

Strengthening Teacher and Leader Effectiveness 2 Program

Grantee Information:

Grantee: **Hadley-Luzerne Central School District**

Abstract:

Through use of this grant funding, the Hadley-Luzerne School District will develop a career ladder for both teachers and principals in order to increase the capacity of the district leadership, to retain teachers and principals, and to improve teacher and leadership effectiveness with the ultimate goal of improving student achievement.

Specific goals encompassed by this grant include the following:

- Goal #1: To improve retention of teachers and leaders through the development of a career ladder that builds on the internal capacity and leadership interests of the individual educator and provides a supportive system for educator development, performance, and leadership.
- Goal #2: Improve teacher and leader effectiveness and thereby student achievement by developing a data driven instructional program across content areas, in grades K-12, to examine student achievement and to assist and guide teachers in responding appropriately by adjusting instructional practice.
- Goal #3: Improve teacher and leader effectiveness and thereby student achievement by developing and implementing a district-wide literacy and STEM coaching program through use of consultants, and later, a peer-coaching program in grades K through 12th grade.
- Goal #4: Improve teacher and leader effectiveness and thereby increase student achievement by developing and implementing a training, support and coaching program related to meeting the needs of students with disabilities, with a K through 8th grade focus.
- Goal #5: Improve communication between teacher leaders, teachers, and administration on effective practices, NYS CCLS and curriculum implementation, and the continuous improvement of student academic performance.

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Activities to be accomplished in meeting these goals include:

- Development of leadership and pre-leadership stipend positions: Novice Teacher, Professional Teacher, Teacher Leader, Novice Principal, Professional Principal, Principal Leader
- Professional development for teachers and leaders to support educational leadership, advanced degree attainment, and National Board Certification
- Consultant training and professional development in data driven instruction, peer coaching, STEM initiatives, Common Core ELA and Mathematics implementation, effective instructional practices, Response to Intervention, special education, professional learning communities, and effective communication strategies.
- Peer coaching in effective teaching practices, ELA/Literacy Common Core Standards implementation, cross-curricular integration of technology, and data driven instruction.
- Facilitation of department and grade-level team meetings focused on improving student performance through the analysis of data.

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