Future-focused, Purpose-driven
Message
FROM THE DISTRICT SUPERINTENDENT AND SENIOR EXECUTIVE OFFICER

Helping students reach their full potential is at the heart of our mission. We feel the same way about our employees. Our employees fuel our success so we turned inward at the onset of 2018-19 to sustain our focus on becoming the best at being better so we can serve you better.

We want to make sure employees feel valued, receive the professional support they need and find their jobs fulfilling. To that end, we began by gathering feedback through our first employee engagement survey. The results showed purpose to be the strongest collective indicator of why we do what we do. Our staff overwhelmingly said the work they do is meaningful to them.

It is this purpose that drives our actions.

We have some of the most talented and dedicated people on our staff and many of them are award-winners. We strive to recognize their accomplishments through a newly developed employee recognition program based on our guiding commitments of service, value, excellence, improvement and leadership. We’re proud to highlight them in this report.

This publication shares the story of our year—our progress in strengthening workforce development and college readiness skills, nurturing student growth, focus on statewide initiatives—and much more. These snapshots of our accomplishments are a testament to our staff, students and business partners.

We’re very pleased to share this annual report with you and welcome your feedback or questions. Please reach out to us at anita.murphy@neric.org or joseph.dragone@neric.org.

Thank you for your partnership and support,
Anita and Joe
Board of Cooperative Educational Services

AT-A-GLANCE

For 66 years, Capital Region BOCES has provided public schools with quality and cost-effective services, impacting our surrounding communities.

We continuously expand our programs to meet the ever-changing needs of our students, school districts and business partners to best serve them.

We are strong, proactive and dependable. We offer assistance and support to school leaders, educators and support staff, and pride ourselves on helping to transform education and the workforce landscape.

Proud of Our Graduates

This year more than 480 hard-working and dedicated students graduated from our Career and Technical School programs. Among the highlights, we saw the largest adult Licensed Practical Nurse graduating class ever at 146. We also celebrated the first female student to complete the Heating, Ventilation, Air Conditioning and Refrigeration program.

OUR COMMITMENTS

Our five guiding commitments support our mission and purpose, lead us in our work and embody who we are.

SERVICE

We provide quality service to each of our component districts and stakeholders, establishing us as a trusted partner in public education and workforce development.

VALUE

We create value as program and service partners, throughout all of our interactions and relationships.

EXCELLENCE

We strive for excellence in every aspect of our work.

IMPROVEMENT

We are the best at getting better. We anticipate and respond to stakeholder needs.

LEADERSHIP

We are viewed as leaders in our work, applying thoughtfulness and innovation to new program and service development.

2018–2019

FAST FACTS

75% of employees have worked at Capital Region BOCES for at least ten years.

300+ programs and services.

1,195 square miles of geographic area coverage.

80,000+ students served in the Capital Region.

$86 million in grants won since 2010 for schools and BOCES statewide.

$134.2 million 2018-19 total budget.
“I enjoyed speaking with educators and students at Capital Region BOCES about the importance of supporting career and technical education. Their work is critical to ensuring that all young people are given every opportunity to succeed and develop a skill set that can lead to gainful employment.”

— CONGRESSMAN ANTONIO DELGADO after visiting our Career and Technical School Schoharie Campus
Students Thrive
PREPARING YOUNG LEARNERS FOR SUCCESS

We’re about student success. There are abundant opportunities for Capital Region BOCES students to engage in a variety of learning experiences. Whether they attend classes through their home school districts, or at one of our Career and Technical Schools, P-TECH sites or special education programs, students of all abilities and interests can chart their own future to college or career and reach their full potential.

Student Lands a Job, College Credits Thanks to Capital Region BOCES

Matt Tyree from Burnt Hills-Ballston Lake Central School District will attend Hudson Valley Community College in the fall to build on his automotive knowledge. As a student in the BOCES Automotive Youth Educational Systems (AYES) program, Tyree earned 13 college credits.

“I hope to get my degree and save a semester. The AYES program has been great,” Tyree said.

