

Strengthening Teacher and Leader Effectiveness 2 Program

Grantee Information:

Grantee: **Greece Central School District**

Partner: **NYC Leadership Academy**

Abstract:

The primary goal of Greece Central School District (GCSD) is to improve student achievement and district performance through a strategic focus on research proven, teaching and learning methods to ensure that all students will graduate on time, with 21st century skills to be college and career ready. In order to attain this goal, GCSD has maintained a laser-like focus on meeting the challenges of the NYS Regents Reform Agenda. The Envision Greece 2017 Strategic Plan has made it a priority to institutionalize Data Driven Instruction (DDI), align our curriculum with Common Core State Standards (CCSS), and improve teacher and leader effectiveness. Building leadership capacity is critical to ensuring that the most effective teachers and leaders are available to work with the highest need students and increase the number of students who graduate on time, college and career ready.

Specifically, this initiative will continue to support the implementation of a career ladder for teachers and leaders with the development of Teacher Leaders, Lead Principals, and a Turnaround Initiatives Principal who work collaboratively and side-by-side with classroom teachers and school leaders to support district-wide implementation of CCSS, DDI, and the Annual Professional Performance Review (APPR). The initiative provides for aligned, purposeful professional development for all district leaders to develop knowledge, skills, and dispositions necessary to reach our goals, and release time and stipends for Teacher Leaders, Lead Principals, and the Turnaround Initiatives Principal.

- **Turnaround Initiatives Principal:**

- Mentor newly hired school leaders and provide coaching for current principals in closing achievement gaps, increasing mastery rates and improving results
- Work with the NYC Leadership Academy to perform gap and needs analysis

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- Design and facilitate 2014 Greece Leadership Academy built upon the work from the 2013 Leadership Academy
- Lead walkthroughs using the Diagnostic Tool for School and District Effectiveness (DTSDE)
- **NYC Leadership Academy**
 - Assess needs of school leaders and develop a custom leadership development curriculum that continues the work from 2013 to build leadership capacity to close achievement gaps
- **TLE Continuum**
 - APPR Teacher Leaders - 3 teachers at .5 FTE
 - Will attend NYSUT Evaluator Academy and assist teachers in the APPR initiative
 - Professional Development Teacher Leaders - Work as instructional coaches to their peers to assist with and support CCSS implementation, DDI, and instructional planning and delivery
 - Secondary - 4 Math (.4), 4 ELA (.4), 4 Science (.4), 4 Social Studies (.4)
 - Elementary - 7 (1.0) Common Core ELA and Math specialists.
- **Robust professional development**
 - Harvard University Principal Institute- for district and school-based leaders
 - Learning Forward Annual Conference for Teacher Leaders and Turnaround Initiatives Principal
 - ASCD video series and texts focused on Common Core and Marzano Rubrics for principal professional development

Leadership of the STLE initiative will set the direction of the program, keep it in alignment with the Envision Greece 2017 Strategic Plan, evaluate its effectiveness, and work to build in systems for long-term sustainability.

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Project Contact:

Name: Sheila B. Kohn

Title: STLE Grant Coordinator

District: Greece Central School District

Address: 750 Maiden Lane Rochester, NY 14615

Phone: 585-966-2427

Email address: Sheila.kohn@greece.k12.ny.us