

Strengthening Teacher and Leader Effectiveness Dissemination Grant:  
Principal Leadership Abstract

**Grantee Information:**

Grantee: **Greece Central School District**

Consortium Members: **Gates-Chili CSD, Spencerport CSD, Lackawanna CSD, Genesee Valley CSD**

**Abstract:**

Guided by *EnVision Greece 2017*, a strong system-wide plan for improvement led by the superintendent of schools, a major district focus is on development of career ladder pathways to provide highly skilled teachers and principals the opportunity to coach peers and advance professional practice to close achievement gaps. The goal is to ensure the highest need students have access to the most effective teachers and principals by extending their reach as professional developers. STLE 1 and 2 grants allowed us to establish career ladder positions and a partnership with NYC Leadership Academy (NYCLA) to develop a customized, transformative Leadership Academy and ongoing professional learning program for GCSD. Teacher leaders in each building spend part of the day teaching and coach their colleagues during the remainder of the day. The superintendent and deputy superintendent lead collaborative professional learning sessions on a regular basis. A turnaround initiative principal works intensively with principals to rapidly improve student outcomes in our lowest performing schools. Four principal leaders with demonstrated ability to improve student outcomes and close achievement gaps provide coaching and lead professional development (PD) related to the Marzano rubric for school leaders. GCSD continues to address opportunity and achievement gaps and implement college and career readiness strategies through strong labor management collaboration, and has collaborated with the Teacher Union Reform Network and Student Achievement Partners. We recently expanded our leadership training to include a design thinking curriculum (in partnership with Entrepreneurs by Design) to strengthen skills required to support innovation and responsive prototype development and to further strengthen support for transformative results.

STLE-D grant funding will allow us to expand the work outlined above while replicating the success Greece has experienced with other school districts in NYS and beyond. Our goals include creating a Technical Assistance Center to offer STLE aligned PD and coaching support for teacher

leaders, principals, and principal leaders from both GCSD and other districts, to create advanced leadership opportunities to leverage the talents of the district's highest performing principals and/or teacher leaders on principal career pathways, and to coach non-STLE principals and/or future principals. Specific program activities include:

- 1.) GCSD will become a Technical Assistance Center and offer four 1-day visitations, and two 2-day convenings that will allow other school districts to learn about our labor-management collaboration, observe our TLE continuum in action, and receive PD in design thinking to support implementation of the Regents Reform Agenda – Common Core Learning Standards (CCLS), data driven instruction (DDI), and Annual Professional Performance Review (APPR) - and the use of design thinking to advance innovation in practice.
- 2.) GCSD will establish a Professional Learning / Innovation lab, a state-of-the-art design thinking space where participants will utilize wall space for idea mapping, be arranged in seating that encourages collaboration, and have access to necessary technology to support design thinking principles and processes. Coaching through Entrepreneurs by Design will support a district "I" team that will assist schools with persistent gaps in student achievement.
- 3.) GCSD will develop a video library and a coaching interface to provide the opportunity to engage in learning community practices and utilize technology for video coaching and PD. Not only would consortium members have access to the GCSD superintendent, deputy superintendent, principals, and teacher leader staff for support and feedback, but also all of our partners - NYCLA, TURN, and School Achievement Partners - can be included in the feedback process. A video coaching interface will allow for distributed coaching, peer review, group learning and to help establish next-step goals.

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