

Joining Forces for veteran success

Lt. Col. Eurydice Stanley, DANTES Reserve Component Advisor

Service members, has anyone ever walked up and thanked you for your Service? Well, first lady Michelle Obama and Dr. Jill Biden have been doing just that with the organization they founded called Joining Forces, a comprehensive national initiative established to mobilize and unite all sectors of society — citizens, businesses, non-profits, faith-based institutions, philanthropic organizations, and government — to provide our Service members and their families the opportunities and support they have earned.

Since establishing Joining Forces almost three years ago, they have traveled across America to visit, inspire, educate, spark action and advocate for Service members, veterans and their families. They have encouraged others to do the same on television, in op-eds, and at bases, town halls, and roundtables across the country. Their efforts go well beyond saying thanks; they are laying the groundwork, providing guidance, and inspiring Americans to support our Troops.

The three areas of focus for Joining Forces are education, employment and wellness. Why education? According to the Joining Forces Web site (www.whitehouse.gov/joiningforces), over the next few years more than a million Service men and women will end their military careers and transition back to civilian life. For many, education will be at the front

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New online complaint system launched

The Department of Defense (DoD) announced Jan. 30, 2013, the launch of the Postsecondary Education Complaint System (PECS) which will provide a centralized online reporting system for Service members and their families to use in reporting problems with education institutions. Agency partners including the Departments of Veterans Affairs and Education are also launching online feedback tools providing a centralized system for veterans, Service members and eligible family members to file student complaints.

The complaint system is part of the President's Executive Order establishing Principles of Excellence for educational institutions serving Service members, veterans, spouses, and other family members. Examples of education-related issues may include, but are not limited to, misrepresentation or deceptive actions with regards to private or institutional loans, high-pressure recruitment tactics, false representations about degree programs, and misleading statements regarding accreditation.

Military-connected students using Tuition Assistance (TA) or Military Spouse Career Advancement Accounts (MyCAA) Scholarships can submit a complaint, if they believe their school is failing to follow the Principles of Excellence, through the centralized online reporting system at www.militaryonesource.mil/voluntary-education/complaint. Once a complaint is received, agency staff will contact both the student submitting the complaint as well as the referenced school, working with both parties to fully understand the issue raised and seek resolution. All verified cases will be submitted to the Federal Trade Commission's Consumer Sentinel Network. Appropriate cases will be referred to the Department of Justice and/or Consumer Financial Protection Bureau.

Similarly, feedback by GI Bill recipients can be submitted at www.benefits.va.gov/gibill/feedback.asp and feedback by federal financial aid recipients can be sent to Compliancecomplaints@ed.gov.

Joining Forces

continued from page 1

line of that transition. Ensuring that returning veterans and military families have access to the programs and resources that will help them successfully navigate their educational paths is critical.

U.S. Army Col. Rich Morales serves as the Executive Director of Joining Forces. Education is not only something that Morales advocates — he is a lifelong learner himself. He has earned one bachelor's degree, two master's degrees, studied systems analysis, organizational learning, and military innovation at Massachusetts Institute of Technology and Columbia University, and is currently a doctoral candidate at the University of Cambridge in the United Kingdom.

Morales is well aware of the value of the programs and services DANTES has to offer. He stated, "Soldiers benefit from education services, such as CLEP, which allows military Service members and veterans to translate the knowledge and skills they gained from the military into college credit. As a commander, I witnessed first-hand the positive impact of the Post-9/11 GI Bill on our military Service members, veterans, and their families." Information on the College Level Examination Program (CLEP) is at www.dantes.doded.mil/Programs/Exams_CLEP.html.

Joining Forces has already made impressive strides within the veteran education arena. For example, Google recently teamed with Joining Forces to award a 3.2 million dollar grant to support national research to assess veterans' academic performance and determine what kinds of campus-based programs were most effective in helping them. During her remarks at the grant award ceremony, Biden, a professor of English at Northern Virginia Community College, noted, "I have seen it in my own classroom — veterans bring the same determination and focus to their studies that they brought to Serving our country."

Other recipients of the Google grant are well known within veteran education circles for their dedicated effort to Service members:

- » Student Veterans of America (www.studentveterans.org/)
- » Posse Foundation (www.possefoundation.org)
- » Syracuse University's Institute for Veterans and Military Families (www.vets.syr.edu/about/)
- » Veterans of Foreign Wars (www.vfw.org/)

Not only do these groups have successful programs and services specifically designed for military students, but many also offer scholarships!

