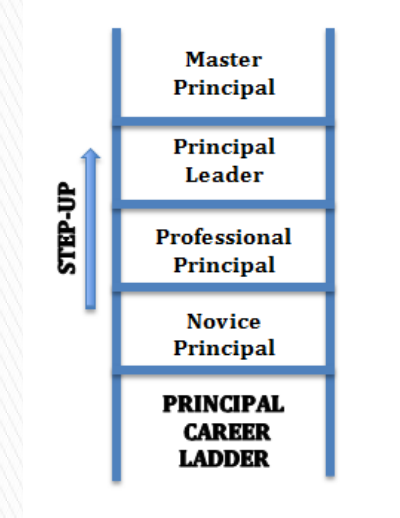
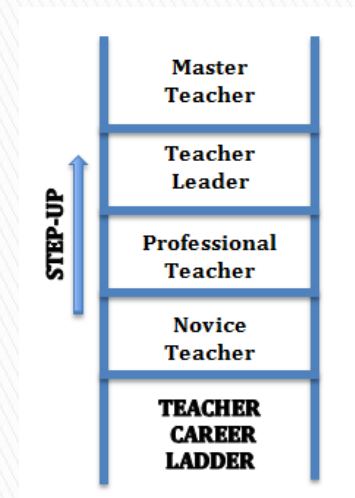


DUTCHESS BOCES WILL SERVE AS THE LEAD EDUCATIONAL AGENCY
FOR THE

STEP – UP PROJECT

STRENGTHENING TEACHER AND LEADER EFFECTIVENESS GRANT (STLE2)

SUCCESS
TRANSFORMS
EDUCATIONAL
PROGRESS




STEP – UP PROJECT

In conjunction with:

- Beacon City School District
- Dover Union Free School District
- Hyde Park Central School District
- Northeast Central School District
- Pine Plains Central School District
- Dutchess BOCES – Lead Educational Agency (LEA)

The purpose of the STEP–Up Project is to provide a pathway of growth for teachers and principals through a career ladder of defined roles with responsibilities for advancement.


STEP–Up provides opportunities to identify and recognize exceptional teachers and principals as they develop and share expertise.




The STEP-Up Project will meet these goals through the development of two academies, STEP-Up Teacher Academy and the STEP-Up Principal Academy.

TEACHER & PRINCIPAL ACADEMIES

Through the academies, participants will receive high quality, rigorous professional development aligned directly with the implementation of the Regents Reform Agenda, coaching and modeling, and collaboration and support through online professional learning communities.

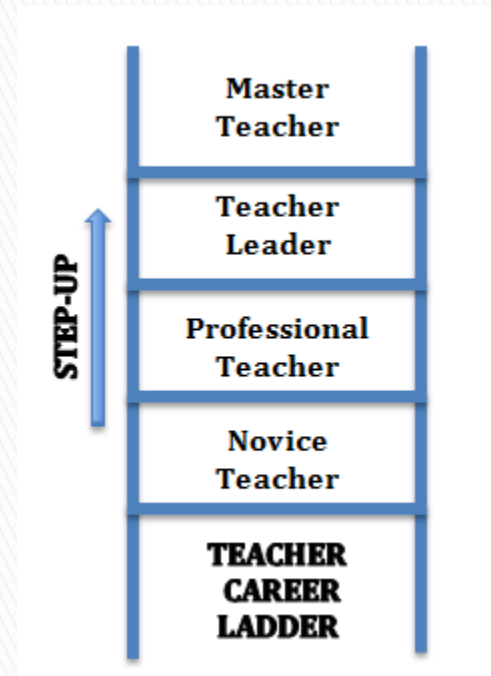


STEP-UP PROJECT GOALS

- 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,
 - Improve student achievement by strengthening both teacher and principal evaluation.
- 

