Message
FROM THE DISTRICT SUPERINTENDENT AND SENIOR EXECUTIVE OFFICER

The 2020–21 school year has certainly been one we will never forget. The ongoing pandemic presented challenges that threatened to disrupt the learning and development of our students. Yet, through it all, our number one priority has been our students and to keep our schools open while providing both the resources and opportunities to ensure their success.

No great accomplishment is ever done in isolation. Alongside our 24 component school districts, we kept our schools safely open for teaching and learning. Classrooms successfully stretched beyond four walls. Necessary resources were acquired and distributed. Important information was communicated, often daily as changes came with frequency.

At the same time, we saw tremendous growth within our BOCES. We launched new services and expanded others to meet the needs of our many stakeholders. Business partnerships grew and were strengthened to ensure career experiences are available for students while other partnerships provided new personal and professional growth opportunities. We opened a new school and broke ground on two additional campuses for the students we serve.

We are proud to share these and other accomplishments with you through this annual report. We are humbled by the strength and fortitude of our staff and students, resilience of our district leaders and all staff, support of regional businesses and community organizations and unwavering dedication of the employees of Capital Region BOCES that made them all possible.

Through unity and resilience, we have grown. We will continue to adapt to whatever comes our way because no challenge is too great when we face it together.

With continued respect and support,

Anita and Joe
Board of Cooperative Educational Services

AT-A-GLANCE

For over 68 years, we have upheld our mission to provide quality service to each of our component school districts and stakeholders, establishing us as a trusted partner in public education and workforce development.

From helping students thrive with non-traditional programs to providing innovative, real-world learning opportunities through regional partnerships, we continually work to build a stronger regional community and economy.

Through expanded services and programs, we keep schools safe, business offices working efficiently and schools communicating with their many audiences.

Future school construction site doubles as hands-on learning

Students from our Albany-based Career & Technical School got a first-hand look at the work necessary for a large-scale construction project at the future site of their new school. They also heard directly from BBL Construction employees about the work underway. The new facility is on track to open in September 2022 across the street from our administrative offices in Colonie and adjacent to our new special education school building.

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.

2020–2021

FAST FACTS

$145.6 million
2020-21 total budget

$100+ million
in grant funding secured by our grant writers to date

10+ million
health screenings completed statewide using our online tool

80,000+
students region-wide continued to learn all school year long—remotely, in-person or via a hybrid approach

300+
business partnerships fuel educational opportunities that prepare the region's future workforce

17,729+
hotspots created for school districts to help close the digital equity gap

CAPITALREGIONBOCES.ORG
“We were able to open in-person learning for students in grades pre-k to 8 every day because of the support provided by the BOCES communications team.”
— SUPERINTENDENT DAVID BLANCHARD, Schoharie Central School District
Keeping Schools Open

LEARNING NEVER STOPS

Keeping our schools open for in-person instruction was our **number one priority** for the 2020–21 school year. Working side-by-side with our component districts we were able to **react**, **respond** and **plan** not as a single school district, but as **one region standing strong together**. As a result, most of the region’s youngest students came back to school in September 2020 and remained on site for the duration of the school year.

On Capital Region BOCES’ campuses, students of all ages and all walks of life met in-person to learn thanks to the work of our faculty, staff and administration to ensure their health and safety.

From the **special education** programs to the **career and technical school** campuses to our **adult education** program, students safely gathered and learned. This was especially important for many of our students who benefit from a hands-on approach.

Precautions like constant cleaning, disinfecting of surfaces and mask-wearing were all taken.

As a result, more than 1,000 students benefited academically and socially from in-person learning thanks to the efforts of all involved!

### 2020-2021 HIGHLIGHTS

- **58 school districts and BOCES** used our health screening tool.
- **225 breakfasts and lunches** served in an area school in response to emergency food needs while cafeteria staff were quarantined.
- **The Occupational Health & Safety team** provided critical supports on everything from reopening plans to training, safety and more in 45 school districts.
- **Dozens of ready-to-use or customizable materials**, including infographics, flyers and videos, made available to help support communications around reopening schools.
- **Partnered with SUNY Empire State College** to offer a professional development series supporting remote teaching and learning.
- **Instructional guides** created for distance/virtual science teaching to support districts using the curriculum supported by our science kits.
- **Established a framework** to help guide planning in school districts to make distance learning instruction available where and when it makes the most sense.