But college credits are not all Tyree is taking away from his time at Capital Region BOCES—he also has a nearly full-time job. Tyree was placed earlier this year in a work-based learning position at BOCES business partner Mohawk Honda and he has parlayed that into a paying job.

“I work 34 hours a week at Mohawk Honda as an express tech. I was doing an internship there through BOCES and they offered me a job. It’s really great,” Tyree said.

The AYES program is one of four nationally accredited automotive programs Capital Region BOCES offers through Automotive Service Excellence Education Foundation.
“This is incredible. Unbelievably incredible the equipment and opportunities students have here.”
— ASSEMBLYMAN CHRIS TAGUE
during a tour of the machining and manufacturing classroom at the Center for Advanced Technology @Mohonasen
Lifelong Learning
SUPPORT FOR ADULTS OF ALL AGES

We’re about providing opportunities. Adult learners in the Capital Region have been earning critical life and work readiness skills through our programming since 1990. Whether learning English, earning a high school diploma, training for a new job or doing all three, students are redirecting their lives and gaining a competitive edge in today’s challenging work world.

Graduate Fulfills Lifelong Dream

Laci Smithers always wanted to be a nurse. It took a career change, a move and sacrifice, but she has accomplished just that thanks to Capital Region BOCES.

Smithers not only graduated from the Adult Practical Nursing program—one of nearly 150 to do so on June 26, 2019 in what is the biggest class to ever graduate from BOCES—but she did so at the top of her class with a 96.14 average.

“I was tired of telling people, ‘No, I am not a nurse,’ when I wanted to be a nurse. Now I can say I am a nurse.”

Smithers is currently considering several job offers before deciding which path she will take as she also works toward becoming a registered nurse.

Students who complete this program are prepared to take the National Council Licensure Examination and apply to become a New York state Licensed Practical Nurse (LPN).

“When I came here, I did not know anything but the alphabet and how to introduce myself. English is not an easy language to learn. But I did it ... thanks to BOCES.”
— OLSA BUIJARI
English as a Second Language program
2018 Graduate

2018–2019
THE ROAD TO A BETTER FUTURE

100% job hire rate among sterile processors and HVAC/R technicians.

127 adults supported at our new Literacy Zone Campus in downtown Albany and through classes held at the Department of Labor and Albany Public Library.

652 adults representing 75 countries enrolled in either our High School Equivalency or English as a Second Language program.

1,000+ adult learners participated in a variety of skills development programs.

$250,000 in grant funds to expand manufacturing training programs through our partnership with the Center for Economic Development, SUNY Schenectady, HVCC and the Business Council of NYS.
“Our biggest challenge prior to joining Regional Food Service Management was a limited set of food offerings and options for students and staff, resulting in limited participation. Things have changed with the support of the service. The shift in atmosphere around the program has been noticeable and we are encouraged for the coming year.”

— TIMOTHY MUNDELL
Berne-Knox-Westerlo Central School District Superintendent
Cooperative Power

**SHARED SERVICES = SAVINGS**

We’re about **working together**. Shared services and supports help school districts, municipalities and businesses **solve challenging problems** and achieve a level of quality, efficiency and effectiveness that wouldn’t be possible alone. Partnerships with businesses, higher education institutions and non-profit organizations help us identify ways to work together to build a **stronger regional community** and **economy**.

**Grants Expand Access to Early Childhood Education**

Four area school districts will expand or begin offering pre-kindergarten programs thanks to our start-to-finish grant-writing support.

- **Duanesburg**: $147,640 annually to establish a pre-kindergarten classroom starting in September 2019.
- **Cohoes**: $137,761 annually to add a pre-kindergarten class at Harmony Hill School.
- **Schenectady**: $407,435 to add more students to its existing pre-kindergarten program as well as convert one community-based program from half-day to full-day.
- **Watervliet**: $130,919 annually to introduce a new three-year-old pre-kindergarten program in January 2019.

