

Strengthening Teacher and Leader Effectiveness 2 Program

Grantee Information:

Grantee: **West Hempstead Union Free School District**

Abstract:

The West Hempstead School District is committed to enhancing the Teacher and Principal Leader Effectiveness continuum currently in place in the district through the implementation of career ladder options for teachers and principals. This expansion of leadership opportunities will offer staff members the option to stay in their current positions while at the same time taking on more challenging leadership roles and responsibilities.

The primary focus of the grant is to develop these expanded leadership opportunities and to build the capacity of our internal staff to lead the major initiatives established by the Strategic Planning Council in the areas of academic excellence and educational equity. Our goals include:

- offering higher level courses to a larger percentage of our students;
- closing the achievement gap for students with disabilities and English Language Learners.

This grant will be used to develop leadership skills and support for a group of highly qualified teachers and principals in the five district schools while giving them an opportunity to share best practices with colleagues and to support the development of additional highly qualified teachers and leaders.

An advisory committee of teachers and administrators will be established to review the roles and identify selection criteria for the new leadership positions. Stipends will be negotiated with the teachers' and administrators' bargaining units. The positions will be posted, applications submitted and reviewed, interviews conducted, and recommendations made to the Superintendent for BOE approval.

The overall goals of the program include:

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- retention of highly effective and effective educators in the West Hempstead District by providing expanded leadership opportunities;
- extension of the “reach” of highly qualified educators to more students throughout the district;
- sharing instructional leadership responsibilities with highly qualified teachers; and
- ensuring that highly effective and/or effective teachers are contributing to Common Core curriculum implementation, assessment design, and educational policy on district teams.

Grant funds will provide stipends for the newly established leadership roles, differentiated professional development for staff members selected for the leadership roles (to include integration of literacy instruction into content areas to fully implement ELA Common Core, effective instructional strategies, questioning techniques, assessment strategies, gap-closing strategies, and STEM), an expansion of the shared professional text initiative to include all staff members, and the establishment of a video library of lessons demonstrating highly effective instructional strategies.

Project Contact

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