More than 100 colleges and universities have signed on to the Joining Forces commitment that will help prepare educators to lead classrooms and develop school cultures that are more

responsive to the social, emotional and academic needs of veterans and children in military families. Additionally, Joining Forces promotes and supports higher education institutions and programs that expand education opportunities, eases transferability for military-connected students, and expands job training opportunities for military spouses and veterans. The Servicemembers Opportunity Colleges (SOC) is a contract program managed by DANTES. For Service members, this program provides four main benefits

1. Reasonable transfer of credit to avoid excessive loss of previously earned credit and avoid course work duplication.
2. Reduced academic residency, limited to no more than 25 percent of degree requirements with no final year or semester in residence (may require 30 percent for undergraduate degrees offered 100 percent online).
3. Credit for Military Training and experience by considering the credit recommendations found on the Joint Services Transcript (JST) which is based on the ACE Guide to the Evaluation of Educational Experiences in the Armed Services in evaluating and awarding academic credit for military training and experience.
4. Credit for Nationally-Recognized Testing Program to award credit such as College-Level Examination Program (CLEP), DSST Examinations, Excelsior College Examinations (ECE).

The first lady captured the essence of the importance of the Joining Forces initiative when speaking to the nation's governors about supporting credentialing and licensure for Service members, veterans and spouses, stating, "...If we do this, we're not just upholding our values and honoring our Troops, we'll also be lowering the unemployment rate. We'll be improving our health care system. We're going to be boosting economic growth in this country through these efforts. And most importantly, we're going to be strengthening our country not just for now, but for the years ahead and in the end, that's really what Joining Forces is all about. It's not just about supporting our heroes while they're on the battlefield, it's about standing with them in these times, standing with them and their families when they come home, it's a forever commitment..." (www.whitehouse.gov/blog/2013/03/15/renewing-national-commitment-putting-america-s-heroes-back-work).

Veteran support is a forever commitment. Service members: maximize the products and services offered by Joining Forces and DANTES in support of your educational success! I look forward to hearing from you at rca@navy.mil.

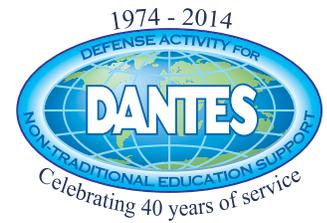
DANTES 40th Anniversary Special DIB Edition - February

12 months of celebrating and reminiscing as we look...

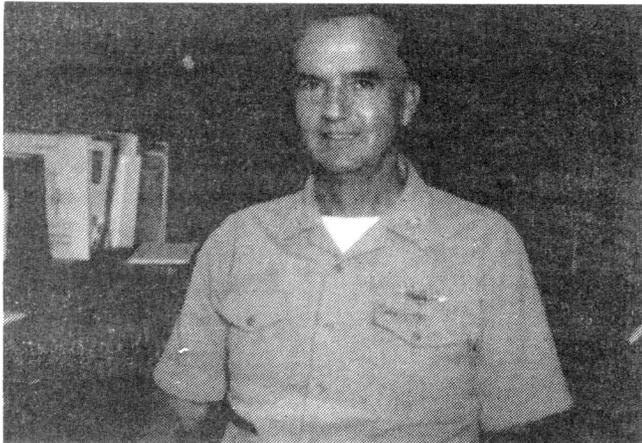
back to our beginnings,

at where we are today,

and forward to future success



Do you remember...



CAPT. BRICK BECOMES DANTES ACTING DIRECTOR

On September 19th Capt. John Brick became the Acting Director of DANTES. He replaced Dr. William Gager, the Director of DANTES since its establishment in 1974. Dr. Gager has been assigned as a student to the Navy Post-Graduate School in Monterey, CA.

Capt. Brick (U.S. Navy) comes to DANTES from the position of Deputy Director of Naval Educational Development on the staff of the Chief of Naval Education and Training (CNET). One of his major functions at CNET was the policy direction of the Navy Campus for Achievement, Navy's voluntary education program.

After graduating from the U.S. Naval Academy in 1950, Capt. Brick completed flight training and served in various carrier squadrons with attack and anti-submarine warfare assignments. He served tours at the Navy Post-Graduate School and was the Commanding Officer of a training squadron. Capt. Brick was assigned to several intelligence billets and was the last Executive Officer of the aircraft carrier USS KEARSARGE.

