

## Strengthening Teacher and Leader Effectiveness 3

### **Grantee Information:**

Grantee: **Byron-Bergen Central School District**

### **Abstract:**

Our rural district lacks the ability to retain high-performing educators, often losing the most talented to nearby suburban districts where opportunities for professional development, personal growth and career advancement are more readily available. Our issues of equity are around student access to high-quality educators and stability among staff. We seek to create a career ladder program that will give both teachers and administrators a reason to stay and grow with the Byron-Bergen Schools; retention of Highly Effective/Effective teachers and school based leaders in our rural district is our overall goal.

Novice Teachers will be paired with a Professional Teacher to support the development of a District culture of high expectations. Together they will examine professional development opportunities that support all teachers. Professional Teachers will actually study professional development programs for their effectiveness in the retention of high-quality teachers, and they will be responsible for supporting 1-3 Novice Teachers directly. Teacher Leaders will work with all teachers to deepen understanding of our APPR language and Common Core Learning Standards and will provide professional development in the District's targeted APPR competencies (Charlotte Danielson's work).

Novice Principals will participate in evaluator training and other professional development opportunities around our APPR program. The primary role of the Professional Principal will be to mentor new school based leaders to bring them to Highly Effective or Effective APPR ratings. Principal Leaders will assume Districtwide leadership in professional development on standards for school based leaders to ensure consistent expectations of a high-performing school culture.

This STLE grant will highlight Byron-Bergen's commitment to retaining high-quality educators to preserve a stable learning environment and provide first-rate instruction for students. As the lynchpin in our comprehensive TLE, these career ladders offer the support, development,

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challenge and incentive to persevere in a teaching and learning environment that is rewarding for all.

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