

Strengthening Teacher and Leaders Effectiveness 3 Program

Grantee Information:

Grantee: **Madison-Oneida BOCES**

Consortium Members: **Canastota CSD, Hamilton CSD, Madison CSD, Morrisville-Eaton CSD, Oneida City SD, Stockbridge Valley CSD, Vernon-Verona-Sherrill CSD**

Abstract:

The purpose of the STLE initiative is to provide a route to greater responsibility and recognition for excellent educators; deliver intense, quality professional development; and build capacity in the region to address critical student achievement needs.

Seven participating districts (Canastota, Hamilton, Madison, Morrisville-Eaton, Oneida, Stockbridge Valley, and VVS) will adopt a Career Ladder whereby teachers and principals will engage in ongoing and intensive professional development related to content, pedagogy, and addressing student population needs so that they may share their expertise, expand their circle of influence and positively impact more students. These persons will then serve as mentors, trainers and facilitators in district and regional PLCs or professional dialogue groups.

Teachers and principals will be selected via an application process by district Selection Committees comprised, at a minimum, of District and Building administrators, Association representatives and the BOCES Staff and Curriculum Development Director. The selection process will be tiered to address:

- ❖ Minimum threshold requirements (as dictated by NYSED);
- ❖ Regional focus – Regional Instructional Leadership Team goals of literacy, numeracy, and addressing the needs of economically disadvantaged students; and
- ❖ Optional: Additional local requirements as appropriate and negotiated with Association reps.

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A significant component of the STLE initiative is the professional development and training offered to teachers and principals on the career ladder. This training will enable participants to adequately meet the roles and responsibilities as an educator leader in their buildings and also builds local and regional capacity for the grant period and beyond. It is anticipated that the calendar will include multiple professional development opportunities per month that will also be made available to other educators in the region.

To address regional needs related to mathematics, STLE funds will be used to hire a Math Instructional Specialist responsible for providing direct, on-site and in-district staff development and support related to Common Core math standards and instructional practices.

Novice Teachers and Novice Principals will each receive a small stipend to pilot the program and contribute to the ongoing development and implementation of the initiative. All participants will get release time to engage in professional development offerings, professional development hours toward their required certification hours, an hourly curriculum rate for trainings that take place outside of regular school hours, and district and regional recognition. Through grant funding, districts will be reimbursed for substitute coverage for some of the trainings that take place during the school day. Novice Teachers will also receive iPads and software that will be used to mentor other teachers, establish and maintain PLCs in the district and region, and model instructional strategies. Each teacher will also receive classroom materials to create a model classroom.

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Overall Goals	Activities	Quantitative Measurable Outcomes
Attract and retain highly effective and/or effective educators in schools or districts (especially in high needs schools/districts).	<ul style="list-style-type: none"> ▪ Implement the career ladder initiative in seven districts. ▪ Provide professional development in high need areas and mentoring services so that teachers and principals are supported in their work. 	<ul style="list-style-type: none"> ▪ Development of rigorous application process ▪ Number and demographics of teacher and principal applicants and those selected. ▪ Types of educator vacancies and length of time to fill, pre and post STLE. ▪ Teacher and principal retention rates in each district, pre and post STLE.
Build local and regional capacity by extending the reach of a highly effective and/or effective educator to more students through new models of professional learning, training, modeling and coaching.	<ul style="list-style-type: none"> ▪ Professional Learning Community training and implementation ▪ Leadership training ▪ Use of best practices and exemplars ▪ Use of technology to share information and model instructional strategies 	<ul style="list-style-type: none"> ▪ Number and types of training offered ▪ Number of participants ▪ Training feedback ▪ PLC and coaching activities in each district
Build local and regional capacity to support the 2013-2014 New York State Metrics & Expectations relating to the four core areas of Race to the Top and the Regents Reform Agenda.	<ul style="list-style-type: none"> ▪ High quality professional development ▪ Sharing best practices and exemplars regionally and statewide via the website. 	<ul style="list-style-type: none"> ▪ Number and types of training offered ▪ Number of participants ▪ PLC and coaching activities in each district ▪ Number and type of exemplars posted

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