

Strengthening Teacher and Leader Effectiveness 3 Program

Grantee Information:

Grantee: **Ballston Spa Central School District**

Abstract:

This initiative enables us to add a “top” or “third” rung (“Master Teacher” and “Principal Leader”) to the already existing ladders. These teachers and principals will be invited to apply to participate in a yearlong Master Teacher Fellowship or a Principal Leader Fellowship that will provide opportunities to enrich our districts existing professional development opportunities, to include targeted instruction in content area knowledge, best practices, instructional coaching and to pursue professional growth.

Master Teachers will have the ability to leverage a variety of resources, contribute to, and impact their learning community beyond the classroom. Master Teachers are those who are effective or highly effective according to our APPR guidelines and have a minimum of five years of classroom experience and are invited to apply to participate in a Master Teacher Fellowship.

- Through this one year rigorous fellowship program, the Master Teachers will participate in intensive professional development targeted at enriching their content-area knowledge and enabling them to effectively coach other teachers.
- The Master Teachers will be involved in providing professional development opportunities tailored to teacher needs, co-teaching with colleagues, offering instructional coaching, providing data analysis, and assisting teachers in analyzing student data and using that data to drive instruction.
- Master Teachers will also participate in district-level shared decision making teams, including district-wide DDI teams, the Professional Development Committee, the Comprehensive District Educational Planning Committee (CDEP), the Common Core ELA Committee, and the Common Core Math Committee.
- Master Teachers’ contributions will be sustained beyond their fellowship experience, especially through continued professional development offerings and their ongoing inclusion in district-wide decision making groups.

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While principals on all rungs of the ladder support the district vision, the Principal Leader will play an important role in the strategic support of specified objectives.

- The principal career ladder will include a Principal Leader Fellowship for effective/highly effective principals with at least five years of experience.
- During this fellowship, Principal Leaders will immerse themselves in intensive professional development, coach other principals, and contribute district-wide to target and support the goals and objectives of the district.

The Career Ladder model will fill a need to improve the equitable distribution of talent and resources by affording the teachers of our most high-risk students' professional resources and defined systems that will improve their professional practice in the classroom.

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