

Strengthening Teacher and Leader Effectiveness 3 Program

Grantee Information:

Grantee: **New York City Department of Education**

Abstract:

NYC will use STLE 3 funds to implement specific career ladder roles for teachers and principal at the novice, professional, and leader levels.

For the teacher career ladder, NYC will expand existing career ladder opportunities in ten (10) high-need high schools in school year 2014-15. Novice teachers are eligible to receive additional compensation to support the design of NYC Performance Assessments to be used as measures of student learning (MOSL) in 3012-c.¹ Professional teachers are eligible to receive additional compensation for facilitating dialogue between teachers and helping teachers share their expertise. Teacher leaders are eligible to receive compensation for helping high-needs schools retain strong teachers and for supporting teacher practice *across* schools.

In the teacher career ladder high schools, NYC will also support: 1) induction mentoring support, provided by teachers in career ladder roles, to new teachers (and that counts towards mentoring requirement hours), 2) sharing and documenting of best practices for career ladder roles, 3) communications with teachers and school leaders regarding teacher leadership, and 4) training and knowledge sharing on the use of assessments as part of meaningful teacher development and evaluation systems.

For the principal career ladder, novice and professional principals are eligible to receive additional compensation for establishing their school as a laboratory of effective implementation of 3012-c teacher career ladders. Professional principals are also eligible to receive additional compensation for facilitating trainings and coaching and mentoring aspiring principals enrolled in NYC leadership training programs. Principal leaders are eligible to receive

¹ Teachers at any NYC school are eligible for the Novice teacher role.

Strengthening Teacher and Leader Effectiveness 3 Program

additional compensation for leading a high-need school and must make a three-year commitment.

NYC will also utilize the SLTE funds to invest in three additional core areas where additional support will be most critical to complete effective implementation of our career ladder and TLE continuum: 1) increasing support for the new principal evaluation and development system; 2) increasing support for the new teacher evaluation and development system; and 3) partnering with the Executive Leadership Institute (ELI) to build the capacity of APs and principals through seminars, mentoring, and collaboration opportunities.

Project Contact:

Name: Elizabeth Davidson

Title: Deputy Strategic Officer

District: New York City Department of Education

Address: 52 Chambers Street, New York, NY 10007

Phone: 212.374.3851

Email address: Edavidson3@schools.nyc.gov