These programs support families in high-needs communities by preparing children for school through learning and enrichment activities they may be not be exposed to at home or daycare.

“eSchoolData is the centerpiece of all of our student information. NERIC’s eSchoolData team has always done a great job supporting us—they are open and willing to be partners.”

— PAUL STREICHER
Glens Falls City Schools
Director of Technology
“This was a great opportunity to collaborate with colleagues from around the area, discuss our successes and brainstorm ways to overcome our obstacles. I cannot wait for the next time!”

— MICHAEL SHERIDAN
Schenectady City School District
Instructional Technology & Media Specialist
after attending a technology integrator networking day at NERIC
Growth & Development
TRAINING AND SUPPORT FOR EDUCATORS

We’re about empowering professionals. Students aren’t the only ones learning and growing. Teachers, leaders and support staff statewide benefit from a host of professional development opportunities offered year-round by Capital Region BOCES aimed at helping to better prepare students for a successful future.

Coalition Leads the Way in Standards Implementation

For small rural schools, implementing new learning standards presents a daunting challenge. Rather than face this formidable task in isolation, a group of superintendents in the Schoharie Valley banded together to take a collaborative approach toward implementation of the New York State Next Generation Learning Standards in each of their districts.

The group attended a series of regional professional development days led by Capital Region BOCES staff for all teachers to share in the experience of creating a standards-based curriculum.

“Our teachers are well-prepared. I have been truly impressed with the high-quality professional development they received,” said Anne Young, Director of Curriculum, Instruction and Assessment at Middleburgh Central School District.

The work these districts have done collectively as part of a larger BOCES Statewide Partnership has become a model for others.

2018–2019
RESOURCES & TRAININGS

83 schools have access to millions of educational resources through our interlibrary loan service.

550 new substitute teachers, teaching assistants and nurses added to our substitute calling service.

600+ educators participated in NERIC’s 30th annual Technology Awareness Day to connect, share and learn about classroom technologies.

950 trainings offered featuring nationally-renowned leaders as well as area educators passionate about their work.

13,500+ digital books available to public and private schools throughout the Capital Region through our School Library Services.
“My favorite aspect of teaching a distance learning class is that it brings students who wouldn’t ordinarily be in the same classroom together. By doing this, schools are able to provide classes to their students that they might not otherwise be able to offer.”

— CRAIG COUTURE
Schalmont Central School District
Business Teacher
Making Connections
MOVING FORWARD WITH TECHNOLOGY

We’re about educational technology. Technology creates opportunities for classrooms, educators, communities, parents and families to connect on a global scale. Instructional staff at Capital Region BOCES guide the purposeful implementation of technology into curriculum and instruction, serving a critical need to prepare students for higher learning and innovative work environments.

Students Learn Basic Engineering, Coding Skills

Even when their robot seized up on the course just short of its intended target, Harmony Hill School fourth graders did not get discouraged. They quickly regrouped, fixed the problem and got the robot back on track.

Problem-solving, teamwork and other essential real-world workplace skills were on full display when the students from the Cohoes City School District demonstrated their coding expertise, engineering abilities and grit at the Advanced Semiconductor Manufacturing Conference (ASMC).

SEMI Americas, a global industry association serving the electronics manufacturing supply chain worldwide, invited the fourth graders and their teachers to present at the conference.

“This program offers an opportunity to introduce students to engineering concepts and technology with fun, hands-on activities,” said Brenda Geis, Harmony Hill School fourth-grade teacher. “It is a fantastic program!”

Cohoes is among four area school districts, including Ballston Spa, Schoharie and Shenendehowa to pilot the Robotics in Experiential and Applied Learning (REAL) program, in partnership with Capital Region BOCES and GLOBALFOUNDRIES.

“Our goal is to get instructional technology directly into the hands of students.”
— HILARY DEE
NERIC Model Schools Coordinator

2018–2019
TECHNOLOGY SOLUTIONS

58 accessible and mobile-responsive websites hosted and supported by our communications service for schools statewide.