Capt. Brick received the Masters Degree in education from the American University. Before reporting for his assignment with the Chief of Naval Education and Training, Capt. Brick served as a Division Director in the office of the Chief Of Naval Operations.

The DANTES staff welcomes Capt. Brick to DANTES and extends best wishes to Dr. Gager in his new venture.

September 1977 DIB

From the DIB Archive...

Nothing shows the passage of time like information technology (IT) – it used to take 18 months for technology to be obsolete. Now it's more like one month – or less! To show how IT has changed in the 40 years since DANTES opened its doors, here is an excerpt from the November 1982 DIB describing what to look for when purchasing software:

Selecting Microcomputer Software

With the increased expansion of microcomputer technology a particular question comes to mind and that is, "What criteria do I use to select microcomputer software?" Distinct from many other forms of instructional media, microcomputer software is not compatible from one brand of microcomputer to another. As a result, if your education center owns or leases a microcomputer, there are limitations relative to software selection. Consider the following points:

1. Ensure that the microcomputer has the memory capacity (by bytes) for the program being purchased.
2. The type of input device for the microcomputer will usually be on one of the following three formats: floppy disk, cassette, or solid state cartridges.
3. Specific peripherals and/or capabilities that may not be included as standard equipment with the microcomputer may be required with some software programs. Therefore, consider the following:
 - a. Does the software require color capability?
 - b. Does the software require a printer?
 - c. Does the software require a speech synthesizer?
 - d. Does the software require special musical ability?
 - e. Does the software require a graphic tablet?
 - f. Does the software require joy sticks? (Small control devices which allow the computer operator to control actions or graphics on the cathode ray tube (CRT).
4. Instructional considerations for the selection of microcomputer software should include the following:
 - a. Are the instructional objectives stated?
 - b. How many times has the program been validated?
 - c. Who is the author of the software and what is his/her background?

The above points are not all inclusive; however, they will assist you in becoming better prepared for selecting microcomputer software.

LMI - a key piece of the education puzzle often overlooked

Service members attend school to advance in their military careers as well as prepare for their future civilian careers. When helping a Service member select an education path, many factors are considered. It is common practice to assess their academic readiness for college and distance learning, and their interests, personality, skills, and abilities. One often overlooked factor is current career-related labor market information (LMI). After taking assessments in Kuder Journey, the College Placement Skills Test, and the Distance Learning Readiness Assessment, a counselor can help a Service member narrow down potential career and schooling options. However, choosing a career and potential education path without considering career-related LMI may leave the Service member without the proper preparation for the current and future civilian job market.

What is career-related Labor Market Information (LMI)?

The labor market takes into consideration the complex and dynamic interaction between the labor supply (the availability of qualified workers) and the demand (employers looking for qualified workers). Information on the local, national, and international labor market provides context for future job seekers who are preparing to find their place in the world of work. More specifically, career related LMI enables education counselors to assist individuals in considering routes into, around, and through the current and future civilian labor market.

What are some examples of how LMI may be helpful?

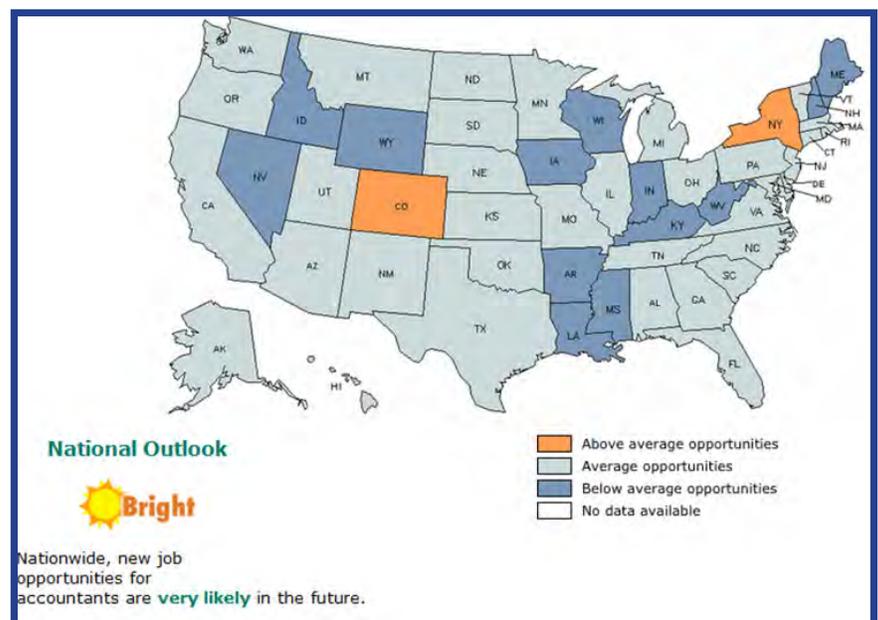
Effective education counseling should be supported by robust information and intelligence about the labor market. In order to begin to set short- and long-term goals, education and transition counselors should be able to use LMI to help Service members answer questions such as:

