

## **Strengthening Teacher and Leader Effectiveness 3 Program**

### **Grantee Information:**

Grantee: **Oneida Herkimer Madison (OHM) BOCES**

Consortium Members: **Brookfield CSD, Oriskany CSD, Remsen CSD, Westmoreland CSD, Whitesboro CSD**

### **Abstract:**

For this Strengthening Teacher Leader Effectiveness (STLE) initiative, Oneida Herkimer Madison (OHM) BOCES will lead a consortium of five eligible public school districts: Brookfield, Oriskany, Remsen, Westmoreland, and Whitesboro. The project builds upon existing initiatives relating to Teacher Leader Effectiveness such as the Common Core Ambassadors, high quality professional development offered through the BOCES and Center State Teacher Center, APPR adoption and implementation, and the use of data to inform decision-making about educator practice and student learning. Each of the participating districts will implement a career ladder structure that creates opportunities for outstanding educators to learn and grow in their career and serve their districts and the region as coaches, trainers, and content experts. This Mohawk Valley agenda builds local and regional capacity for fully implementing the Regents Reform Agenda.

Participating teachers will engage in PLC and Coaching training and then pursue intense professional development in one of three pathways: graduate level work, coaching, or e-learning instructional design. In turn, they will facilitate grade level and content area PLCs; facilitate quarterly group meetings; create model classrooms; and document best practices. All Novice Principals will engage in PLC and Coaching training, including Coaching Centric Leadership for Education Professionals and Gallop Strengths Coaching training; turnkey information to administrative colleagues; take the lead with other administrators regionally; and co-facilitate monthly, regional principal meetings. Compensation for each position includes: release time for training and professional development; substitute teacher and principal coverage; training hours, stipends for work done outside the school day, and certifications; and stipends for planning and delivering training locally and regionally (through the Center State Teacher Center).

Overarching goals and objectives of the initiative are to:

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- Attract and retain highly effective and/or effective educators in schools or districts (especially in high needs schools/districts);
- 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;
- Provide pathways for teacher and principal professional growth and transformational leadership; and
- 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.

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