



# *Ensuring Teacher Quality: Recruitment, Hiring, Induction, Mentoring & Professional Learning*

**Board of Education**

**January 11, 2023**



# Welcome & Introductions

Introduction: Dr. Louis N. Wool, Superintendent of Schools

## Presenters:

- Dr. Brian Ladewig, Assistant Superintendent for Human Resources
- Dr. Lisa Mulhall, Assistant Superintendent for Curriculum & Instruction
- Mrs. Valerie Hymes, Principal, Harrison Avenue School
- Mrs. Jennifer Spagnola, Assistant Principal, Harrison Avenue School
- Mrs. Janine Shugrue, Teacher & Mentor, Harrison Avenue School



# Marzano Meta Analysis: The Importance of Teacher & School Quality

Teacher Quality	School Quality	Percentile Entering	Percentile Leaving
Average	Average	50 <sup>th</sup>	50 <sup>th</sup>
Average	Highly Effective	50 <sup>th</sup>	78 <sup>th</sup>
Highly Ineffective	Highly Ineffective	50 <sup>th</sup>	3 <sup>rd</sup>
Highly Ineffective	Highly Effective	50 <sup>th</sup>	37 <sup>th</sup>
Highly Effective	Highly Ineffective	50 <sup>th</sup>	63 <sup>rd</sup>
Highly Effective	Highly Effective	50 <sup>th</sup>	96 <sup>th</sup>



# Teacher Recruitment

LHCSPA Virtual Diversity Teacher Job Fair  
&  
Diversity in Ed Virtual Teacher Job Fair

Buffalo State College  
Canisius College  
D'Youville College  
Empire State College  
Houghton University  
Medaille University  
St. Bonaventure University  
SUNY Buffalo  
SUNY Fredonia

Syracuse University  
Hobart William Smith College  
Ithaca College  
SUNY Binghamton  
SUNY Cortland

University of Rochester  
Nazareth College  
Roberts Wesleyan University  
Rochester Institute of Tech  
St. John Fisher College  
SUNY Brockport  
SUNY Geneseo

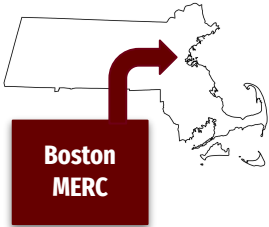
HCSD  
Teacher  
Job Fair

Siena College  
College of St. Rose  
SUNY Albany

Mount St. Mary College  
SUNY New Paltz  
Marist College

Manhattan College  
Manhattanville College  
Iona College  
Fordham University  
Pace University

Teachers College  
Bank Street College  
New York University





# Teacher Recruitment: *Candidate Quality & Diversity*

*How do we reimagine teacher recruitment to attract and retain high quality candidates who reflect the diversity of our community?*

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**Lower Hudson Council of School Personnel Administrators**  
*Virtual Diversity Teacher Job Fair*

- ❖ Panel Discussion to reveal how school districts focus on supporting teachers
- ❖ Webinar workshops to support candidates in their job search
- ❖ Virtual interviews to match candidates to school districts based on certification needs