What occupations are growing or declining? What occupations will have the largest number of job openings when I leave the military? Where are the jobs in the area I plan to live? What skills do I need to do a particular job? Will I need more than a degree to get a job? What am I likely to earn in a particular job?

Counselors can use career-related LMI to help Service members raise their aspirations, challenge traditional stereotypes, increase job field knowledge, and make better informed career decisions. Furthermore, showing Service members how to access and use available LMI tools develops their career management skills so that they can research and conduct future career problem solving on their own.

Where can you find it?

American Job Center (<http://jobcenter.usa.gov>) is supported by the Departments of Labor, Education, and Veterans Affairs, the White House, Small Business Administration, and the General Services Administration. This site is a one-stop shop for career information which consolidates relevant career, education, and training resources from all of these agencies into one location. The American Job Center Web site serves a portal to information for both civilian and military/veteran related information and Web sites for career planning, employment trends, training, education, and financial assistance. For example, by selecting the Veterans tab from the home page, there are 10 Web sites with short descriptions of how they can help Service members on their education, transition, and career journey. One of these sites includes My Next Move for Veterans (<http://www.mynextmove.org/vets>) which enables Service members to obtain labor market information on careers that interest them or search for civilian careers that best match their military occupation.



Understanding the labor market

continued from page 4

Here is a sample of what someone looking for a career in accounting might find:

- » similar military occupations by Service that are related to careers as an accountant are generally officers (i.e. Financial Management Officer in the Marine Corps, an Audit Officer in the Air Force, an Accounting Officer in the Navy, and Finance and Supply Officer in the Coast Guard)
- » enlisted personnel in this field are more closely aligned with Bookkeeping, Accounting and Auditing Clerks (i.e. Financial Management Technicians in the Army, Storekeepers in the Coast Guard, NAF Audit Technicians and Financial Management Resource Analysts in the Marine Corps, and Financial Specialist Clerks, Relational Supply Technical Specialists, and Disbursing Afloat Automated Systems Specialists in the Navy).

The site provides a summary of what accountants do, the type of work they perform, common knowledge, skills, and abilities needed, personality traits that fit well with this career field, common software applications used, the level of education needed to gain entry into the field, the job outlook

(is job opportunity increasing?), median national salary, and similar occupations. The site also links to more detailed information about the selected career field available at O*NET Online (also a part of the American Job Center site) and to state-specific information to see which states are more likely to have job opportunities for accountants.

Further exploration on the site will not only show Service members which career fields are in demand, but also arm them with what it takes to advance in the field. Equipped with an assessment of interests, skills, and work values, academic readiness, readiness for distance learning, and information about career specific labor market information, a Service members would be equipped to know which education path they should take and the level of education and/or certification needed to be successful in finding suitable employment after they leave the military.

It is also helpful to look at popular job sites such as USAJOBS®, Indeed®, LinkedIn® job postings, Monster®, and state-specific job banks through the American Job Center site to see what type of jobs are currently available, within which industries, and what kind of education, certification, and experience qualifications employers are requiring. While the American Job Center site can provide national median salary ranges, sites such as Salary.com can provide more specific information on the salary in a particular area of the country. For example, although the median annual salary for accountants is \$63,550, in Pensacola, Fla., a Lead Accountant can expect to earn \$67,547 vs. \$75,382 in Dallas, Texas.

Starting the education counseling process with thorough individual assessment and with data concerning what it takes to become eligible and advance

EDUCATION

bachelor's degree
usually needed

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JOB OUTLOOK

Bright New job opportunities are **very likely** in the future.

SALARY:
\$63,550
per year, on average

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You might like a career in one of these industries:

- [Professional, Science, & Technical](#)

in particular civilian career field helps Service members begin their education process with the end in mind. The goal of education counselors should go beyond education or degree attainment for their client, but include graduation that translate their education and experience into suitable employment within a career field where Service members can continue to contribute their talents in a meaningful way.

