

## Strengthening Teacher and Leader Effectiveness 2 Program

### Grantee Information:

Grantee: **Mt. Vernon School District**

Partner: **Manhattan College**

### Abstract:

The career ladder proposed for the STLE RFP is based around the Professional Learning Communities (PLCs) in place in the Mt. Vernon School District. Adding career ladder steps takes advantage of current PLC activities that include teacher collaboration, student learning as a goal, and a results-based approach. To take further advantage of these PLC activities, the career ladder program provides specific PLC roles and responsibilities for teachers and principals and ensures continuity, direction, and system wide support for “bottom up” school reform for improved student learning.

There are five **new career ladder positions** proposed for the PLC career ladder:

- 1) The **Member** is the PLC participant in the school at grade level and school wide PLC meetings;
- 2) The **Representative** is a PLC member with additional responsibility for meetings outside the school and returning to turnkey grade level colleagues;
- 3) The **Coordinator** is the representative of the school to regional/cluster meetings;
- 4) The **Cluster Coordinator** is the representative for schools in a region; and
- 5) The **District Coordinator** is a regional/cluster coordinator who works in concert with District and partner personnel.

Principals will participate in the Career Ladder to support the PLC ladder for teachers. The goal matches that of the PLC work of teachers: improved student learning through enhanced principal and teacher effectiveness.

Over the two years of the grant, and beyond, MVCSD teachers and principals will increase and enhance knowledge that will improve the effectiveness of their practice and improve student learning. They will engage in cooperative/ collaborative instructional planning, evidence based

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assessment, and continual professional learning that will

1. Focus on what and how students learn
2. Address the learning needs of all students
3. Communicate with parents based on student learning
4. Plan and deliver rigorous, creative, interdisciplinary instruction that is based on best practices
5. Analyze and understand achievement data to plan appropriate instruction
6. Use existing district technology to integrate technology into their teaching and learning strategies
7. Integrate literacy into their teaching and learning strategies across the content areas
8. Actively participate in and implement professional development initiatives to hone their craft
9. Maintain appropriate certification

### **Project Contact:**

Name: Gertrude Karabas

Title: Assistant Superintendent

District: Mt. Vernon School District

Address: 165 N. Columbus Ave, Mt. Vernon, NY 10553

Phone: 914 358-2374

E-mail address: [gkarabas@mtvernoncsd.org](mailto:gkarabas@mtvernoncsd.org)