



RAISE THE BAR. COMMIT TO EXCELLENCE.
CITY SCHOOL DISTRICT OF ALBANY OFFICE OF HUMAN RESOURCES

SPECIALIZED PROGRAMS

For teachers

Mentoring

Every new teacher to the district offered a mentor for one year.

Peer-to-peer coaching

The City School District of Albany employs seasoned teacher coaches who work in classrooms across the district. The coaches function as advisors and models to their colleagues who seek guidance – from the novice in his or her first classroom to the veteran seeking to hone a facet of his or her teaching practice.

Professional development for new teachers

Professional development geared toward teachers both new to the district and new to the profession is offered district-wide and at individual schools.

Summer institute for new teachers

Each summer before the start of the new school year, every teacher new to the district can take part in five days of immersion support.

For students

Magnet schools

Three themed magnet elementary schools give families a real choice in public education.

Albany School of Humanities (ASH)

At ASH, learners explore diverse cultures through the study of visual arts, literature, music and theater arts. These theme-based lessons are taught in conjunction with core curriculum subjects of English, math, science and social studies. ASH serves students from prekindergarten-grade 6.

Montessori Magnet School

Based on the education model of Maria Montessori, Montessori Magnet School seeks to educate students in a way that incorporates all five senses, creates a warm and inviting community and encourages students to give their best efforts. The school serves students from prekindergarten-grade 5.

Thomas O'Brien Academy of Science and Technology (TOAST)

At TOAST, learning strategies reflect and reinforce approaches that drive the development of science and technology: curiosity, discovery, observation, problem-solving, inquiry and creativity. TOAST serves students from prekindergarten-grade 6.

Each magnet school is open to students citywide and admission is determined through two lotteries: one for prekindergarten and one for older students. Once students are enrolled in a magnet school, they can remain in their school until moving on to middle school.

Dual-Language Program

This Spanish-English immersion program is located at Delaware Community School (prekindergarten through grade 5). A student starts the program speaking either English or Spanish and leaves speaking, reading and writing in both. Students learn the languages using an alternating schedule of English and Spanish content-area instruction.

The program is composed of bilingual professionals from Argentina, Dominican Republic, Ecuador, Guatemala, Honduras, Peru, Puerto Rico and the United States. Program staff includes bilingual classroom teachers, a bilingual school psychologist, a bilingual speech therapist, an English-as-a-second-language teacher and a Spanish-as-a-second-language teacher.

Because of their backgrounds, teachers can share their cultural heritages with students, helping them achieve a multicultural awareness.

Career and Technical Education

Albany High's Abrookin Career and Technical Center equips students with marketable skills that qualify them for technical school or the 21st-century workplace. Areas include: arts, A/V and communication, auto technology, business, carpentry, construction technology, cosmetology, culinary arts, family and consumer sciences, health sciences, technology and engineering, and work-based learning.

Albany High and Abrookin have cultivated partnerships with the Capital Region's top businesses and universities, allowing students to participate in internships where they sample a variety of 21st-century work environments, apprenticeships and jobs.

International Baccalaureate Program

Albany High School has offered this prestigious and academically rigorous IB program – both diploma and non-diploma tracks – since 2005. The program, for high school juniors and seniors, is an internationally recognized symbol of academic excellence. Albany High is just one of three Capital Region high schools that offer the program.

The AVID Program

The District offers AVID (Advancement Via Individual Determination), a college and career readiness system in secondary schools and one K-8 building. AVID is a global nonprofit organization that operates with one guiding principle: Hold students accountable to the highest standards, provide academic and social support, and they will rise to the challenge. AVID brings research-based curriculum and strategies to students each day that develop critical thinking, literacy, and math skills across all content areas.

Office of ENL and Refugee Services

This new office was created to meet the needs of the district's growing population of English Language Learners.

Positive Behavioral Interventions and Supports/Services – PBIS

All elementary and middle schools have PBIS programs in place that vary based on the needs and priorities of the individual school. PBIS is a prevention-oriented practice of reinforcing expected behaviors and giving positive recognition when those behaviors happen.