Service	Registrations	Kuder Career Interests Assessment (KCIA)	Kuder Skills Confidence Assessment (KSCA-A)	Kuder Work Values Assessment (KWVA)
Air Force	419	386	202	198
Army	2672	1894	1108	1440
Coast Guard	21	19	9	8
Marine Corps	1765	1659	708	706
Navy	449	329	158	153

Kuder Journey statistics are based on the number of assessments taken from January 1 - February 3, 2014.

EXAMINATIONS NEWS

CLEP rolls out new online registration and payment process

The College-Level Examination Program® (CLEP) is in the midst of major changes for both DANTES-funded test takers and National testing centers, allowing the program, which provides college credit by examination to students from around the world, to provide a more accessible and robust testing experience. In October 2013, CLEP test centers began transitioning from electronic computer-based testing (eCBT) to Internet-based testing (iBT), a more reliable testing platform that will be rolled-out to test centers by late spring 2014.

Additionally, the new My Account registration portal (<http://clep.collegeboard.org/register/exam>) became available for many DANTES-funded test takers to register and fund their CLEP exams at many base-sponsored test centers.

With the start of the new year, My Account will become a required and integral part of the registration and payment process for all CLEP test takers at all national test centers.

Within My Account, test takers have access to browse all of the 33 exam titles available, including exam details, sample questions and additional study resources 24/7. DANTES-eligible test takers can

ensure DANTES funding for the exams they wish to take, purchase any additional study guides, look up test center information and designate the institution they wish to get their scores.

Upon completing the registration and payment process, DANTES-funded test takers will print a Registration Ticket as proof of DANTES-funded eligibility. The ticket will include a Ticket ID (used with iBT) and a Voucher ID (used with eCBT) to be used for check-in at the test center.

The My Account registration process is accessible, user-friendly, and test takers can designate their military status to use DANTES funding to pay for their exam fee, or may self-fund any exams they wish to take more than once. Because test taker information is saved in My Account, DANTES-funded test takers will be able to see their own testing history and know which exams can be DANTES funded. My Account does not include test taker history prior to account set-up.

So, how does this impact test centers and test takers?

» as of Jan. 1, 2014, most test takers are required to use My Account to register and pay for exams

- » My Account is a requirement only for DANTES-funded test takers testing at centers that have transitioned to iBT or for self-pay test takers
- » DANTES-funded testers at eCBT test centers may EITHER register and use DANTES funding to pay for their exam in My Account OR go directly to an eCBT test center and be checked in using the previously established protocols as a military tester
- » test center administrators at eCBT CLEP test centers can check in DANTES test takers without a My Account voucher number ONLY for DANTES-funded test takers

Once a test center transitions to iBT, all test takers, including DANTES-funded test takers, will be required to go to My Account to register and pay for exams.

For more information on CLEP testing and the new process:

- » <http://clep.collegeboard.org/military>
- » <http://clep.collegeboard.org/register/exam>
- » CLEP Services: 1-800-257-9558 or clep@info.collegeboard.org.

Test Center using eCBT

DANTES-funded testers using DANTES funding have two options:

1. go to My Account to register for exams, OR
2. go directly to the test center and register

Test Center Administrators will not need to enter a voucher code at the time of exam check-in

DANTES-funded testers paying for their exam (Self-Pay) have only one option:

1. go to My Account to register for exams

Test Center Administrators will enter the voucher code from the test-taker's registration ticket at the time of exam check-in

Test Center using iCBT

DANTES-funded testers using DANTES funding AND DANTES-funded testers paying for their exam (Self-Pay) have only one option:

1. go to My Account to register for exams

Test Center Administrators will enter the voucher code from the test-taker's registration ticket at the time of exam check-in

EXAMINATIONS

NEWS (CON'T)

FY14 DEPH 2nd QTR update online

The FY14 2nd Quarter update of the DANTES Examination Program Handbook (DEPH, Parts I and II), is now available online to DANTES testing personnel with access to the Test Control Officer (TCO) Portal. Users can view, search and download the DEPH, as well as the calendar of national test dates for FY14 and other forms used by TCOs.

Free webinar series

The Sloan-C is sponsoring a free webinar series titled “Veterans, Service members & Military Family Members Webinar Series 2014” The series includes four webinars focusing on increasing online student success and retention for veterans, Service members and military family members. They will cover federal regulations, resources and services, research, and best practices.

Each panel will share diverse perspectives and recommendations for providing greater educational opportunities and support for veterans, Service members, and military family members in achieving their academic and career goals. Panelists include DANTES Director Dr. Carol Berry (March 19) and DANTES Senior Enlisted Advisor HMCM (FMF/SW) David Acuff (April 16).

