

## Strengthening Teacher and Leader Effectiveness Program

### **Grantee Information:**

Grantee: **Watervliet City School District**

### **Abstract:**

The overarching goal of the Watervliet City School District Teacher and Leader Effectiveness (TLE) continuum is for the district to better prepare a strong, creative, and versatile class of educators who support high need students by improving learning strategies for Students with Disabilities, advancing student learning in STEM disciplines, and improving the equitable distribution of effective and highly effective educators across the district with different levels of need. Specific goals of the project are as follows:

**Goal #1:** Recruit and retain properly trained and certified secondary educators in subject shortage areas including physics, chemistry, and earth science.

- Objective #1: Establish a financial incentive program for secondary teachers interested in obtaining additional teaching certification in physics, chemistry, and earth science.

**Goal #2:** Establish a teacher and school leader evaluation program through the implementation of the new APPR system.

- Objective #1: Adopt and implement the practices of Charlotte Danielson's "A Framework for Teaching," as the theoretical and practical basis of the district's teacher evaluation and instructional improvement system.
- Objective #2: Adopt the Multidimensional Principal Performance Rubric as the basis of the district's principal evaluation system.

**Goal #3:** Establish professional development opportunities whereby teachers and school leaders are able to increase effectiveness and improve student learning.

- Objective #1: Establish a one-on-one mentor program for school leaders through Mentor Coach Service from School Administrators Association of NYS.
- Objective #2: Secure Instructional Coaches in the areas of Mathematics, English Language Arts, and Technology to assist with integration of common core, lesson planning, and student learning objectives. This will help ensure classrooms are engaging and that students are college and career ready when they exit.
- Objective #3: Establish a Professional Learning Community, a social group of new and experienced educators for the purpose of reviewing professional literature and enhancing student learning by reading and discussing important topics that influence education.
- Objective #4: Establish a teacher/coach program for those teachers with a Teacher Improvement Plan in an effort to support the teacher and move the teacher to the effective/highly effective level, while providing a career ladder position for effective and highly effective teachers.

Goal #4: Use evaluation data in the development and employment decisions

- Objective #1: Secure and utilize Charlotte Danielson's Teachscape to record data for analysis, and to increase the efficiency of classroom observation and inter-rater reliability.

**Project Contact**

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