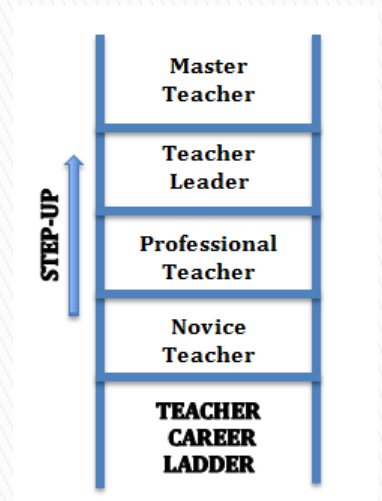
CAREER LADDER FOR TEACHERS

- Novice Teacher
- Professional Teacher
- Teacher Leader
- Master Teacher



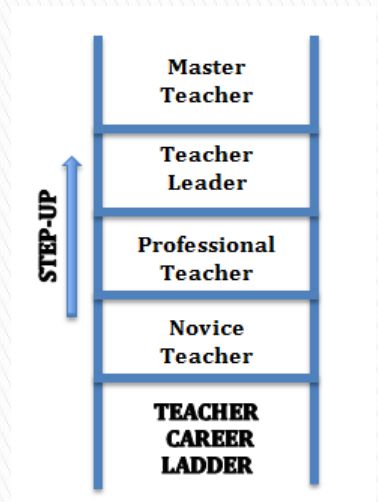
NOVICE TEACHER

The novice teacher provides an entry point for identifying, recognizing, and developing potential Master Teachers.



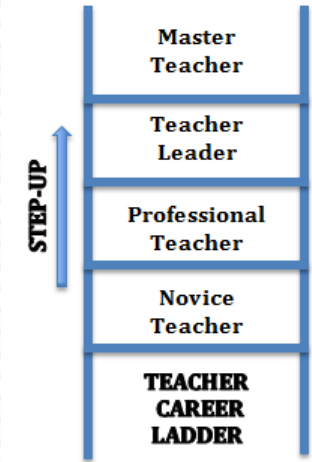
NOVICE TEACHER CRITERIA FOR ELIGIBILITY

- Initial Certification / Transitional Certification.
- Bachelor's Degree.
- Two years of experience as a classroom teacher.
- One year of formal mentoring from trained mentor.
- One year of Highly Effective/Effective APPR rating in the past two years.
- Completed signed Application Packet forwarded to the STEP UP Program Administrator.
- Demonstrates an understanding of the curriculum, subject content, knowledge, and the needs of students by providing relevant learning experiences.
- Provides evidence of a commitment to personal professional growth.



SEE APPLICATION PACKET

PROFESSIONAL TEACHER



The professional teacher

position denotes the accomplishment

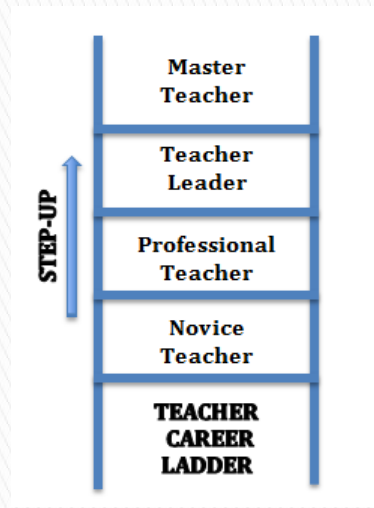
of moving from Initial to Professional

Certification, untenured to tenured,

and accrued experience.

PROFESSIONAL TEACHER CRITERIA FOR ELIGIBILITY

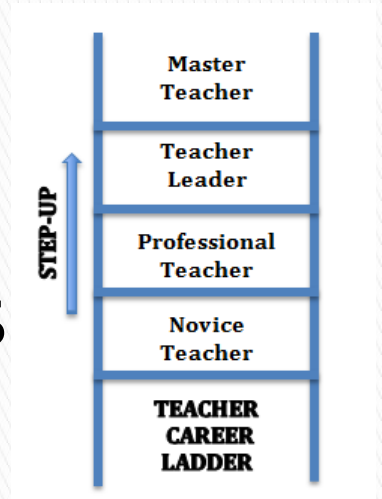
- Professional Certification.
- Master's Degree.
- Three years of experience as a classroom teacher.
- One year of satisfactory experience as a Novice Teacher. (Year 1 must meet criteria for this tier only)
- One year of Highly Effective/Effective APPR rating in the past two years. (Year 1 applications only)
- Two years of Highly Effective/Effective APPR rating in the past four years. (Year 2 applications only)
- Illustrates methods of promoting growth in others to impact student learning.
- Displays evidence of being skilled at data analysis and the ability to use results of data analysis as a basis for instructional strategies to meet student needs.