For details on webinar topics and to sign up go to www.sloanconsortium.org/institute/webinars/increasing-online-student-success-for-veterans.

Other VoEd news in the world...

CPPD Shares Best Practices for Sailors Seeking TA Approval
www.navy.mil/submit/display.asp?story_id=78650

Premier transitioning now available to Soldiers, but command support required
www.army.mil/article/118412/Premier_transitioning_now_available_to_Soldiers_but_command_support_required/

Online library provides Airmen education, entertainment
www.af.mil/News/ArticleDisplay/tabid/223/Article/467910/online-library-provides-airmen-education-entertainment.aspx

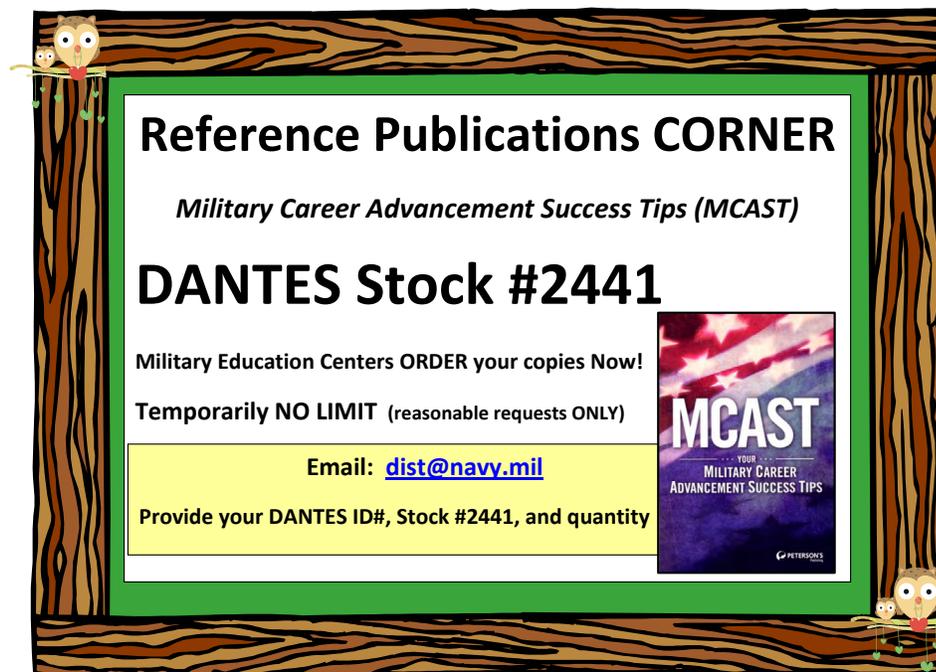
Smart ways to pay for college
www.beaufort.marines.mil/News/NewsView/tabid/14981/Article/157242/smart-ways-to-pay-for-college.aspx

What 5 Tech Experts Expect in 2014
chronicle.com/article/What-5-Tech-Experts-Expect-in/143829/

Digital Public Library of America new research tool
chronicle.com/article/Digital-Library-of-America/143489/

DoD VoEd joins Military Onesource

The Department of Defense (DoD) Voluntary Education (VoEd) program has migrated to “ONE” DoD Voluntary Education secure Web page. Check out tuition assistance programs, resources, tools and articles at their enhanced page at <https://militaryonesource.mil/voluntary-education>.



Reference Publications CORNER

Military Career Advancement Success Tips (MCAST)

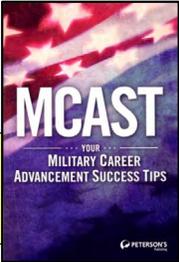
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DANTES PARTNERSHIPS NEWS

SOC welcomes new SOCAD Associate Director

On Jan. 6, 2014, Patrice Hamilton became the Servicemembers Opportunity Colleges Army (SOCAD) Associate Director. Her primary responsibility will be managing the operation of the SOCAD GoArmyEd program. Specific functions of the SOCAD Associate Director include coordinating externally and serving as the liaison with the Army, the Army's GoArmyEd technical integrator, and college officials involved in all aspects of the SOCAD GoArmyEd program and coordinating internally with SOC staff working with the SOC Consortium and the Degree Network System as it affects the operation of the SOCAD GoArmyEd program. In addition, Hamilton will be responsible for managing the production of such deliverables as fully developed degree maps for GoArmyEd and various reports.

