

Strengthening Teacher and Leader Effectiveness Program

Grantee Information:

Grantee: **Union Free School District of the Tarrytowns**

Partners: **Manhattanville College, Bank Street College**

Abstract:

Our proposal addresses teachers as well as aspiring and current school leaders in our district. The following four initiatives are the core of our proposal:

1. **Enhancing our current Teacher Mentor Program and implementing an Administrator Mentor Program in collaboration with the Edith Winthrop Teacher Center.** Both teachers and leaders will have the opportunity to be mentored in order to create a seamless transition to their new role. Both Mentor Programs have been working with our high needs population, specifically our Limited English Proficient students, as a prioritized topic throughout the duration of the program. This initiative fits into the Teacher and Leader Effectiveness (TLE) continuum under the Mentoring/Induction for Teachers and School Leaders component.
2. **Partnering with Manhattanville College to offer selected teachers the opportunity to participate in their Teacher Leadership Certificate Program at a reduced cost to the district.** The benefits of this coursework include increasing a teacher's ability to take on leadership roles within their building as well as the opportunity to apply the credits toward an Administrative Certificate if choosing to do so. Teachers will have the chance to learn and apply skills that will be invaluable to them, whether they choose to remain in the classroom, take on informal leadership roles, or pursue a formal administrative role. Teaching high needs students will be discussed in various ways in each of the 5 classes. These classes are geared toward a Westchester County teacher, knowing that these teachers teach a large number of Hispanic, limited proficient in English, and immigrant students. This fits into the TLE continuum under Professional Development/ Growth and Career Ladder opportunities for teachers.
3. **Collaborating with Bank Street College of Education for participation in their Future School Leaders Academy.** Selected teachers will be chosen to participate in a clinically rich leadership preparation program, which will take the form of a year-long internship where teachers will work under the supervision of a district administrator, utilizing before and after school time, as well as a select number of full-days. Both teachers and leaders will be affected. Teachers will have the specialized opportunity to continue teaching while also being able to complete their internship in their home district. Seasoned leaders will have the opportunity to impart their knowledge on their own district teachers. High needs students will be addressed because, since the teacher and leader work in the same district, they can better collaborate on issues affecting these students. This fits into the TLE continuum under Career Ladder opportunities.
4. **Partnering with Bank Street College of Education to further enhance the abilities of our administrators in the areas of teacher supervision, observation, evaluation, and APPR implementation requirements.** This will take the form of 10 group sessions as well as individualized support during the school year. School leaders will have a place that they can

network and have concerns and questions addressed, which our district has not previously provided in a formalized way. Teaching high needs students will be a topic of discussion at every meeting, because it is an area of such major concern for both our teachers and for our leaders in supporting their teachers, especially with the implementation of APPR. This fits into the TLE continuum under Evaluation and Professional Development/ Growth for School Leaders.

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