

Strengthening Teacher and Leader Effectiveness 2 Program

Grantee Information:

Grantee: **Dutchess BOCES**

Consortium Members: **Beacon City SD, Dover UFSD, Hyde Park CSD, Northeast (Webutuck) CSD, Pine Plains CSD**

Abstract:

Dutchess BOCES, will serve as the Lead Educational Agency for the Success Transforms Educational Progress – (STEP-Up) Project. The purpose of the STEP-Up Project is to provide a pathway for growth for both Teachers and Principals. STEP-Up provides opportunities to identify and recognize exceptional teachers and principals as they develop expertise, and defines roles and responsibilities for advancement. The project will utilize the development of both a Teacher and Principal Academy as an opportunity to build capacity and sustained support for the proposed Career Ladders. The overall goals of the STEP-Up Project include:

- Improve student achievement by strengthening both teacher and principal evaluation
- Build the collective efficacy of teachers and principals across Dutchess County
- Build capacity of expert teachers and principals to mentor and coach their peers
- Provide opportunity, recognition, incentives, and compensation for professional growth and career advancement
- Retain effective teachers and principals by providing a Career Ladder Pathway early in their careers.

Five Dutchess County School Districts will partner in the STEP-Up Project: Beacon City School District, Dover Union Free School District, Hyde Park Central School District, Northeast (Webutuck) Central School District, and Pine Plains Central School District. Collectively these five districts serve approximately 10,506 students with 834 teachers, 10 Assistant Principals, and 24 principals.

The STEP-Up Project proposes a four-tiered Career Ladder for Teachers and Principals: Novice Teacher/Principal, Professional Teacher/Principal, Teacher/Principal Leader, and Master Teacher/Principal.

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- **Novice Teacher/Principal** - The novice teacher/principal tiers provide an entry point for identifying, recognizing, and developing potential Master Teachers and Principals.
- **Professional Teacher/Principal** – The professional teacher and professional principal positions are a necessary tier denoting the accomplishment of moving from Initial to Professional certification, untenured to tenured, and accrued experience.
- **Teacher/Principal Leader** – In addition to the responsibilities of the professional tier, at this point the expectation becomes that they develop and lead county-wide professional development through the STEP-Up Academy.
- **Master Teacher/Principal** – Finally, Master Teachers and Principals are differentiated from teacher/principal leaders in that these positions assume responsibility for providing regional support for colleagues (novice and professional) through the STEP-Up Academy. Master Principals will assume district wide leadership responsibilities.

The activities in the STEP-Up Project are consistent with Race to the Top initiatives that specifically support high needs students by improving the learning of English Language Learners, Students with Disabilities, and advancing student learning by supporting the effective implementation of the Common Core Learning Standards.

Project Contact:

Name: Linda Heitmann

Title: Deputy Superintendent

District: Dutchess BOCES

Address: 5 BOCES Road, Poughkeepsie, NY 12601

Phone: 845-486-4800

Email address: linda.heitmann@dcboces.org