

## Strengthening Teacher and Leader Effectiveness 3 Program

### **Grantee Information:**

Grantee: **Newburgh Enlarged City School District**

### **Abstract:**

Through the STLE3 initiative, the Newburgh Enlarged City School District will close the gap in school leadership and teacher effectiveness by developing career ladders that prepare teachers and school leaders to become effective or highly effective as part of the systemic implementation of the Annual Professional Performance Review (APPR). These career ladders will allow the district to identify, support and retain teachers and school leaders at an earlier stage of their career. Better preparation and skills development of teachers and school leaders will enable our students to be college and career ready.

Activities to support this initiative include:

- Professional development for teachers, educational leaders and supervisory managerial confidential staff to obtain advanced degrees, National Board Certifications and/or to attend leadership institutes at institutes of higher education, such as, but not limited to Harvard University, SUNY New Paltz, SUNY Albany and Mt. St. Mary College.
- Mentoring for new and aspiring school leaders;
- Peer coaching to allow teachers to improve instruction and increase their pedagogic knowledge by co-planning lessons and curriculum units, sharing effective practices, performing videotape analysis or participating in study groups which explore common core curriculum and APPR implementation; and
- Workshops to increase parental and community stakeholder involvement and awareness.

This initiative will further enhance district school improvement efforts supported through Race to the Top, School Innovation Fund, Title II, Title III, school improvement grants and the local tax levy. We believe that this plan will enable the district to use the APPR data as a means of implementing effective teacher and school leader practice and improving student learning.

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