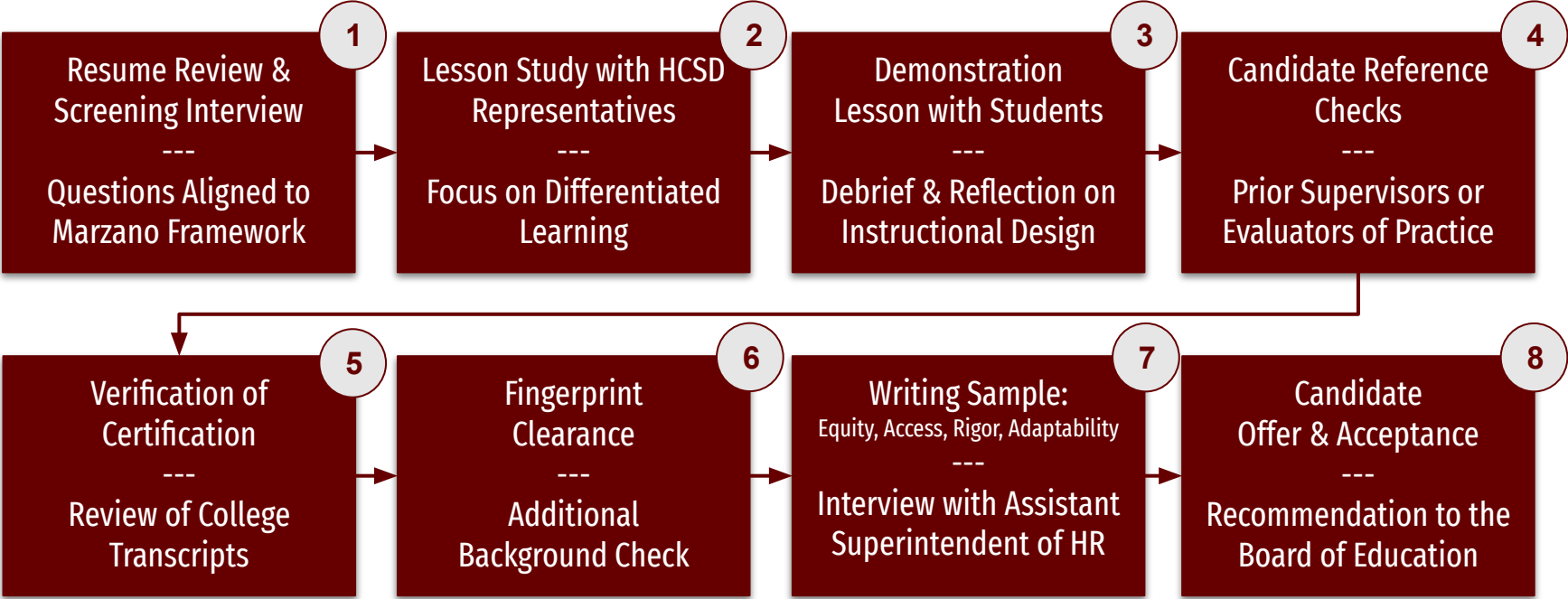
Participating Districts: 41 ♦ Candidates: 1,051 ♦ Interviews: 3,367

Teachers Hired: 23 ♦ HCS District Teachers Hired: 4



# Teacher Hiring Process:

*How do we ensure a rigorous, consistent process for evaluating teacher candidates that is aligned to our core values?*

