

Strengthening Teacher and Leader Effectiveness 3 Program

Grantee Information:

Grantee: **Hudson City School District**

Abstract:

The STLE 3 grant will continue to support the initiatives started under the STLE 1 grant and add a career ladder opportunities for principals as well.

The role of the Lead Evaluator for APPR has been well accepted by the various stakeholders in the district. This position includes a variety of levels of professional development as well and the expertise of the person in this position is vital to continue with the continued implementation of Common Core aligned lessons, units, and instructional practices in the classroom.

The development and implementation of the Teaching and Learning Coaches in the district is just getting underway with the 2013-14 school year so it was imperative that this position continue to be supported by the STLE 3 grant. The TLCs have unique roles in the district. One serves in the capacity as a math specialist. A second serves as an ESL specialist. A third serves as a technology specialist and the fourth serves as a data specialist. All of these areas are instrumental in the successful employment of the Common Core Learning Standards and to help teachers meet the needs of our student population. The teachers serving in this role have received and continue to receive professional development related to coaching. Their work involves peer coaching and mentoring other teachers as well as offering professional development sessions to various groups of teachers. This grant will allow the TLCs to continue to grow in this role with professional support throughout the school year.

The addition of the principal career ladder as part of STLE 3 is new to the Hudson City School District. With only four building administrators conceptualizing a working career ladder was difficult. Because of the small size of the district, it is important for leadership activities to match the specific skills of our principals, as each may demonstrate leadership in different areas. The leadership of all principals in the Hudson City School District is necessary for the

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district to succeed – as there is only one school serving each grade level. The resulting structure is to provide principals the opportunity to take on a district-wide initiative, allowing them to think about the K-12 system of the district instead of focusing solely on the work within their own building. The list of K-12 opportunities includes activities such as parent engagement, school transitions, enrichment for gifted students, district-wide celebrations, PBIS, or data systems. The district-wide initiatives open to principals allow for the opportunity to cultivate leadership among all principals who meet the requirements and choose to participate.

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