

Strengthening Teacher and Leader Effectiveness 3 Program

Grantee Information:

Grantee: **North Tonawanda City School District**

Partner: **Niagara University**

Abstract:

North Tonawanda City School District will enhance its TLE continuum by providing opportunities for effective and highly effective teachers and leaders to share their expertise with colleagues and compensate them for assuming additional duties.

For teachers, the position of Teacher Leader will include professional development offered through Niagara University's Teacher Leadership Advanced Certification of Study program and will prepare effective and highly effective teachers to mentor novice, ineffective, and developing teachers, engage in curriculum development activities, and design and deliver other professional development opportunities for their colleagues.

For administrators, the position of Principal Leader will expand the qualified principal's responsibilities beyond his/her building, conducting formal mentoring of teachers, administrative interns, first year administrators, and other relevant staff to become school administrators, conducting formal mentoring of lead teachers who are learning to coach and develop other adults, manage district-wide curriculum and/or assessment development teams, and conduct lead evaluator and/or evaluator certification training and/or recertification for administrators district-wide. Professional development for this position will be provided by the district superintendent and BOCES, as applicable.

Use of student assessment data, mentoring of teachers by trained lead teachers, engagement of more highly effective and effective teachers in curriculum development and other administrative roles, and assuring that teacher leaders are supported by effective or highly effective principals, is expected to positively impact student achievement. Key outcomes of the program include:

- Reduce the percentage of teachers rated ineffective or developing by 20%;

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- Increase the percentage of high-needs students taught by effective/highly effective teachers;
- Increase the percentage of students attaining a 3 or 4 on ELA and math assessments by 5%;
- 75% of Curriculum and Assessment Team members will be rated HE/E; and
- 75% of teacher leaders will be supported by effective/highly effective principals.

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