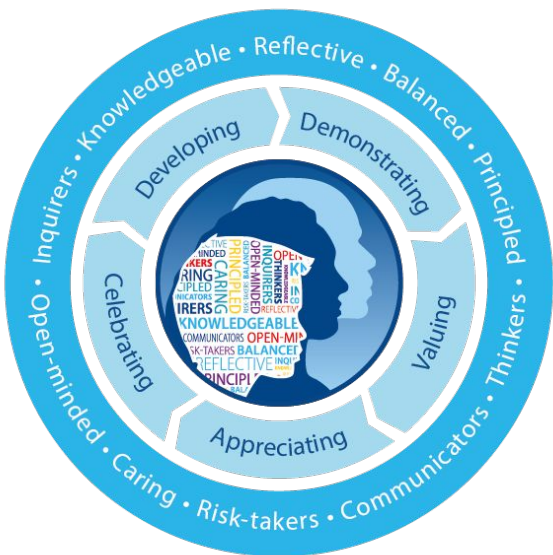


# New Teacher Institute





# New Teacher Institute - Year 1





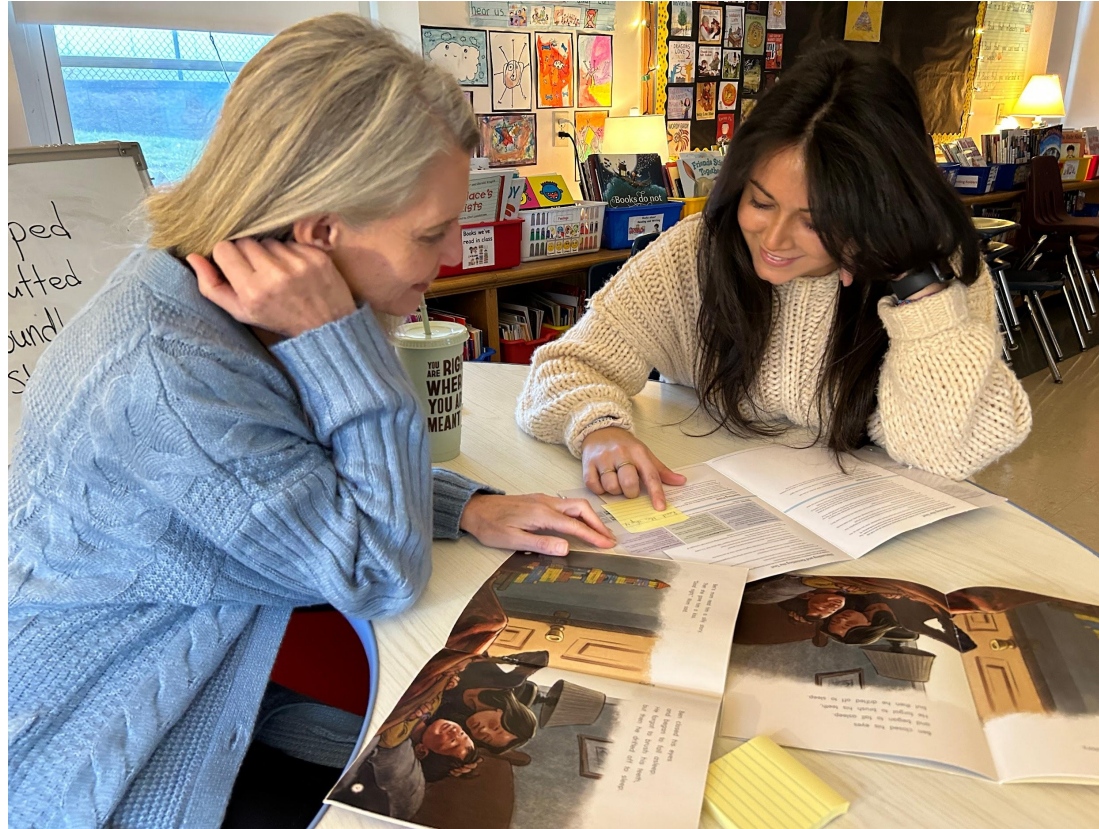


## Year 1 Participant

*“For me the most valuable part of the institute was learning about the core values of the district and how they are intertwined with the academic and social practices. Each presentation spoke to this in some way, and it really came across as one of the driving forces behind the district's success...a unified mission that is thoughtfully and skillfully put into action.”*



