

Strengthening Teacher and Leader Effectiveness Dissemination Grant:
Principal Leadership Abstract

Grantee Information:

Grantee: **North Tonawanda City School District**

Abstract:

Using the STLE grant as a foundation, our plan is to utilize the two principal leaders to implement a plan to increase the number of buildings led by highly effective principals, prepare promising district staff to become highly effective principals in the future and create an administrator development strategy that can be maintained by the district after the grant period ends.

Goals include

- establishing a mentor program where the two identified principals work to develop and mentor the four existing principals who have not attained a highly effective rating;
- prepare three assistant principals for future roles as highly effective principals; and
- prepare two teacher leaders for future roles as district administrators

A strand of professional development offerings will be coordinated between the two principal leaders (utilizing the 17 teachers leaders in the cohort) to provide instructional strategies, researched-based best practice, and purposeful learning walks to better evaluate current instruction and provide more meaningful feedback to strengthen novice and professional teachers. Purposeful learning walks will help principals to identify areas of strength and need in teachers, and will also assist the district in developing more uniform assessments among principals by giving them specific examples of highly effective teaching strategies in key content areas.

Our goal is to implement a model schools program where the two principal leaders (working collaboratively with the superintendent, grant manager, and teacher leaders) will showcase

best practice. Other building administrators will spend quality visits in the model school to better learn how to manage and support a personal learning community in their assigned building.

In addition, we have partnered with the University at Buffalo to recruit teacher leaders who are aspiring administrators. Teachers who met the TLC teacher leader qualifications could apply to be sponsored candidates for our district. The two teachers chosen will receive internship experience within our model schools one day per week and will successfully participate in the administrative program at the University.

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