“It feels great to graduate. It’s been a long journey. Tough, but rewarding.”
— 2021 ADULT LICENSED PRACTICAL NURSING GRADUATE KAITLYN LAUX
“The Capital Region BOCES Shared Food Service is an integral part of our team of dedicated individuals who work hard to make sure our students have access to nutritious meals each day. We greatly appreciated their unwavering support of our students and families as together we confronted the challenges presented by COVID-19 this school year.”

— SUPERINTENDENT DR. LORI CAPLAN, Watervliet City School District
Growth

NEW SERVICES

We strive to provide high-quality programs and services at a cost-effective rate. Whether communicating with your public, ensuring business offices run smoothly or providing protection against cyber attacks, our growth continues to evolve to meet the ever-changing needs of our diverse stakeholders.

As employees nationwide adapted to working remotely due to the COVID-19 pandemic, cyber attacks on organizations large and small became more prevalent. Our comprehensive Cyber and Vendor Risk Management service was created to provide a holistic management approach to tackle all areas of cybersecurity.

Our long-standing shared services also continue to evolve to help organizations solve challenging problems. For example, BOCES leaders, in partnership and conversation with educational leaders, explored ways to expand professional development to best support the challenges and priorities of our 24 component school districts.

By listening to the needs of our stakeholders, we have also developed and launched new services to solve the challenging problems that organizations face every day.

OVERVIEW OF NEW OR ENHANCED SERVICES

- Cyber and Vendor Risk Management
- Educational Equity
- Health Screening Attestation App
- Human Resources and Personnel Services
- Labor Relations
- Legal Services
- Mental Health
- Social Emotional Development & Learning

“It's been invaluable because grants are a huge opportunity for us to expand our programming and provide opportunities for kids that they wouldn't have the opportunity to do if it weren't for that money. Not only would I say we count on it, our kids count on it too.”

— INTERIM SUPERINTENDENT DR. AARON BOCHNIAK, Schenectady City School District

2020–2021 HIGHLIGHTS

338,935 total budget publications printed to help school communities make informed decisions at the polls.

150,922 digital ebooks checked out through the School Library System.

NERIC Model Schools trained 1,955 educators through 119 courses.

71 Communications Service team members took part in training on diversity, equity, and inclusion (DEI) to better advise and communicate from this perspective.

50+ participants came together for an all-girls esports gaming night held in partnership with Mohonasen, Hudson Valley Community College, Sage and more.

The Occupational Health and Safety team provided critical supports on everything from reopening plans to training, safety plans and more in 45 school districts.
“We know that the academic and personal journeys of area students and families are ever-changing right now, and we want to help provide the necessary tools for success.”
— SVP MANUFACTURING OPERATIONS RON SAMPSON, GLOBALFOUNDRIES
Business and Community Partnerships

UNLIMITED OPPORTUNITIES

Whether donating supplies, offering service learning and volunteer opportunities, hiring students as members of their work teams or donating to our scholarships, business and community partners continued to ensure the future success of our students. More than ever, we are grateful for how generously they share their knowledge and resources to support our learners.

In our Career & Technical Education programs, businesses provided learning opportunities—and even job offers—to students while others made generous donations to our programs. Business partners shared their expertise to help improve students’ certification options, while dozens of businesses provided work-based learning opportunities.

For students who attend our Special Education programs, community and business support helps expand their classroom learning and offers meaningful workplace exploration and job experiences.

Too, community partnerships continued to expand the practical knowledge of our adult learners. In addition to gaining the skills and certifications needed for new careers in our adult education programs, students had the chance to learn about issues such as workers’ rights on the job, and health and wellness topics, such as diabetes and Medicare.