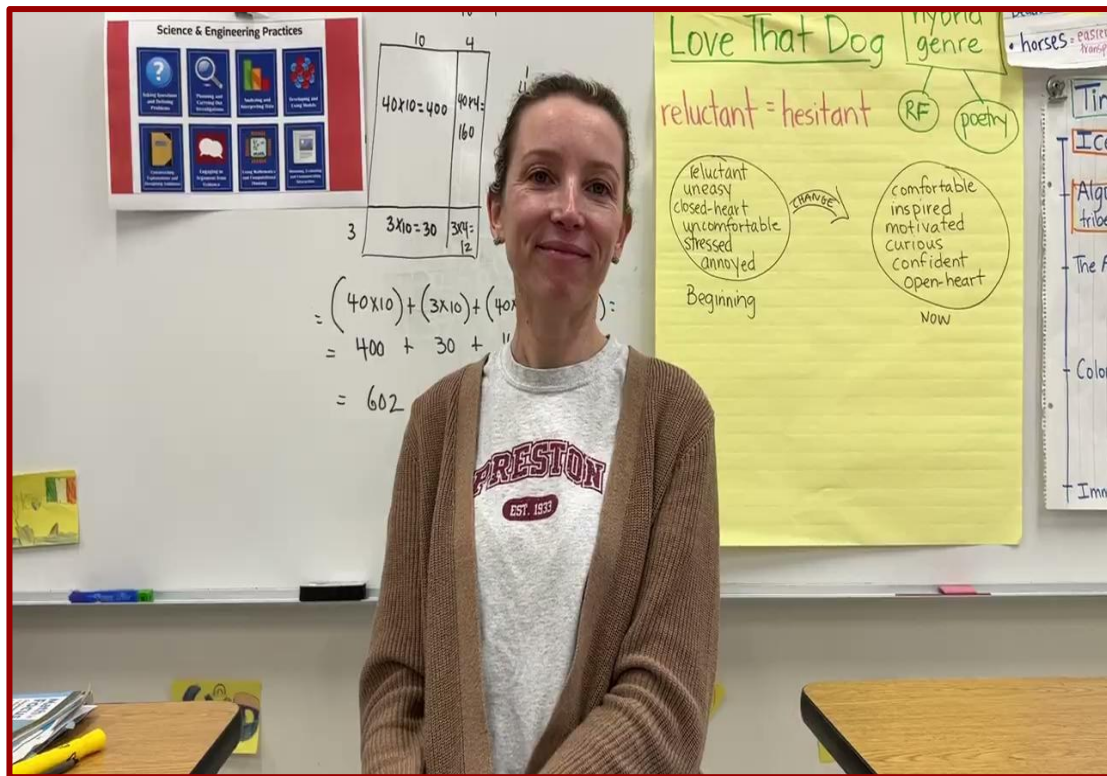
# Mentor-Mentee in Action





# Why Mentor?

## A Relationship that Lasts Forever



Ms. Trina Cassidy,  
S. J. Preston Teacher &  
Mentor





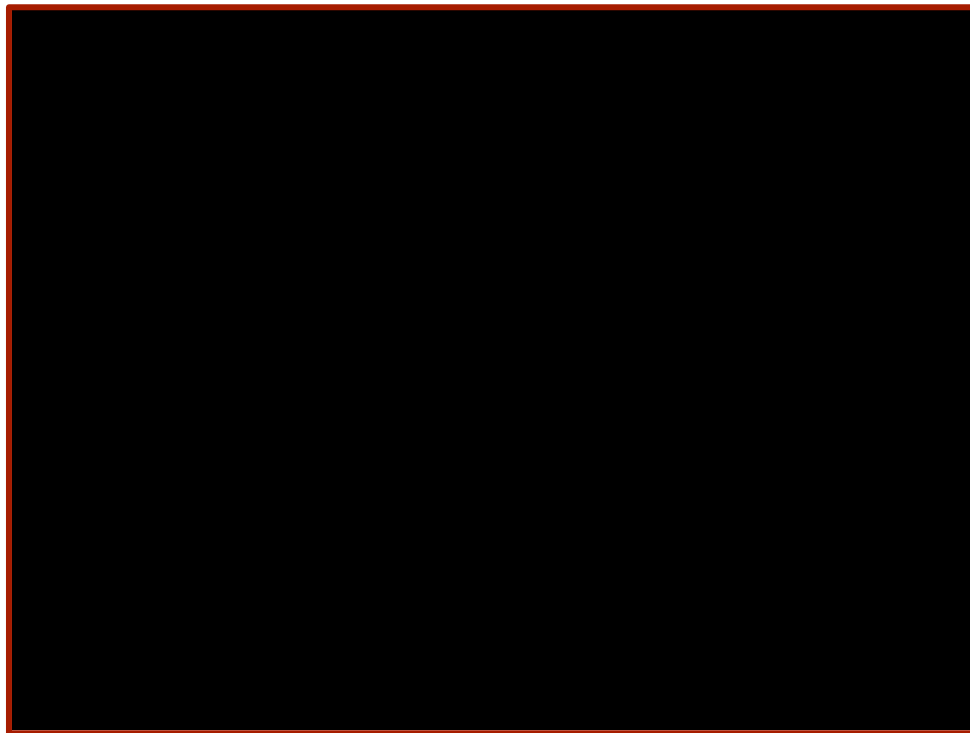
# Mentor-Mentee Relationship





# A Mentee's Reflection: A Relationship that Lasts Forever

Ms. Sharlene Ferrer,  
S.J. Preston Speech Teacher



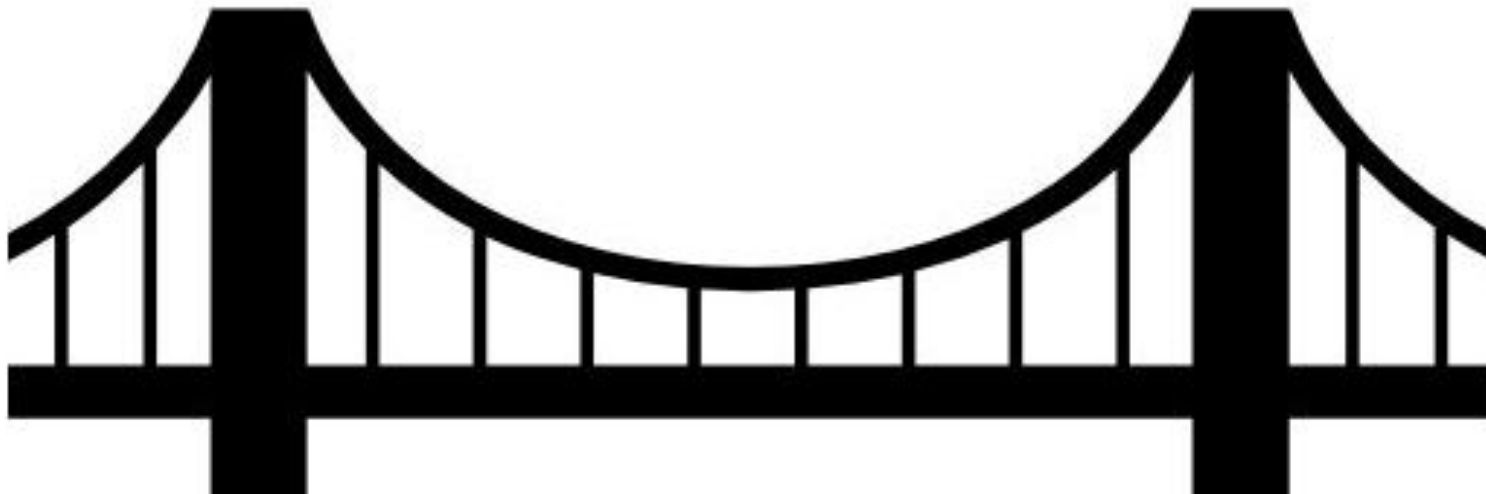


# Structures of Support Across the Year

Mentor/Mentee Meetings	Regular and informal conversations September- Meet once per week October & November- Meet every other week December- Meet once per month Intervisitation- 3 times per year
Mentor/Mentee After School Meetings	3 meetings with Mentors to cultivate the relationship and reinforce use of structures and protocols
Monthly Meetings with Building Principals	Monthly meetings with building principals: Building principals and assistant principals meet monthly with new teachers to teach and review topics that are timely including data analysis, parent-teacher conference preparation, and CSE meeting participation.