Prior to joining SOC, Hamilton served for several years as an Education Service Specialist at Joint Base Lewis McChord, Wash., involved in a variety of programs and services, including counseling soldiers and serving as a liaison with schools located on the installation. Hamilton has also served as an Army Continuing Education System (ACES) counselor and with ACES eArmyU Counselor Support.

Hamilton holds a Master of Education degree from American Intercontinental University and a Bachelor of Science degree in criminal justice from South Carolina State University. She can be reached at (202) 667-0079 or hamiltonp@aascu.org.

2015 DoD Worldwide update

Every three years since 1994, the Department of Defense (DoD) has hosted the DoD Worldwide Education Symposium to provide professional development opportunities for those who support the Military Voluntary Education Program.

The most recent symposium, held July 23 - 26, 2012, was very successful with over 1800 attendees. The next Worldwide was scheduled to occur during the summer of 2015. However, due to current fiscal constraints and the uncertainty about future budgets, DANTES has been advised to cease planning efforts for the 2015 event.

Until we are able to reinstate Worldwide, we will work on other training technologies and developmental opportunities to ensure our education professionals stay at the top of their game.

Army Concurrent Admission Program update

Due to ongoing Federal fiscal constraints, the U.S. Army Recruiting Command (USAREC) has assumed the program management duties for the Concurrent Admissions Program (ConAP) from the Servicemembers Opportunity Colleges (SOC).

USAREC will continue to maintain the integrity and growth of ConAP, and the program will run as it has in the past. The only change member colleges will notice is that points-of-contact will now have direct contact with the USAREC Education Division staff for any needed changes or program support. As USAREC moves forward in the management of the ConAP program, contact information for local, state, and regional Education Services Specialists (ESS) throughout the country will be provided.

For assistance, questions, concerns, or POC change requests, email HQ USAREC Education Staff at usarmy.knox.usarec.mbx.hqeducation@mail.mil.

CCME Symposium JST update

DANTES, along with the Joint Services Transcript (JST) Operations Division and the American Council on Education (ACE) Military Programs, plan to provide an update on the JST at the 2014 Council of College and Military Educators (CCME) Symposium in Savannah, Ga., Feb. 10-13. The areas that presenters intend to cover include:

- » JST enhancements (what changes occurred or are scheduled to occur in this current fiscal year)
- » JST for academic institutions and Service members (how to use JST with the ACE Military Guide)
- » JST surveys (what research identified on the acceptance of the JST and what were the recommendations)

Those planning to attend the CCME Symposium are invited to join the session "The Awesome Joint Services Transcript: Current Initiatives and Moving Forward." Consult the CCME Concurrent Session list for session date and time (www.ccmeonline.org/2014_concurrent_sessions).

**Missed a DIB edition?
Click [HERE](#) to view
archived DIBs.**

TROOPS TO TEACHERS NEWS

Navy veteran Dennis Bye named Associate Principal at Gloversville High School

By Elizabeth Murray, Troops to Teachers North Atlantic Region

Retired Navy Master Chief and Troops to Teachers (TTT) participant and mentor, Dennis Bye never envisioned a future in education. After tours onboard the USS Independence and with Patrol Wing FIVE, Bye pursued his bachelor's degree in business studies, thinking that it would be useful when he eventually retired, which he did in 2002 after 27 years of Service.



Dennis Bye, pictured in 1997, used his Naval experience to build a successful second career in education

Though Bye enjoyed his position with the Military Entrance Processing Station, the call to serve as an educator became too strong to ignore. After offering his resignation, Bye secured a position as a teaching assistant at his local school district while taking education courses at night. He then embarked on an eight year journey toward his goal of becoming a school

administrator, eventually obtaining a master's degree in educational administration and his New York state certification. After successful appointments at various schools in New York's Capital Region, he was hired as Gloversville High School's new Associate Principal in July 2013.

Bye credits his motivation with the indelible impact a school administrator made on him when he was struggling with disciplinary issues in high school. "I had it in my head that I wanted to be like the Assistant Principal that saved me from being expelled," Bye said.

In his new role at Gloversville, Bye will be charged with improving the high school's dropout rate—one of the highest in the Albany area. With an impressive track record, including reducing the suspension rate at Troy School 2, Gloversville's administration has commended Bye's approach to discipline. "He has the management skills and attention to detail to help the high school—and entire district—achieve its goals," stated Superintendent Michael Vanyo. Bye has also

been praised for his ability to empathize with at-risk students and the environmental factors presenting a barrier to their education.