SOME OF OUR BUSINESS PARTNERS

- Bethel Thrift
- Capital District YMCA
- City Mission of Schenectady
- Creatacor Inc.
- Crisafulli Bros.
- Finke Equipment
- Guilderland Public Library
- Hannaford Supermarket
- Lia Nissan
- Metro Ford
- Milton CAT
- Museum of Innovation and Science (miSci)
- Northeast New York Coalition for Occupational Health & Safety
- Price Chopper and Market 32
- Shaker Place Rehabilitation & Nursing Center
- The RED Bookshelf
- Veeder Elementary (South Colonie Central School District)

INTERESTED IN SHARING YOUR TIME, TALENT OR RESOURCES WITH STUDENTS AS A BUSINESS OR COMMUNITY PARTNER?
CONTACT SENIOR BUSINESS AND COMMUNITY LIAISON NANCY LIDDLE AT 518-862-4823 OR NANCY.LIDDLE@NERIC.ORG.

“By partnering with BOCES, we now feel like we have access to a growing pipeline of young people who can become potential employees.”
— HEAVY EQUIPMENT/CONSTRUCTION ADVISORY BOARD MEMBER AND HUMAN RESOURCES MANAGER PATRISIA SHEREMETA, Greno Industries

2020–2021 HIGHLIGHTS

$611,468 in workforce development grants awarded with our partners to expand training in childcare, coding, teaching assistant certification and more.

185 Ed Law 2-d agreements in place to keep data secure throughout the entire NERIC region.

100 special education students are benefiting from GLOBALFOUNDRIES’ generous donation of Chromebooks for in-person and at-home learning.

29 individuals are learning how to enter the teaching profession through a partnership with UAlbany’s Academy for the Advancement of Teaching Assistants.
#24United

WORKING TOGETHER IN A PANDEMIC

Throughout the COVID-19 pandemic, the 24 component school districts that are part of Capital Region BOCES worked together in critical and unprecedented ways. Together, they relied on existing and emerging BOCES services to meet constantly-evolving needs. Thanks to this collaboration, all schools in the region safely kept their doors open for teaching and learning with minimal disruption. Here’s what some of our school leaders had to say in reflection of the past year.

"During a turbulent time, the #24United campaign galvanized our region and inspired school leaders and school professionals well beyond it to realize that there is no limit to what we can do when we do it together. This would not have been possible without the leadership of Capital Region BOCES and the dedicated efforts of individuals across the organization. Ultimately, #24United became more than a campaign. It’s a way that we go about leading schools and supporting the success of students across a region."
— SUPERINTENDENT COSIMO TANGORRA, JR., Niskayuna Central School District

"Because of #24United, our region had an effective plan that allowed our students to be in school and thrive, despite the pandemic. Collective leadership and vision allowed each district to overcome their unique challenges."
— SUPERINTENDENT DR. TIMOTHY MUNDELL, Berne-Knox-Westerlo Central School District

"Through the embrace of collective work and reciprocal responsibility, districts thrived throughout the pandemic and our students are the grand beneficiaries of a more prosperous future."
— SUPERINTENDENT R. OLIVER ROBINSON, Shenendehowa Central School District

Albany
City School District

Berne-Knox-Westerlo
Central School District

Bethlehem
Central School District

Burnt Hills-Ballston Lake
Central School District

Cobleskill-Richmondville
Central School District

Cohoes
City School District

Duanesburg
Central School District

Green Island
Union Free School District

Guiderland
Central School District

Menands
Union Free School District

Middleburgh
Central School District

Mohonasen
Central School District
"The opportunity to collaborate with our neighboring districts allowed for all students in Green Island and surrounding areas to have the resources they need to be successful."
— SUPERINTENDENT KIMBERLY ROSS, Green Island Union Free School District

"I am proud of how we all worked together, the 24 component school districts in the Capital Region BOCES—large and small, urban, rural and suburban—toward one common goal: doing what is right for our students."
— SUPERINTENDENT DR. LORI CAPLAN, Watervliet City School District

"By creating the #24United partnership for school communities, we were able to put forth a concise strategy to continue to do what we do best: create opportunities for our students to learn and grow."
— SUPERINTENDENT DR. DAVID PERRY, South Colonie Central School District

Niskayuna Central School District
North Colonie Central School District
Ravena-Coeymans-Selkirk Central School District
Schalmont Central School District
Schenectady City School District
Shenendehowa Central School District
Scotia-Glenville Central School District
Sharon Springs Central School District
South Colonie Central School District
Voorheesville Central School District
Watervliet City School District
“My coach helped me tackle new passions, projects and problems from a different perspective. I am so grateful for it and it was transformative in so many ways.”

