

Strengthening Teacher and Leader Effectiveness 2 Program

Grantee Information:

Grantee: **Jordan-Elbridge Central School District**

Abstract:

The Jordan-Elbridge Central School District is made up of 1,400 students from the villages of Jordan and Elbridge, which are situated between Syracuse and Auburn. The district is ranked second poorest in Onondaga County.

Teachers:

The district employs 112 teachers. The entire teaching staff is rated “high quality” by the state standard: They all have at least a bachelor’s degree, are certified to teach in their subject area, and show subject matter competency.

Principals:

Each school has one principal; the high school currently has an acting principal, and two assistant principals. Administrative experience ranges from a new principal in her second year and a 15-year veteran with the bulk of his experience at Jordan-Elbridge.

The career ladder:

The intent of Jordan-Elbridge’s new career ladder is twofold:

- To consolidate existing teacher career options and formally establish a three-rung ladder for teachers and principals with challenging responsibilities and appropriate compensation.
- To provide a means of strengthening teacher effectiveness and leadership that establishes and encourages a high-performing district/school culture.

The STLE career ladder is based on performance and accountability aligned to the TLE continuum and provides more incentive for performance beyond the Annual Professional Performance Review (APPR) process.

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During year 1 of the initial STLE project period, Jordan-Elbridge will lay the ground work of the career ladder, providing seven guest speakers to talk about leadership and best teaching practices; and offering selected principals, math and English Language Arts teachers to attend high quality national conferences in their fields.

In year 2, the ladder will be fully implemented and teachers and principals selected for the program will assume mentor/mentee and leadership roles, will be paid stipends, will attend national conferences and have access to leadership and teaching courses at Syracuse University. Teachers and principals will have clear career goals on the ladder, and will be evaluated at the end of the school year to ensure they've met those goals. Teachers and principals will have to reapply to the program each year.

Project Contact:

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