher/Leader Effectiveness continuum that seamlessly integrates seven components: Preparation; Recruitment and Placement; Induction and Mentoring; Evaluation; Professional Development; Performance Management and Career Ladder. Over the next three-to-five years we will have fully developed and implemented a comprehensive end-state TLE continuum that utilizes data to inform decision-making at every level, resulting in improved staff performance and increased student achievement, particularly among students with the highest need. Our overarching goal is to develop, implement, and/or enhance a comprehensive systems approach to recruitment, development, retention, and equitable distribution of instructional staff, in which effective instruction is the standard, and highly effective teachers and leaders are paired with students who need them the most.

The SCSD will focus its STLE resources on three priority areas: Evaluation, Professional Development/Growth, and Performance Management. To this end, we will use STLE funds to recruit and hire an Executive Director of Talent Management to oversee the STLE program and all related initiatives, and a Supervisor for Educator Effectiveness to manage implementation, oversight and communication regarding the district-wide teacher and leader evaluation system.

We are pleased to partner with Insight Education Group, nationally recognized experts in teacher effectiveness, instructional frameworks and the Common Core Learning Standards. With support from the STLE grant, Insight Education Group will provide intensive professional development and online tools to ensure that teachers are fully supported in the instructional design process, and are prepared to support student success within the Common Core. Insight Education Group will also support the SCSD in implementing our approved teaching and learning framework and rubric. They will assist with planning and communication strategies, and will deliver comprehensive professional development and support to build capacity for ongoing implementation of the teacher evaluation system.

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