These accolades come as no surprise to the TTT organization. Like his fellow TTT participants, Bye possesses the discipline, experience with diversity, and leadership skills that differentiate him from civilian educators. With 17,000 participants who have successfully transitioned to teaching through the program, TTT continues to make a positive impact on classrooms around the country.

Bye advises, "Nobody else decides your future but you; decide on your goal, and go get it." Drawing from a career marked by perseverance, Bye notes that this advice is just as valuable to veterans who are just beginning their transition to teaching.



Dennis Bye, 2013, in his new Associate Principle's office at Gloversville High School



To receive email notification when the DIB is posted to the Web site, send an email to pubs@navy.mil.

Click [HERE](#) to view archived DIBs.

FROM THE DESK OF THE SENIOR ENLISTED ADVISOR



HMCN (FMF/SW) David Acuff
Senior Enlisted Advisor

An off-duty education can be an important key to Service member promotion and advancement. Military advancement depends on a variety of factors, like time in Service, military occupational/operational specialty, meritorious promotion and education, to name a few.

While there are many differences between civilian and military promotions, both reward time spent on the job or, as we call it, 'time in grade'. While the time-based system promotes soldiers, airmen, Marines, coast guardsman and sailors up to a certain level, military advancement to the mid and upper ranks requires initiative, motivation and education beyond basic training. Service members who successfully distinguish themselves from their peers by pursuing an off duty education have a step-up to help advance through the ranks. Plus, having a degree can make the difference when it comes to getting that dream assignment as well as a promotion.

Advancement opportunities are competitive at non-commissioned officer (NCO) levels. Candidates who have sought additional specialty training are rewarded with 'composite points' (self-education points) and respect that can translate into rank advancement opportunities. Demonstration of leadership potential by pursuing a higher-education is an excellent way to not only learn new skills, but also to earn a degree relevant to your current and desired AFS, rating, or MOS.

The military enlisted advancement and promotion system has many obvious benefits: increased privileges, job opportunities, positions of authority, and, of course, more money in the paycheck. Ask any enlisted Service member who has spent a military career successfully rising through the ranks about the secret of their success, and you're likely to get this answer: "Know how the promotion system works."

If you are among the thousands who want to advance up in rank, prepare now for promotion. Make sure you have every box checked. If your Service requires a test, make sure you pull the appropriate references to study. I never once advanced in rank without studying hard for a promotion test. The belief that your promotion will come after you have "done-the-time" is foolhardy. Too many Service men and women are being released from active duty today because they are

not advancing according to their Service's established promotion criteria and time lines. Enlisted promotions are competitive. There are more people eligible for promotion than there are available positions.

Each Service has its own method to "choose the best," based upon points for specific achievements, promotion boards, and combinations of both. Due to the competitive nature of the military, it is sometimes tough getting enough promotion points to get promoted. If you are looking for more, consider enrolling in some college classes. The military recognizes the importance of civilian education in teaching critical thinking skills. Adding promotion points for education is tangible evidence that the military encourages Service members to continue their education while still serving.

Are you in the Army and consistently coming in under the cut-off score for promotion? Do you know you can earn up to 100 promotion points in the civilian education category? The Marines call these "Self-Education Promotion Points" and grant up to 75 points toward promotions. Although the Air Force and Coast Guard don't allow specific points toward promotion, a Service member's education level is taken into consideration for promotion boards and special assignments. In line with the Navy's continued emphasis on education, you can earn two points for an associate degree and four points for a bachelor's degree.

Today, investing in your future while still Serving can cost little. To have almost no out-of-pocket costs, consider using your military education benefits of DANTEs-sponsored CLEP and DSST exams, tuition assistance, and the Post-9/11 GI Bill. And don't forget the Joint Services Transcript (JST) when looking for credit-by-experience.

Also, remember that there are some unique opportunities offered today in pursuing your educational goals. No longer are you tied to a classroom. Most accredited colleges offer online distance learning options where you can take classes and study when you have the time.

Go see your education counselor today and learn about the numerous opportunities available in pursuing your educational goals. Don't have a counselor??? Contact DANTEs or myself and we will get you pointed in the right direction. Don't delay — enroll in a college course today and increase your opportunity for promotion.

Until next time, keep up with DANTEs on Facebook at www.facebook.com/DANTEs.DoD or contact me at ea@navy.mil. I would enjoy hearing from you.

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