300 Chromebooks rolled out to our special education students.

300+ educational technology tools available for classroom use including robots, virtual reality tools and software and Breakout EDU kits.

340 distance learning classes taught throughout the year in over 60 school districts.

$1,463,756 in E-rate reimbursements for telecommunications, Internet access and internal connections sent back to 115 participating school districts from seven BOCES.
“You should be extremely proud of your accomplishments. You will lead the way in all fields with the knowledge you are gaining and become ambassadors for future generations.”

— LIEUTENANT GOVERNOR KATHY HOCHUL addressing students in the Albany Can Code inaugural class
Developing a Workforce
THE INTERSECTION OF BUSINESS & EDUCATION

We’re about strengthening our workforce. Capital Region BOCES is proud to partner with our colleagues in higher education, workforce development, business and industry to bring new programming to our region. Working together, we continue to strengthen the workforce pipeline for our many employers in various sectors, such as manufacturing and coding. These types of collaborations help more residents gain a competitive edge while making the local talent pipeline stronger.

Regional Career Fairs Open Doors
Brian Sydney first learned about Albany Mechanical Services Inc. at a Capital Region BOCES job fair his junior year in high school. Fast-forward two years and Sydney is a Heating, Ventilation, Air Conditioning and Refrigeration (HVAC/R) program graduate, and starting a full-time job with the major regional employer.

“It’s great to know where you are going to work before you graduate high school,” said Sydney.

The Voorheesville graduate is one of dozens of area students who were paired with full- and part-time jobs during high school thanks to such events held for students and adults alike.

Capital Region BOCES has full-time staff devoted to helping students find employment with our many business partners.

“More than 100 businesses ranging from international pharmaceutical company GlaxoSmithKline to DePaula Auto Group attended events in 2018-19 to recruit students for open positions.

“Capital Region BOCES is integral to us for finding workers and building a workforce.”
— CORY ACOVANGELO
Carver Industries

2018–2019
BUILDING THE TALENT PIPELINE

28 local businesses got involved in Capital Region P-TECH programs by participating in an advisory committee, offering student tours, presentations or making in-kind donations or sponsorships.

36 individuals were trained for technical careers in engineering systems and gained post-employment potential with GLOBALFOUNDRIES.

100+ businesses attended our career fairs to recruit students to become their employees.

146 graduates—a record number—are on their way to in-demand careers in the health care industry.

480 students graduated with industry-recognized credentials, and often certification, from our Career and Technical Schools.

CAPITALREGIONBOCES.ORG
“I was shocked to hear that I was being honored at this level. To me, I don’t do anything special—just teach the class every day the same way that I would want to be taught as a student.”

— BRIAN LACROIX
Automotive Service Excellence Foundation
2018 Teacher of the Year
BOCES Proud!

**FACULTY, STAFF EARN ACCOLADES**

We’re about **valuing our employees**. Every day our faculty and staff do work that matters. We are proud to celebrate them and shine a light on some of their achievements over the past year.

- **Diane Blinn**  
  *Social Worker*  
  CASDA Friends of Education Award

- **Richard Bader**  
  *New Visions Law and Government Teacher*  
  The Academy for Character Education  
  Champion of Character Leadership Award

- **Joanne Clegg**  
  *Integrated Science and Adult Education Teacher*  
  New York Association for Continuing and Community Education  
  Teacher of the Year

- **Colleen Condolora**  
  *Teaching Assistant*  
  New York State United Teachers School-Related Professionals  
  Member of the Year

- **Brian LaCroix**  
  *Career and Technical School Automotive Trades Technology Teacher*  
  National Institute for Automotive Service Excellence Award  
  2018 Teacher of Year

- **Brent Pierce**  
  *Special Education Teacher*  
  Schenectady YWCA 2018 Outstanding Volunteer Award

- **Julianne Scanlan**  
  *Physical Therapist*  
  Utica College Award for Excellence in Clinical Education

- **Debra Toy**  
  *Social Worker and Co-Lead Advisor of the Capital Region BOCES Career and Technical School Albany Campus’ SkillsUSA Chapter*  
  Regional SkillsUSA Advisor of the Year

**Capital Region BOCES Commitment Awards**

Three employees—Mary Breslin, Diane Blinn and Natalie Powell—were recognized in 2019 as part of a new employee engagement awards program to build a culture of gratitude through acknowledgment and appreciation.
“These improvements are long overdue and I hope that you are as excited as I am to offer a new facility for students and staff.”

