

Internal Only

Career Ladder Posting for Teachers and Principals

Depew Union Free School District

Strengthening Teacher and Leader Effectiveness (STLE) Grant

STLE Grant overview:

3 areas of focus to improve academic success for all students

1. Effective use of data and instructional coaching to create a common understanding and implementation of the Tri-State Quality Review Rubric and the six shifts expected by the Common Core Learning Standards in literacy and math.
2. Develop a school-based learning community (Master Teacher Development Program) to provide high quality professional development opportunities for teachers and principals through a partnership with Buffalo State.
3. Become a TLIM (The Leader In Me) elementary school, certified by Franklin Covey. This school-wide model will increase teacher effectiveness, student engagement, and academic achievement.

Rationale:

To achieve the above goals the Depew Union Free School District will devise a Teacher and Leader Effectiveness Continuum by creating a career ladder approach for teachers and principals. The District will offer financial incentives for teachers and principals taking on additional responsibilities. This will involve ongoing professional development and training for both teachers and principals. A key focus will be implementing data inquiry teams with common protocols that drive our instructional approaches.

Selection Process:

Candidates for career ladder opportunities will be selected across all grade levels and content areas. The Superintendent, Assistant Superintendent and Principals will select the individual to participate in the Career Ladder positions. 15 positions are funded by this grant (5 per school) unless fewer than 5 apply from a school.

Minimum Criteria for Eligibility to serve as a Novice Teacher Leader:

- Initial Certification
- Bachelors' degree
- At least two years of experience as a classroom teacher
- At least one year of formal mentoring from trained mentor
- Effective or Highly Effective Teacher Evaluation Rating for 2012-13

Roles and Responsibilities of Novice Teacher: (year 1)

1. Participate in a monthly school-based learning community designed to study and engage in effective practices through a Master Teacher development program with Buffalo State College
2. Serve as a data coach that works collaboratively with grade level/dept chairs
3. Participate on District-wide data team and/or building data team
4. Assist with data analysis for grade/dept meetings
5. Share lesson at building faculty meeting that demonstrates implementation of the instructional shifts required by CCLS in literacy or math and alignment to the Tri-State rubric
6. Work with a minimum of two students as a "critical friend" to support academic success
7. Meet with Grant Coordinator (Assistant Superintendent) bi-monthly to review progress on expected outcomes

Roles and Responsibilities of Professional Teacher: (year 2)

-must serve as a Novice teacher to move to Professional Teacher

1. All of the above, plus
2. Mentor teachers who received a rating of developing/ineffective and/or teachers who request additional support

3. Become a coordinating teacher and/or coach for a clinical placement of a student teacher pursuing an undergraduate or graduate degree in teaching
4. Assist with formative assessment development based on data analysis
5. Fully implement use of the Tri-State rubric for lesson analysis
6. Create a common language of instruction aligned to the Common Core State Standards using the NY CCSS instructional practice and evidence tools on Engageny
7. Meet with Grant Coordinator (Assistant Superintendent) bi-monthly to review progress on expected outcomes

Minimum Criteria for Eligibility to serve as a Novice Principal:

- Initial Certification
- Master's Degree
- At least one year experience as a School Building Leader
- Effective or Highly Effective Teacher Evaluation Rating for 2012-13

Roles and Responsibilities of Novice Principal: (year 1)

1. Work with Buffalo State College Executive Coach to collaboratively design and research projects identified by the district as critical to achieving the specific goals of the school and the district based on data regarding student achievement, teacher performance, curriculum alignment with CCSS and assessment practices that will meet district, state and federal required metrics for student achievement.
2. Conduct formal mentoring of administrative interns to become school administrators
3. Serve on District data (CDEP) and building data team
4. Assist with data analysis for grade/dept meeting, using common District data form
5. Provide workshops to parents and/or community stakeholders on Common Core and Career/College Readiness
6. Fully implement use of the Tri-State rubric for lesson analysis and teacher mentoring
7. Create a common language of instruction aligned to the Common Core State Standards using the NY CCSS instructional practice and evidence tools on Engageny

Roles and Responsibilities of Professional Principal: (year 2)

-must serve as a Novice Principal to move to Professional Principal

1. All of the above, plus
2. Conduct formal mentoring of teacher leaders who are learning to coach and develop other adults
3. Lead/manage District –wide curriculum and/or assessment development teams

Stipend for Novice Teachers and Principals:

- \$1000 Year 1
- \$1500 Year 2
- All participants will receive a 16GB iPad with retina display, case and Bluetooth keyboard
- Professional resources (books, etc) up to \$100 per participant
- State/National Conferences (year 1 Principals, year 2 teachers)

Additional opportunity:

- Education Leadership Tuition \$500/year for 2 years at Buffalo State College (4 teachers)

Application Deadline **November 15, 2013**

Application Procedure: Interested persons should apply in writing to:

Mrs. Susan B. Frey, Assistant Superintendent for Curriculum,
Instruction and Personnel
Depew Union Free School District Office