SEE APPLICATION PACKET

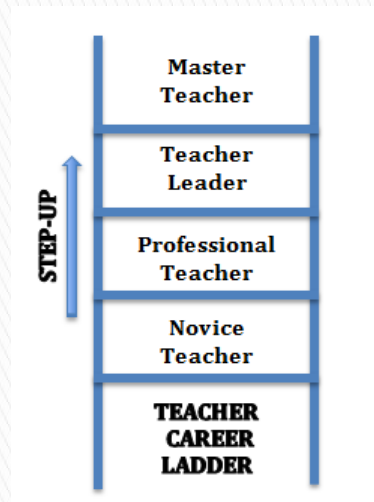
TEACHER LEADER

In addition to the responsibilities of the Professional Teacher, the Teacher Leader develops and leads county-wide professional development through the STEP-Up Academy.



TEACHER LEADER CRITERIA FOR ELIGIBILITY

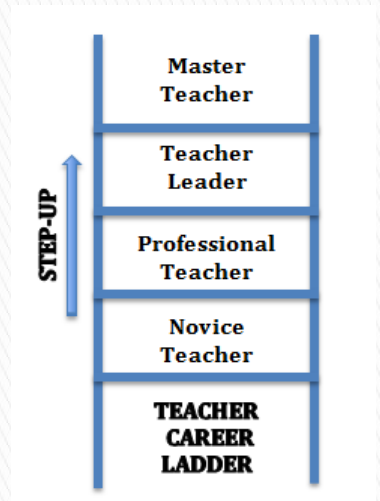
- Five years of experience as a classroom teacher.
- One year of satisfactory experience as a Professional Teacher. (Year 1 must meet criteria for this tier only)
- One year of Highly Effective/Effective APPR rating in the past two years. (Year 1 applications only)
- Three years of Highly Effective/Effective APPR rating in the past five years. (Year 2 applications only)
- Demonstrated proficiency in contributing to the learning of colleagues through leading collaborative learning communities.
- Exhibits or communicates the capability to design and lead professional development.
- Provides evidence of skill to coach peers.



SEE APPLICATION PACKET

MASTER TEACHER

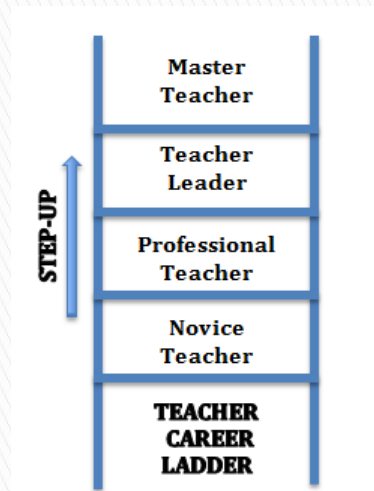
This position assumes responsibility for providing regional support for colleagues (novice and professional) through the STEP-Up Academy.



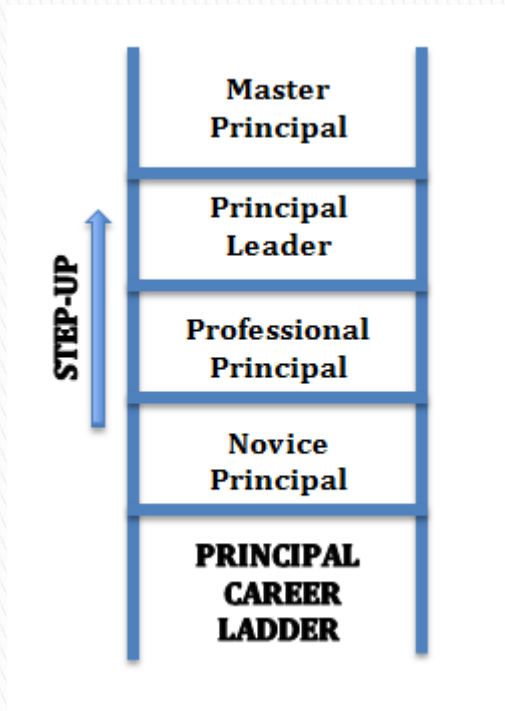
SEE APPLICATION PACKET

MASTER TEACHER CRITERIA FOR ELIGIBILITY

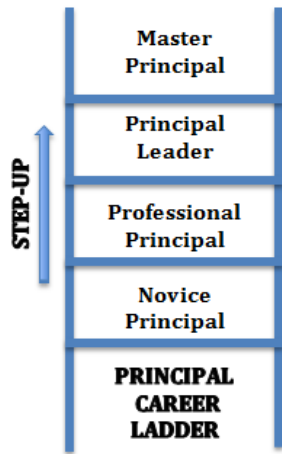
- Five years of experience as a classroom teacher.
- One year of satisfactory experience as a Teacher Leader.
(Year 1 must meet criteria for this tier only)
- One year of Highly Effective/Effective APPR rating in the past two years.
(Year 1 applications only)
- Three years of Highly Effective/Effective APPR rating in the past five years
(Year 2 applicants only)
- Professional certification Master's Degree plus thirty credit hours. (Year 2 applicants only)
- Demonstrates proficiency in contributing to the learning of colleagues through leading collaborative learning communities.
- Exhibited or communicated the capacity to design and lead professional development.
- Provided evidence of their skill to coach peers.