— JOSEPH P. DRAGONE, PH.D.
Capital Region BOCES
Senior Executive Officer
in a message to staff about the planned Special Education facility
Looking Ahead
NEW FACILITIES, PARTNERSHIPS, PROGRAMS, OPPORTUNITIES AND MORE

We're about **student success**. Addressing the condition of our special education facilities and our lack of program capacity within them has long been a concern. We are working with a developer to lease a new facility in Colonie with the goal of moving students and programs into place by the 2020 school year. The new facility will provide much needed modern learning spaces.

We're about **advancing education**. In partnership with The Center for Economic Growth we are growing the Capital Region STEM Hub working with a leadership team including representatives from The Business Council of New York State, The Capital Region Chamber, GLOBALFOUNDRIES, The State University of New York, WMHT, WSWHE BOCES, The Workforce Development Institute and Questar III BOCES. Our focus is:

- Creating, supporting, and systematizing partnerships among business, K-12 education, higher education, government, cultural institutions, and non-profits to build and sustain pathways to STEM education and careers.
- Promoting the importance of STEM education and STEM skills as a regional industry need, workforce development priority and a critical part of the regional economy.
- Bringing together stakeholders across all sectors to participate in STEM initiatives and events throughout the eight-county region to maximize and strengthen the alignment between formal and informal STEM education.

We're about **providing opportunities**. We're developing a national certification program for Direct Support Professionals that will provide students the skills necessary to work with patients in the fields of mental health, developmental disabilities, elder care, child welfare and substance abuse.

We're about **strengthening partnerships**. We're expanding partnerships with local businesses and continuously developing and evolving our programs to align with the economic development priorities in the greater Capital Region so that students graduate with skills the businesses in our communities need.

We're about **continual growth**. We're launching new programs for adults at our Capital South Campus location including coding, culinary and wrap-around services.

We’re about all this and there is **so much more to come**!

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**EDUCATIONAL OPPORTUNITIES TO COME IN 2019-20**

- **Telecommunications and Network Cabling Technician Program.** Beginning in September 2019, high school students will be able to earn seven **nationally recognized certifications** to install the networks, wires and cables that connect computers, phones and energy management systems.

- **Entertainment Technologies Program.** In partnership with Proctors and Fulton Montgomery Community College, area high school students can now spend a year in residency and earn up to **15 college credits**.

- **Healthcare Career Training.** Students will have more access to our popular health careers training with the **expansion of programming** to our Schoharie campus in September 2019.

- **Instructional Technology.** Teaming with State Universities such as Plattsburgh and Potsdam, NERIC will provide training to preservice teachers on how to **implement technology** as new teachers and the opportunity to practice using common 1:1 devices.

- **Virtual Reality and Robotics.** Innovative pilot programs that brought virtual reality and robotics into classrooms will expand to a shared service for school districts in the year ahead.
The Capital Region BOCES does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs, activities, employment, and admissions; and provides equal access to the Boy Scouts and other designated youth groups.

The following person has been designated to handle inquiries regarding the non-discrimination policies: HR Director, compliance officer/coordinator, at hrdirector@neric.org, 518-862-4951 or 900 Watervliet-Shaker Road, Albany, NY 12205.

Inquiries concerning the application of the Capital Region BOCES non-discrimination policies may also be referred to the U.S. Department of Education, Office for Civil Rights (OCR), 32 Old Slip, 26th Floor, New York, NY 10005, telephone 646-428-3800 (voice) or 800-877-8339 (TTY).