

Strengthening Teacher and Leader Effectiveness 3 Program

Grantee Information:

Grantee: **Oswego County BOCES**

Consortium Members: **Hannibal CSD, Oswego City SD, Phoenix CSD**

Abstract:

Oswego County BOCES will work with three component school districts, Hannibal Central School District, Oswego City School District, and Phoenix Central School District in developing Teacher and Principal Career Ladders for their districts. This initiative proposes a three-tiered Career Ladder for Teachers and Principals: Novice Teacher/Principal, Professional Teacher/Principal, and Teacher/Principal Leader. The purpose of our proposed Career Ladder Program is to support our districts' missions by: improving student achievement through teaching excellence, encouraging and promoting effective teacher performance, providing an avenue of advancement for teachers, attracting and retaining effective teachers, and compensating teachers/principals for their extra duties and obligations.

Teachers and Principals will receive training, preparation, and on-going support. Professional development activities for Teachers and Principals will be delivered through Leadership Academy Activities which will focus on Data Driven Instruction, Professional Learning Communities, Cognitive Coaching, Teacher Evaluation, Instruction Skills and Leadership. District officials will engage teachers/principals in dialogue regarding the district's distribution status and needs and, to the extent possible, spark interest and create opportunities for teachers to learn more about their options for transferring to the schools and classes where their impact would be greatest. This initiative will help build capacity among teachers and ensuring Highly Effective/Effective teachers are represented across grades that access to rigor curriculum for all students.

The overall goals of the initiative are:

- Develop and Implement Career Ladders to support recruitment, retention, development, and retention of effective Teachers and Principals.
- Retention of highly effective and/or effective educators in schools or districts

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- Extend the reach of a highly effective and/or effective educator to more students through new models of classroom organization
- Ensure that highly effective and/or effective teachers are contributing to curriculum development, and assessment design on school, district or state teams
- Develop fiscal sustainability for the principal and teacher performance growth system by leveraging district resources, federal, state, and private funds.

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