CAREER LADDER FOR PRINCIPALS

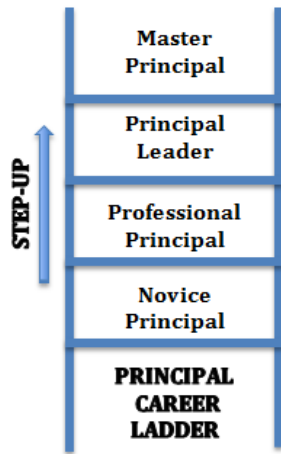


- Novice Principal
- Professional Principal
- Principal Leader
- Master Principal



NOVICE PRINCIPAL

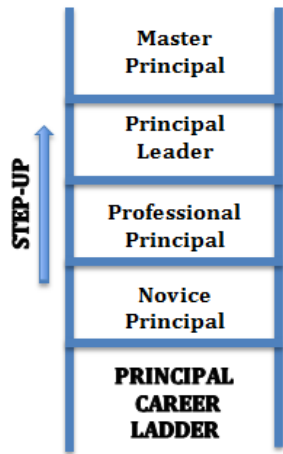
The novice principal provides an entry point for identifying, recognizing, and developing potential Master Principals.



NOVICE PRINCIPAL CRITERIA FOR ELIGIBILITY

- Initial Certification .
- Master's Degree.
- One year of experience as a school building leader. (Year-long internship is acceptable)
- Completed mentoring experience during first year as school building leader.
- One year of Highly Effective/Effective APPR rating in the most recent three years as a classroom teacher.
- Demonstrates an understanding of the curriculum, subject content, pedagogical knowledge, and the needs of students by providing instructional leadership.
- Provides evidence of a commitment to personal professional growth.

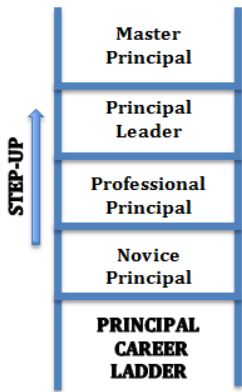
SEE APPLICATION PACKET



PROFESSIONAL PRINCIPAL

The professional principal

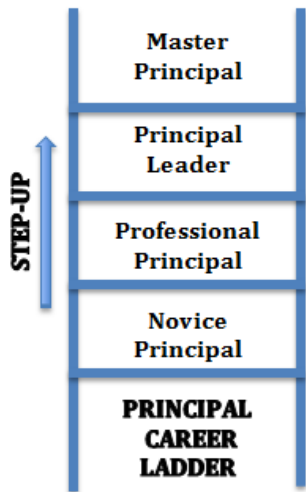
position denotes the accomplishment of moving from Initial to Professional Certification, untenured to tenured, and accrued experience.



PROFESSIONAL PRINCIPAL CRITERIA FOR ELIGIBILITY

- Professional Certification .
- Master's Degree.
- Three years of experience as a school building leader. (Year-long internship counts as one year)
- One year of satisfactory experience as a Novice Principal. (Year 1 must meet criteria for this tier only)
- Two years of Highly Effective/Effective APPR rating in the past three years. (Year 2 applications only)
- Illustrates methods of promoting growth in others to impact student learning.
- Displays evidence of being skilled at data analysis and the ability to use results of data analysis as a basis for instructional strategies to meet student needs.
- One year of Highly Effective/Effective APPR rating in the past two years. (Year 1 applications only)

