

Strengthening Teacher and Leader Effectiveness 3 Program

Grantee Information:

Grantee: **Binghamton City School District**

Abstract:

The Binghamton City School District has been awarded \$706,375 for its Strengthening Teacher Leader Effectiveness grant program proposal. The main goal of the program is to increase teacher and principal effectiveness by implementing a form of career ladder, the three steps of which correspond to levels of training and experience. The career ladder, for both teachers and principals, begins at the “novice” level, proceeds to “professional” and culminates at the “leader” level.

The two ladders share an overarching emphasis: level 1 focuses on effective teaching, level 2 on data-driven instruction and collegial support and level 3 on leadership and vision.

At the first stage of the teacher’s career ladder, they will attend “Focus on Effective Teaching” training and receive a classroom observation and feedback from a “Focus on Effective Teaching” trainer. The second stage entails professional development in the areas of Data Driven Instruction, Building Common Periodic Assessments and Effective Coaching. The third and final stage of the career ladder consists of professional development in the areas of Pursuing Skillful Coaching and Teaching, Facilitating Data Conversations and Leadership Development.

The principal’s career ladder, from novice to leader, will include professional development in “Leadership by Design,” mentor training and an application for membership in the year-long NYS Superintendent Development Program. Both principals and teachers will receive training focused on building and interpreting predictive relationships between frequent assessments, Common Core Assessments and NYS statewide assessments.

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Project Contact:

Name: Tonia Thompson

Title: Assistant Superintendent for Curriculum, Instruction & Accountability

District: Binghamton City School District

Address: 164 Hawley St, Binghamton, NY 13901

Phone: 607.762.8100 x321

Email address: thompsont@binghamtonschoools.org