# Why Create a Second Year Institute?



## YEAR 1 INSTITUTE

- Introduction to HCSD expectations and goals
- Exploration of curriculum and best teaching practices
- Development of professional learning communities

## YEAR 2 INSTITUTE

- Deepen practice
- Inform the practice of first year colleagues
- Continue to build a foundation for success through reflection and feedback



# Design for the Institute

- How can we **deepen knowledge, understandings** and **practice** for Year Two teachers?
- How can we create an environment of **reflection, collaboration, connection** and **community** within the institute?
- How can we provide opportunities for teachers to give and receive **feedback**?





# Year 2 Teachers in Action

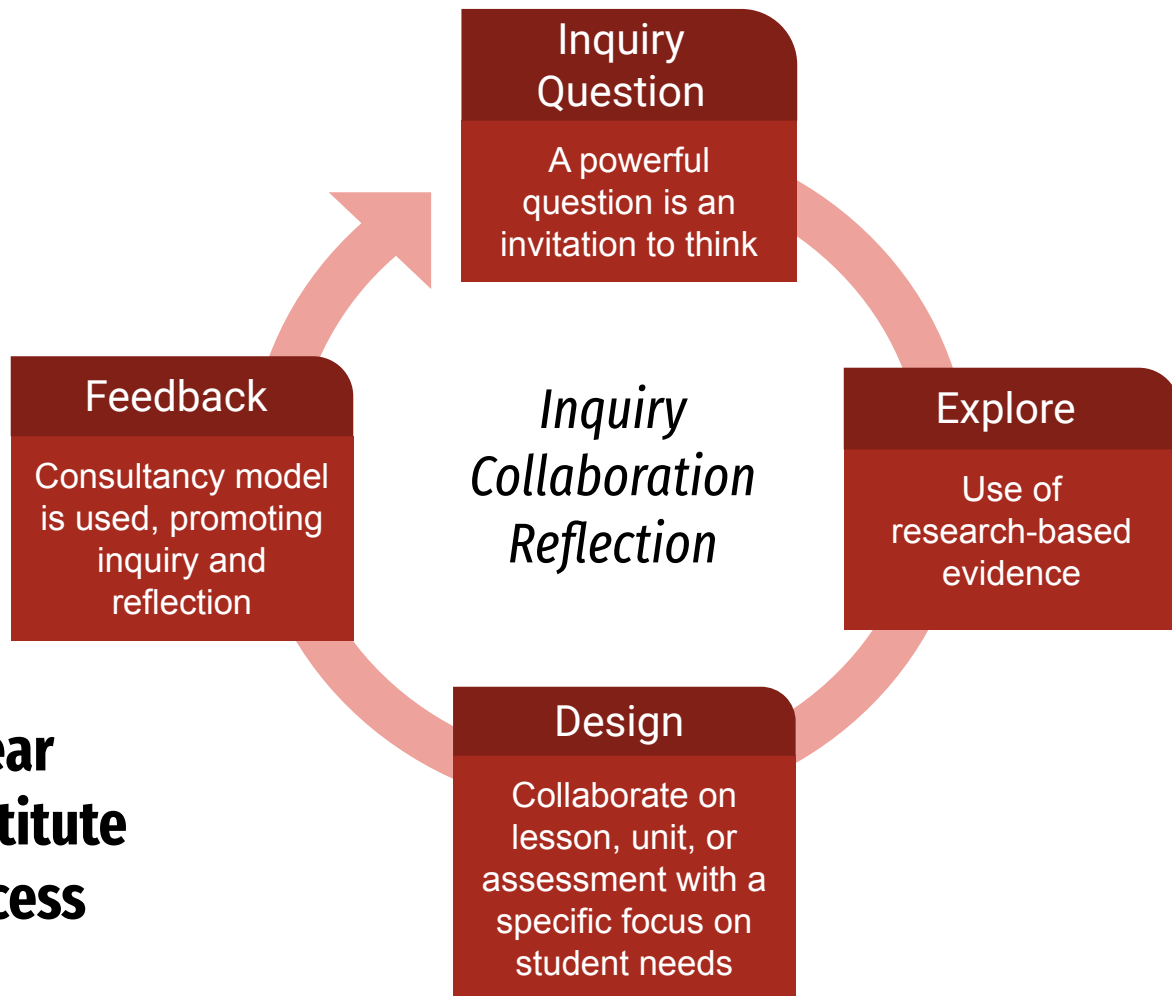


## Four Full Days in August

- **Day 1:** deep learning aligned to District goals (IB, Personalized Learning, Multiple Measures)
- **Days 2-3:** reflection researching, crafting lessons, revising, and collaborating
- **Day 4:** preparing and presentation of a body of work to first year teachers



