

## **Strengthening Teacher and Leader Effectiveness 3 Program**

### **Grantee Information:**

Grantee: **Deer Park Union Free Schools**

### **Abstract:**

The implementation of the Deer Park STLE 3 project is important to the district's overall efforts to ensure that all components of the TLE continuum are effectively addressed and achieved. The STLE 3 project will provide new and positive options for district principals and teachers to advance their career and professional expertise while addressing critical district needs. Focus will be on highly skilled interventions on district populations that are most in need. This project will provide positive incentives to the district's teachers and leaders related to their opportunities for personal and career growth. In addition the project will allow us to re-align district leadership structures to integrate a significant number of teacher leader positions within the leadership and collaborative decision-making framework of the district.

### **STLE 3 Activities:**

The Deer Park UFSD STLE 3 project funds will:

1. Create forty-four (44) career ladder teacher leader positions
2. Identify and work with effective and highly effective teachers in the analysis of student data and support novice, developing and ineffective teachers in their use of data to inform instruction
3. Establish specific Common Core focus areas and extend common core support efforts in curriculum alignment and the integration of N.Y.S. curriculum modules into associated career ladder position skills
4. Provide additional professional learning support to teacher leaders and teachers through coaching and customized professional learning programs with the Teq company
5. Extend models of group, small group, individualized and content-focused coaching including creation and support of teaching strategies for the district's special need, ELL, low-income and middle school populations

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### **STLE 3 Impact on Teachers:**

This STLE 3 application is an important next step for the Deer Park UFSD as it moves towards fulfillment of the TLE continuum. As STLE 3 expands and formalizes a number of career ladder categorical experiences, it also expands the interconnectedness among N.Y.S. career certification categories providing new opportunities for: (1) further empowering effective and highly effective teachers and leaders to be involved in the decision-making efforts of the district; (2) collaboration of teachers and principals around data informed strategies that infuse innovative methodologies in support of the district's highest need students; (3) teacher and principal leaders to plot educational pathways that align district needs, programs and priorities with strategies to acquire resources; (4) involvement in projects by teachers and leaders across the career ladder focused on bringing new program designs and resources to the district's growing high need populations.

### **STLE3 Goals/Objectives:**

Deer Park UFSD's STLE 3 has four (4) overall project goal areas:

- (1) aligning ongoing work with teachers and leaders into career ladder opportunities for novice, professional and leader experiences for teachers and principals and implementing compensation for these positions;
- (2) establishing and effectively implementing a communication plan that re-aligns district personnel to include new teacher and principal leader positions;
- (3) utilize and expand district data analysis to identify specific and customized program interventions for high need students that can be effectively supported through the career ladder positions; and
- (4) implementing a number of focused programmatic interventions to support student achievement and growth -- maintaining the district's continued work towards the fulfillment of the complete TLE continuum.

### **Project Contact:**

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