

DUTCH BOCES SPOTLIGHT

January 2015



Dutchess BOCES has begun the new year continuing to offer top notch professional development designed to move teachers and principals to higher levels of expertise and performance. The ability to present such offerings is thanks to two grants totaling more than \$2.8 million awarded to BOCES to support teachers and educational leaders as they strive to improve and deliver the highest level of instruction to students.

“The grants Dutchess BOCES was awarded through the New York State Education Department are critical to improving education and developing educational leaders across Dutchess County,” said Jodi DeLucia, Director of Educational Resources.

“Each grant provides the resources to offer targeted programs that will benefit educators and students throughout the county.”



The first grant, STLE2, provided \$1.3 Million to the “Success Transforms Educational Progress Project” (STEP-Up). The project provides pathways for growth for both teachers and principals. The goals of the project include:

- Improving student achievement by strengthening teacher and principal evaluation
- Building the collective efficacy of teachers and principals across Dutchess County
- Building capacity of expert teachers and principals to mentor and coach their peers
- Providing opportunity, recognition, incentive, and compensation for professional growth and career advancement
- Retaining effective teachers and principals by providing a “Career Ladder Pathway” early in their careers

Two academies (one for principals and one for teachers) outline specific qualifications, roles and responsibilities, and professional development connected to the four tiers of the career ladder. The ladder builds experience and knowledge to nurture county-wide capacity and sustained support for exceptional teachers and principals as they develop expertise.

The ladder includes the following four tiers: Novice Teacher/Principal, Professional Teacher/Principal, Teacher/Principal Leader, and Master Teacher/Principal.



Dutchess BOCES is the lead educational agency and five Dutchess County School Districts are currently affiliated with 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. Together, these districts account for 10,506 students, 834 teachers, 10 assistant principals, and 24 principals in Dutchess County.

As a result of implementing the STLE2 grant, the BOCES Educational Resources Division has been able to increase its repertoire of professional development offerings making those professional learning opportunities available to all component districts.

Courses now include:

Literacy in Living Environment, Improving Education for Students in Poverty, The Instructional Leader As Coach, Engaging Males in Reading and Writing and Assessment of Oral



Communication in the Foreign Language Classroom. Workshops have also been offered by regionally or nationally known presenters such as Michael Dolcemascolo and Bruce Taylor. Professors from local colleges have also provided opportunities in content areas such as leadership skills and health and wellness.

The second grant, awarded in October 2014, provided Dutchess BOCES with \$1.5 million, the largest award in New York State, for the Strengthening Teacher and Leader Effectiveness Dissemination Grant (STLE-D). The overall goals of the STEP-Up and Lead Project include:

- Developing a partnership between an effective/highly effective STLE2 and non-STLE2 principals and/or teacher leaders
- Building the collective efficacy of teachers and principals across Dutchess County by developing a cohort of teacher leaders, aspiring principals, and principals to enhance highly effective teaching and leading practices
- Building the capacity of Effective/Highly Effective Principals to mentor and coach aspiring leaders

The intent of the grant is to share promising and/or successful programs, initiatives and best practices from STLE2 Lead and Master Principals to aspiring principals and principals in non-STLE2 districts. After designing a proposal for employing a new “signature” best practice to enhance their own performance, participants will be allotted resources to implement the plan in their schools.

Dutchess BOCES Educational Resources Staff Specialists will facilitate the cohort model. This model incorporates twice a month face-to-face meetings, along with webinars, online support networks, in-

person workshops and job embedded coaching. STLE-D aspiring principals and principal participants will explore the best practices catalogued in the STLE2 online repository as well as develop common understanding of the skills and practices encompassed by the ISLLC standards.



These opportunities will be provided through partnerships with Generation Ready Inc. and Learner-Centered Initiatives. Each company is recognized for its success in improving student achievement through high quality professional development.

Millbrook Central School District, Poughkeepsie City School District, Rhinebeck Central School District, Spackenkill Union Free School District and Wappingers Central School District are now participants. Collectively, these five districts add 19,900 students, 1,485 teachers, 25 assistant principals and 33 principals to the original number that benefitted from the STEP-Up Project.

Current STLE2 Offerings Open to Dutchess County Districts

At risk Students: Helping Those That Need Us Most	Danielle Fried	1/22/15
Data Made Easy - Advanced	Chris Chamuris	1/26/15
Reading/Literacy Specialists Round Table	Janine Babcock Susan Poole-DiSalvo	1/26/15
Educator EmPOWERment	Manya Bouteneff	1/27/15
Strategies to Help ELLs in the general/content area classroom	Manya Bouteneff	1/27/15

For more information, visit www.dcboces.org/stled