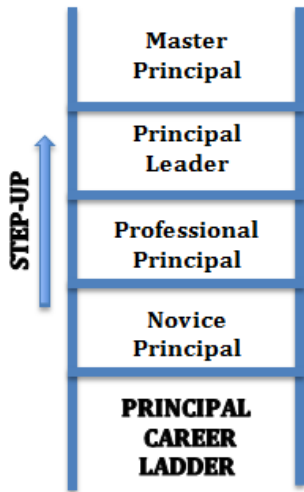
SEE APPLICATION PACKET



PRINCIPAL LEADER

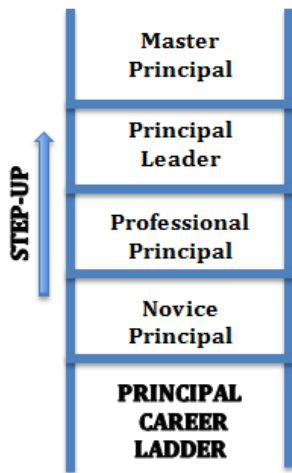
In addition to the responsibilities of the Professional Principal, the Principal Leader develops and leads county-wide professional development through the STEP-Up Academy.

PRINCIPAL LEADER CRITERIA FOR ELIGIBILITY



- Five years of experience as a school building leader. (Year-long internship counts as one year)
- One year of satisfactory experience as a Professional Principal. (Year 1 must meet criteria for this tier only)
- One year of Highly Effective/Effective APPR rating in the past two years. (Year 1 applications only)
- Three years of Highly Effective/Effective APPR rating in the past five years. (Year 2 applications only)
- Demonstrated proficiency in contributing to the learning of colleagues through leading collaborative learning communities.
- Exhibits of communicates the capability to design and lead professional development.

SEE APPLICATION PACKET

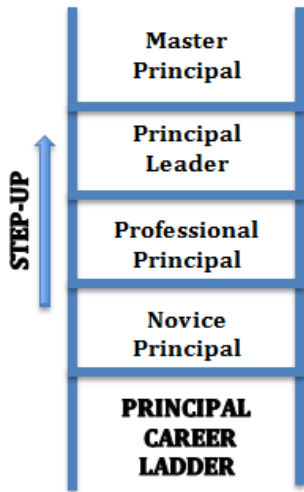


MASTER PRINCIPAL

This position assumes responsibility

for providing regional support for colleagues (novice and professional) through the STEP-Up Academy. Master Principals will assume district-wide leadership responsibilities.

MASTER PRINCIPAL CRITERIA FOR ELIGIBILITY



- Five years of experience as a school building leader. (year-long internship counts as one year)
- One year of satisfactory experience as a Principal Leader. (Year 1 must meet criteria for this tier only).
- One year of Highly Effective/Effective APPR rating in the past two years. (Year 1 applications only).
- Three years of Highly Effective/Effective APPR rating in the past five years. (Year 2 applicants only).
- Professional certification Master's Degree plus thirty credit hours. (Year 2 applicants only).
- Provides evidence of skill to coach peers.

SUSTAINABILITY

Throughout the period of the STEP–Up Project, BOCES Specialists, Teacher Leaders and Principal Leaders and Master Teachers and Master Principals will be designing and offering professional development that support all aspects of the Regents Reform Agenda.

These professional development sessions will be turned into a STEP–Up Online Repository.



SELECTION/NOMINATION PROCESS

- District advertises and distributes Candidate Eligibility Packets
- Teacher/Principal candidates submit completed Eligibility Packet to district designees
- Selection Committee reviews all candidate Eligibility Packets
- Selection Committee completes Candidate Selection Forms and forwards to superintendent
- Superintendent reviews candidate nominees, signs, and forwards final district nominations to Dutchess County BOCES, STLE2 Coordinator, Dr. Jodi DeLucia
- STLE2 Coordinator notifies selected participants of their status and stipend award

**APPLICATION
TIMELINE**

TEACHER & PRINCIPAL ACADEMY

Spring/Summer 2014

March 1, 2014 – August 15, 2014

All activities must be submitted by
August 15, 2014

Applications accepted monthly:
March 1, April 1, May 1, 2014

**APPLICATION
TIMELINE**

TEACHER & PRINCIPAL ACADEMY

Fall 2014

October 1, 2014 – January 31, 2015

All activities must be submitted by
January 31, 2015

Applications accepted monthly:
August 1, September 1, October 1,
December 1, 2015

**APPLICATION
TIMELINE**

TEACHER & PRINCIPAL ACADEMY

Spring 2015

February 1, 2015 – June 15, 2015

All activities must be submitted by
June 15, 2015

Applications accepted monthly:
December 1, January 1, February 1,
March 1, 2015

STEP – UP PROJECT

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JODI DELUCIA

Director of Educational Resources

845.486.4840 ext. 4614

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