

Strengthening Teacher and Leader Effectiveness 3 Program

Grantee Information:

Grantee: **Jamestown City School District**

Abstract:

The Jamestown City School District will develop and implement career ladder positions for teachers and principals to provide individualized support for educators seeking improvement and to build systemic capacity to enhance educator effectiveness.

Overall Goals:

1. Extend the reach of highly effective and/or effective educators by creating opportunities to support improved effectiveness of novice teachers and principals, as well as those rated as developing or ineffective.
2. Share instructional leadership tasks with highly effective and/or effective teachers through career ladder roles that provide job-embedded support for enactment of curriculum aligned to Common Core Learning Standards, and analysis of student learning data to inform and improve instruction.

Objectives:

1. Develop and implement career ladder positions for teachers and principals, to include:
 - leadership roles for teachers and principals to provide mentoring for novice teachers and principals, as well as those identified for improvement
 - leadership roles for teachers to provide professional development and feedback to improve school-wide alignment to Common Core Learning Standards and data-driven instructional practices
2. Strengthen leadership capacity in learning focused supervision and mentoring, to include:
 - Coaching and calibration in application of the Framework for Teaching to assess and improve professional practice

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- Professional development in planning and instructional practices aligned to the CCLS and NYS Curriculum Modules
- Professional development in the use of data from formative assessments to analyze and improve student learning

Teacher and Principal Leaders will provide individualized and small group support to individuals and teams of teachers. Teacher Leaders will also collaborate and engage with building and district administrators to support professional learning for all instructional staff. By working together to sustain professional growth, we will contribute to a high-performing district culture of shared leadership, wherein teachers and leaders work collaboratively to continuously improve educator effectiveness and high levels of learning for students and staff.

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