

Strengthening Teacher and Leader Effectiveness 2 Program

Grantee Information:

Grantee: **South Huntington Union Free School District**

Abstract:

The continued strategic development and implementation of a formalized career ladder structure is central to the South Huntington UFSD's commitment to the fulfillment of the TLE continuum and providing meaningful leadership opportunities for effective and highly effective teachers and principals. As such, we have identified four significant components that are addressed in STLE 2: (1) molding a career ladder path of novice, professional and leader experiences for teachers and principals; (2) establishing a dialogue focused on practice and innovation supported by professional learning opportunities that will effectively link and support all career ladder rungs; (3) establishing and funding several career ladder positions through STLE2 that simultaneously implement the career ladder and provide relevant professional learning opportunities across schools to meet the needs of the district's high need student populations; and (4) implementing a number of focused programmatic interventions to support student achievement and growth while maintaining the district's continued work towards the fulfillment of the complete TLE continuum.

Career Ladder:

The South Huntington Career Ladder component of the TLE continuum continues to evolve through the: (1) organization of existing informal experiences and position opportunities into ladder rungs; (2) connectedness of career ladder experiences and activities with specific student and professional learning needs; (3) the engagement and retention and ongoing professional growth of effective and highly effective teachers and principals; and (4) defining pathways that connect the district's highest need students with the district's effective and highly effective teachers and principals.

Outcomes:

The South Huntington STLE 2 project will result in six (6) specific project outcomes: (1) a career ladder framework will move closer to formalization, implementation and alignment with New

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York State career ladder models; (2) a number of teacher leader/coaching positions will be established and funded supporting important professional learning and providing information and feedback on this element of teacher leadership; (3) a number of specific program interventions focusing on improving student achievement outcomes will be implemented and supported continuing the development of all elements of the TLE continuum; (4) plans for communication and buy-in of the career ladder model across district stakeholders will be moved forward; (5) strategies connecting the skills of effective and highly effective teachers and principals with the district's highest need populations will be expanded; and (6) the ongoing work of the district, the activities of STLE 1 and resources from other projects will be integrated to create a resource bank in support of the career ladder and the full TLE continuum.

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