

Strengthening Teacher and Leader Effectiveness 3 Program

Grantee Information:

Grantee: **Akron Central School District**

Abstract:

The Akron Central School District will strengthen our TLE Continuum by supporting our Career Ladder approach with Novice, Professional, and Leader Teachers/Principals while focusing on two areas—effective use of data and clinical supervision/instructional coaching to develop a common, district-wide language of instruction. Our comprehensive Career Ladder component will include: financial incentives for effective or highly effective teachers taking additional responsibilities; ongoing, job-embedded professional development and training for both teachers and administrators; and the development of Data Analysis Teams that support educators and drive our instructional approaches. By identifying highly effective teachers to fulfill these additional responsibilities, we will be distributing the talents of our faculty across content areas and grade levels and build professional learning communities. Emphasis will be placed on supporting high need students through the use of data, mentoring, professional development, and consistent, district-wide utilization of evidence-based strategies that support student success and achievement. Candidates for career ladder opportunities will be selected across all grade level (selection criteria based in part on APPR/performance review results) and content areas to ensure equal distribution of talent and the capacity to serve all identified student needs. The Superintendent and Director of Educational Services will select the individuals to participate in the Career Ladder Positions and ensure equitable distribution of Career Ladder positions across grades and content areas.

Goals and objectives: The overarching goal of this project is to improve our educators' effectiveness and increase their capacity to improve the academic achievement and college/career readiness of our students—particularly among socioeconomically disadvantaged students and students with disabilities. Our objectives include:

1. By the end of year two, 25% of our educators will be involved in one or more leadership activities (e.g., Data team leadership and instructional coaching).

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2. By the end of year two, 85% of our educators will be actively participating in at least one data team.
3. By the end of year two, a coherent, common language of instruction will be evident in planning, instruction, and evaluation, as measured by lesson plan reviews and teacher evaluations.
4. By the end of year two, a district-wide process and protocol for data analysis and curriculum instruction revision is implemented.
5. By the year of year two, improve the overall percentage of economically disadvantaged students and students with disabilities that score proficient in ELA and Math.

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