— PRINCIPAL KELLY WEBSTER, Watervliet Elementary School, on participating in the Women’s Executive Coaching Initiative
Working Together
EXPANDING POTENTIAL FOR ALL

Despite the challenges of the 2020–21 school year, collaborating with our partners in education resulted in expanded professional development offerings for education professionals as well as learning opportunities for students.

In partnership with UAlbany, Capital Region BOCES staff presented several edTrends forums this past year to tackle some of the most critical issues facing the education community including: digital equity; restorative practices; digital tools and resources; the future of remote learning; and share other educational insights and resources to best support educators, students, and schools.

Partnered with UAlbany to launch the Academy for the Advancement of Teaching Assistants (AATA) this year that helps support those entering the teaching profession. Twenty-nine individuals from Capital Region BOCES and Questar III districts were accepted into the program, which is designed to meet the needs of instructional support staff who are interested in advancing their careers.

Partnered with SUNY Empire to offer a professional development series supporting remote teaching and learning.

Introduced a Women’s Executive Coaching Initiative with the New York State Association of Women in Administration (NYSAWA) and Tenshey to support greater gender diversity in educational leadership. Participants received career coaching to further develop their leadership skills and accelerated career growth through networking opportunities.

Spearheaded the DREAM consortium that currently gives 31 school library systems statewide the ability to purchase online/digital resources efficiently and cost-effectively for use in the library, classroom and home, which delivers content to students, librarians, teachers and administrators in a variety of forms.

Co-sponsor of the 2021 Career Jam that provided 24/7 access to virtual career exploration for eighth- and ninth-grade students in an 11-county region. More than 4,000 students from 60 school districts engaged with representatives from 76 companies and organizations during the virtual career expo.

Continued collaboration with WMHT Educational programming to offer a wide range of enriching home-learning materials for area students and families.

“Thanks to this investment from the New York State Workforce Development Initiative, we look forward to working with our partners at Capital Region BOCES to upskill and reskill members of our community for jobs directly supporting students throughout the region.”
— DEAN OF THE SCHOOL OF EDUCATION AT THE UNIVERSITY AT ALBANY
DR. JASON LANE
“It’s good to see everybody each morning and to hear how everyone is doing. Even if someone is having a bad day, they can just be in the group, or talk about what’s going on for them. Everyone, especially the teachers, is supportive and doesn’t judge—that is the best part.”

— MAYWOOD SCHOOL STUDENT CARISSA FURNIA
Leading With Purpose and Heart

**STUDENT-CENTERED MINDSET**

So much good happens each and every day as a result of the work being done collaboratively with our many stakeholders. Academics matter, but **kindness counts**, too. In fact, it can go a long way toward creating the safe, welcoming and happy school communities our students need to learn well.

Through **trainings** and **on-going support** with consulting groups, such as Restorative Justice Education, our teaching teams at Airline Drive Academy and the Maywood School are creating a **culture of care**.

This work fosters more inclusive and meaningful learning, social-emotional growth, positive behaviors and better outcomes for students—personally and academically. This approach uses restorative practices as an alternative to traditional and punitive approaches to discipline.

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**CELEBRATING THE SUCCESS OF ALUMS**

**Victoria Carl**

“**BOCES is where I really found my passion.**”

Career & Technical School alumna Victoria Carl says the opportunity to spread her wings and learn the business of diesel mechanics brought her to where she is now. The owner of Carl’s Advanced Automotive & Truck Repair Center in Voorheesville, NY is just three years post high school graduation. “I always worked on cars, but BOCES is where I got into trucks and gained knowledge and really solidified what I wanted to do.”

