

## Strengthening Teacher and Leader Effectiveness 3 Program

### **Grantee Information:**

Grantee: **Niagara Wheatfield Central School District**

### **Abstract:**

The Niagara Wheatfield Central School District will strengthen its TLE continuum by developing and implementing career ladder opportunities for effective/highly effective teachers and principals.

Positions include:

- Project Director, a principal leader that coordinates curriculum and instruction district-wide related to Common Core and the APPR Process through the STL/PL Structure and ensures a common language district-wide;
- Data Inquiry District Coordinator, a principal leader that coordinates assessments and data analysis district-wide related to Common Core and the APPR Process and ensures a common language district-wide;
- Data Inquiry Teacher Leaders that assist the Data Inquiry District Coordinator to implement the Data Driven Instruction model at the building level and ensure a common language district-wide;
- Content Teacher Leaders that assist the Project Director to implement common curriculum and instruction district-wide related to Common Core and the APPR Process, collaboratively provide Teacher Facilitator support and professional development, and calibrate Teacher Facilitators in their grade level/department teams;
- Teacher Facilitators that assist the Content Teacher Leaders in implementing common curriculum and instruction district-wide related to Common Core and the APPR Process, collaboratively provide teacher support, and calibrate grade level/department teams.

Candidates for these leadership positions will be selected in part based on APPR results. The District's Career Ladder component will include financial incentives for effective/highly effective teachers and principals who assume additional responsibilities. Training for selected teachers and principals will include developing and honing skills in facilitation, collaboration, calibration,

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adaptation, cognitive coaching, and mentoring within a school-based learning community. The leadership positions created in the Career Ladder will enable the district to equally distribute the talents of our educators across content areas, grade levels, and buildings so all educators in the district have access to teacher and principal leaders that can provide professional development for improved practice. Through the use of calibrated teacher and principal evaluation, assessment data, professional development on Common Core, and individual teacher/principal coaching, the district will evidence increased student achievement in Math and ELA for all students, while emphasis will be placed on high need student groups such as Students with Disabilities and socioeconomically disadvantaged students.

The goal of this project is to foster teacher and principal leaders who will help improve our educators' effectiveness and increase their capacity to improve the academic achievement and college/career readiness of our students. Our objectives include:

1. Create a district-wide collaborative structure for curriculum supervision.
2. Leadership activity involvement among teachers and principals.
3. Involvement in data teams among teachers.
4. Common language of instruction and protocol.
5. Data analysis and common language of instruction process and protocol.
6. Improve ELA scores among all students, but especially high needs students.
7. Improve Math scores among all students, but especially high needs students.

### **Project Contact:**

Name: Nora O'Bryan

Title: Principal

District: Niagara Wheatfield Central School District

Address: 6839 Errick Road, North Tonawanda, NY 14120

Phone: 716.215.3244

Email address: [nobryan@nwcsd.org](mailto:nobryan@nwcsd.org)