

Strengthening Teacher and Leader Effectiveness 2 Program

Grantee Information:

Grantee: **Taconic Hills Central School District**

Abstract:

The Taconic Hills Central School District will utilize the Strengthening Teacher and Leader Effectiveness 2 grant to develop and implement career ladder opportunities for effective or highly effective teachers and principals. Selected teachers and principals will be given additional duties and compensation to support the development and retention of professional colleagues in order to improve instructional practice and learning outcomes resulting in students being equipped with 21st century skills demonstrating college and career readiness. This funding presents an opportunity to create a framework for considering not only the instructional demands of its neediest populations of SWD, and economically disadvantaged learners, but all of our students in the context of the district's changing demographics, the social, emotional, and personal needs of our students.

The use of effective and highly effective teachers and principals as leaders within the district will expand the efficacy of those practitioners' skills, as well as equitably distribute the talents of high quality performers throughout grade levels. The teacher and principal leaders will be able to enhance their sphere of influence from just one classroom to many classrooms across the district and will thereby enhance educational opportunities for more of our students with disabilities, economically disadvantaged students, and regular education students advancing in a 21st century curriculum.

Career Ladder Positions:

Targeted Professional Developers (various) -This position allows a new professional to meet a specific professional development need by planning for and providing a forum to share his/her specific expertise with his/her colleagues.

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Data Team Members (up to 14) - Teachers will participate in instructional data teams at their grade level/subject level in context to the building and district level goals. The goal of these team members will be to improve instructional practice to accelerate student performance.

Curriculum Council Members (up to 14) - Members will focus on developing, implementing, evaluating, and coordinating the instructional program district wide at all levels of preschool/kindergarten-college/career readiness. The culture established for this committee is to promote *active engagement* and *collegial participation* in on-going curriculum work.

Data Team Leader (2) - Teachers will lead instructional data teams at their grade level/subject level in context of the building and district level goals. They will also serve on the building and district level data teams. The goal of these team members will be to guide school-wide and district improvement, monitor progress of subject/grade level teams, ensure proper implementation of instructional school-wide and district initiatives and strategies, and measure the effectiveness of these school-wide and district initiatives and strategies.

Professional Development Planning Team Members (up to 5) – Teacher leaders will share in oversight of the current PDP Plan and steering the district in professional development activities that meet the needs of students and staff. The NYS Teaching Standards and ISLLC Standards provide the foundation for decision making. The focus goal of the PDP committee is to build capacity within the district for ongoing, job-embedded professional development through peer coaching, classroom walk-throughs, and mentoring

Instructional Coaches (2) - Teachers with experience, demonstrated effectiveness, and interest in leadership opportunities will be given a full year special assignment with drastically increased responsibilities to serve as teacher coaches.

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Summer Curriculum Development and Research Leader (1) – This teacher will be responsible for the communication of district goals, providing continuity between sub-groups, and acting as a resource for current best practices and research.

Grant Writer (1) – Teacher or Principal Leader will assist in securing new funding opportunities and complete grant writing activities.

Parent Communicator (1) – Principal leader will address specific parent involvement needs by planning for and providing forums to share his/her specific expertise with our school community.

Team Leader/Committee Chair (up to 3) – Principals will seek to require additional documentation and accountability for our curriculum council, PDP committee, school improvement/data teams, wellness committee, and other appropriate ad-hoc committees.

Principal Mentor (1) – A Principal will provide mentoring support to our administrative interns and/or first year assistant principals and principals.

BOE Liaison (1) – A Principal serving in this capacity will work with the Board of Education regarding school improvement initiatives, and assist the superintendent in communicating quarterly school progress toward district developed goals and targets.

Project Contact

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