## Second Year Teachers' Institute Design Process





# One Teacher's Journey



## Feedback Question:

- To what extent can assessment tools inform targeted goals and instruction to personalize learning?

## District Goals Addressed:

- Multiple measures
- Personalized learning

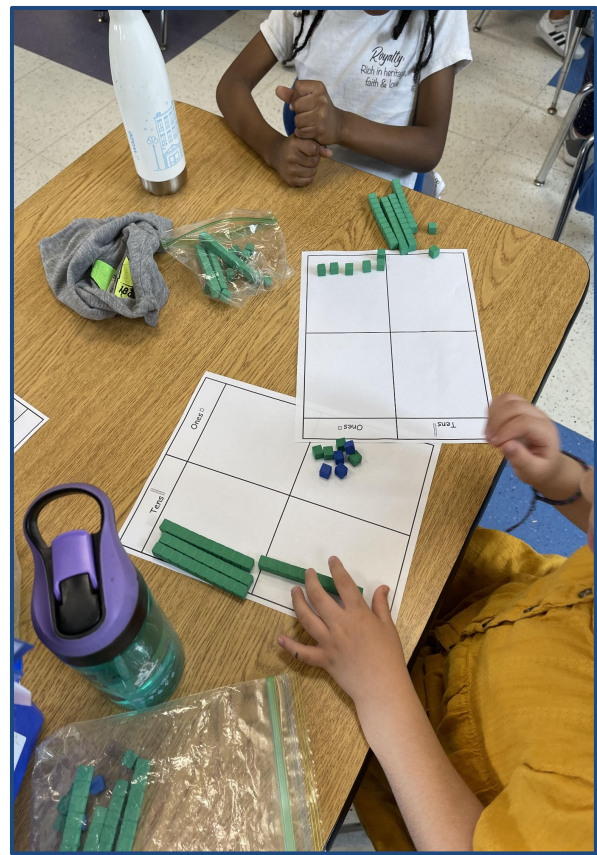


# Multiple Measures and Personalized Learning

Unit: Place Value	Moments to Measure	Notes (Date, Strengths, Weaknesses, Goals)
<p><b>Proficiency Scale</b> (date when you see it) <b>PV1</b></p> <ul style="list-style-type: none"><li>Describe a group of 10 ones as a single unit called a "ten."</li><li>Explain that the digit in the tens place of a two-digit number represents the number of complete groups of 10 ones in the number (the number of "tens") and the digit in the ones place represents the number of additional ungrouped ones.</li><li>Write numbers within the range 1 - 120 using numerals.</li></ul>	Work Samples- Small Group	
<p><b>S2</b></p> <ul style="list-style-type: none"><li>Identify the value represented by a specified place of a given two-digit number.</li><li>Compare like place values between two-digit numbers. For example, when given a pair of two-digit numbers, identify which number represents more tens.</li><li>Identify the less than, greater than, and equals symbols (&lt;,&gt;, and =).</li></ul>		
<p><b>3</b></p> <p>PV1—Express the value of a given two-digit number as an amount of tens and ones</p> <p>PV2—Compare the values of two-digit numbers using &lt;,&gt;, and = symbols (symbols not introduced until Ch. 16)</p>	Work Sample	
<p><b>4</b></p> <p>Compare the values of three-digit numbers</p>		

