

Strengthening Teacher and Leader Effectiveness 3 Program

Grantee Information:

Grantee: **Tonawanda City School District**

Abstract:

The City of Tonawanda School District will design and implement a sustainable career ladder that is designed to support high needs students through the use of data-driven instruction and technology integration within our district to benefit students K-12. Leadership positions have been established to allow teachers and principals opportunities to specialize Race to the Top Initiatives. The design seeks to promote dialogue between teachers and principals and create a culture where sharing expertise with colleagues to improve student achievement is the norm.

We will engage in on-going, job-embedded professional development and training activities for both teachers and administrators. Initially, we will concentrate on developing committee facilitation and professional conversation skills. Afterward, a key focus will be implementing Data Inquiry Teams with common protocols to drive instructional approaches. The data team will coach, model, and train others to use data to inform instruction and building decisions. The data committee will determine best practices in DDI (Data-Driven Instruction) by engaging in research, book studies, discussion, brainstorming, and consensus building activities prior to the development of district protocols. The coordination of district-wide DDI will connect instruction, data, and learning to academic success. By identifying and recruiting effective/highly effective teachers and principals as participants, we will be distributing the skills of our most talented staff members across content areas, grade levels, and buildings. Emphasis will be placed on supporting high need students through the use of data and research-based strategies/techniques that support student success and achievement. Candidates for career ladder opportunities will be selected across the district. We will select from K-12 grade levels, across content areas, and equally from district campuses. The criteria for candidates will be determined and selected by the Superintendent, Assistant Superintendent, and Principals to ensure the equitable distribution of Career Ladder positions.

Strengthening Teacher and Leader Effectiveness 3 Program

Goals:

Our overarching goal is to increase the academic achievement of our students (primarily of those that are disadvantaged) to ensure college/career readiness by improving instruction through the collection, analysis, discussion, and application of instructional data.

Objectives:

- 1.) By the end of year two, 25% of our educators will be involved in one or more leadership activities.
- 2.) By the end of year two, 80% of our educators will be actively participating in at least one data team.
- 3.) By the end of year two, a district-wide process and protocol for data analysis and curriculum instruction revision is implemented as evidence by a district plan.
- 4.) By the end of year two, improve the overall proficiency percentage of economically disadvantaged students and students with disabilities by 10% in ELA and Math.

Project Contact:

Name: Mary Beth Scullion

Title: Assistant Superintendent for Curriculum and Instruction

District: City of Tonawanda School District

Address: 100 Hinds Street Tonawanda, NY 14150

Phone: 716.694.7688 ext. 1007

Email address: mscullion@tona.wnyric.org