## Comparing Numbers Using Ones and Tens

- **Explicit teaching** of places in a number
- **Think-aloud** Strategy of modeling building a 2-digit number using base ten blocks
- **Direct instruction** of the process involved in comparing numbers that have 2 digits and using symbols
- **Partnership** work
- **Assessment**







# Consultancy to Classroom

## Feedback Question:

- *To what extent can assessment tools inform targeted goals and instruction to personalize learning?*

## Probing Questions:

- *How do you measure success?*
- *What is the connection to future units?*
- *What do you anticipate will be challenging for your students?*





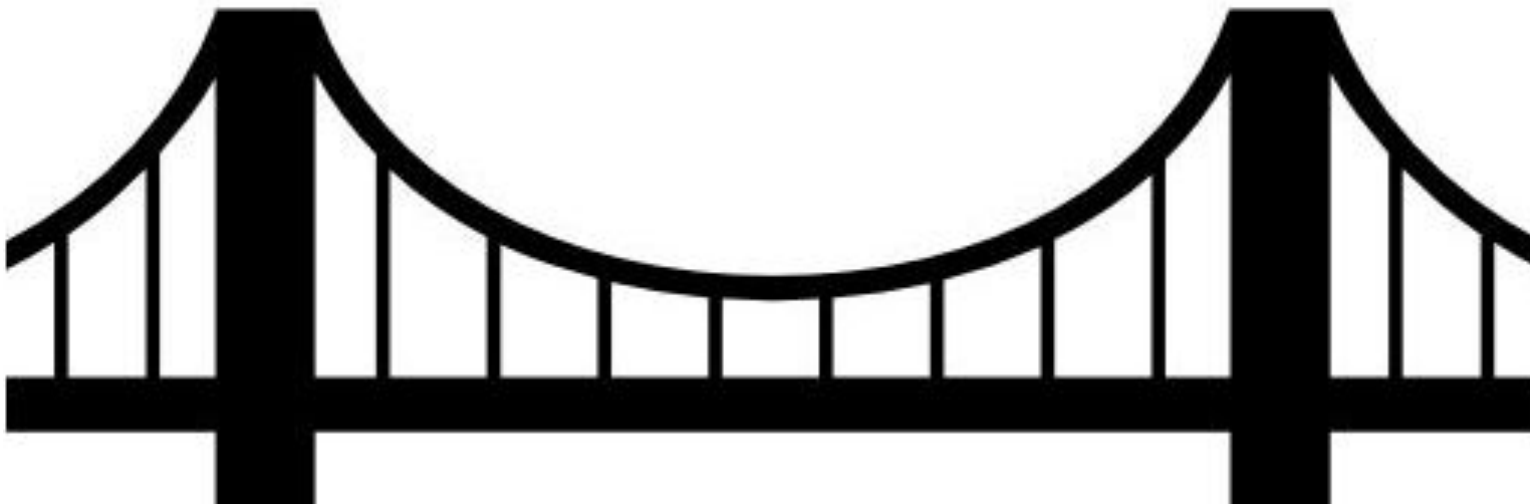
# Year 2 Reflection: Think Deeper about Big Issues

*Mr. Anthony DellaPena,  
Harrison High School  
French Teacher*





# Why Create a Second Year Institute?



- Building a community of reflective practitioners beyond year one
- Providing ongoing support from recruitment through year two
- Creating a foundation for continued success through reflection, deep learning and collaboration



# Janine Shugrue, Harrison Avenue School



JANINE  
LALLI

**July-August  
2017**

- ~Job Fair
- ~Hiring Process in HCSD
- ~First Year Institute

**September  
2017-June 2018**

- ~Participant in Mentor Program
- ~Monthly New Teacher Meetings

**August 2018**

- ~Second Year Teacher Institute
- ~Professional Development Courses

**September  
2018-July 2021**

- ~Continued Professional Learning in HCSD Summer Offerings
- ~Mentoring Course

**August  
2021-Present**

- ~Continued Professional Learning In HCSD
- ~Mentor in HCSD Mentoring Program