**Tiffany Harris**

“**BOCES prepared me for the professional world.**”

Entrepreneur and Career & Technical School alumna Tiffany Harris’ crafted products to heal her children’s eczema were the inspiration for her line of natural skin care. “BOCES prepared me for the professional world in the fact that we all needed to be punctual and whatever we put on display needed to be professionally able to sell,” Harris said. “Going through the Cosmetology program at BOCES, we learned how to respect people’s decisions, as well as speak to customers. I believe these are very important skills to have since they can be applied to a variety of situations and career choices.”
“With a new building comes an amazing opportunity to develop a strong culture and community for staff and students and to think outside the box to support our learners.”

— DIRECTOR OF SPECIAL EDUCATION
CARALEE KARDASH,
Capital Region BOCES
Opening Doors
NEW SCHOOL BUILDINGS
IMPACT AND IMPROVE LEARNING

We’re proud to bring together students and staff at Airline Drive Academy.

Since the opening in September 2021, the new K-8 school meets the learning, developmental and mental health needs of students who previously attended Rotterdam Academy, Fulton Academy and some district-based programs.

It offers more space and technology, including designated spaces for a literacy room, art, sensory activities and occupational therapy. Faculty members say these and other new features are enhancing the educational experience for students.

There is also dedicated space for Northern Rivers, a New York State Office of Mental Health agency, to operate a school-based health service for students. A community liaison offers students’ families resources to help them better support their children’s educational development.

Two More New Buildings on the Horizon

Construction is on track to replace two of our most antiquated Albany-based school buildings by September 2022.

▷ A new Career & Technical School, Albany Campus
▷ A new Special Education School facility to replace Maywood School.

Both facilities will eventually be located on one campus across from our administrative offices in Colonie. The move supports a community-based approach to providing our students with meaningful learning and growth along with their peers, kindergarten through age 21.

The new campus will create opportunities for efficiencies by consolidating and expanding programs, and easing transportation for the staff and school districts we serve.

Schenectady scientist honored for his decades of volunteer board service

Our newest school building—Airline Drive Academy—was dedicated in 2021 in honor of Dr. John Bergeron, a retired scientist and educator with 45 years of volunteer board service.

Bergeron, a Schenectady resident, has been a member of the BOCES Board of Education since 1976.

A constant presence at Board of Education meetings where he is known for asking deep-probing questions, Bergeron is a retired scientist from GE Corporate Research and Development. He founded Bergeron Associates Science and Engineering and also served as a director of the Electromagnetic Energy Policy Alliance. Dr. Bergeron also previously taught undergraduate, graduate and postgraduate courses at Cornell University and Brookhaven National Laboratory.

The 40,000 square-foot school building opened in September 2021 following more than a year of planning and construction.

The school is located at 10C Airline Drive in Colonie and serves special education students in kindergarten through eighth grade.
“Thank you for the recognition. It was definitely a joy working with all the BOCES and component district staff, and especially the students, keeping them calm as they proceeded through testing. Also couldn’t have asked for a better group of teammates!”

— RAPID TESTING TEAM MEMBER JODY COYNE on receiving a Leadership Commitment award
Powered by Employees

STRENGTH FROM WITHIN

We would not be where we are today without the dedication, skill, compassion and fortitude of the employees of Capital Region BOCES. We are 1,500+ strong, united in purpose and focused on the success of everyone we serve.

Internal Recognition

We are extremely proud to recognize employees whose work embodies our guiding commitments of Service, Value, Excellence, Improvement and Leadership, through our Employee Recognition Program.

2020-21 EXTRA MILE AWARD RECIPIENTS

- Jocelyn Alcid
- Laura Biaglow
- Nancy Cole
- Debi Colwell
- Colleen Dillon
- Gigi Gabriel
- Jesse Gigandet
- Vicki Jones
- Monica Lester
- Angela McCarthy
- Alissa Ouderkirk
- Ken Petersen
- Emily Popek
- Alyssa Teribury
- Jennifer Vona
- Nicole Yamin

2020-21 COMMITMENT AWARD RECIPIENTS

- Jesse Bloomer
- Jody Coyne
- Filicia D’Aversa
- Nick DeCicco
- Deanna Dimone
- Melissa Gaetano
- Nicole Graf
- Beth Kellerman
- Monica Lester
- Kelly Livingston
- Barb Mazzola
- Nancy Morrison
- Tim Murphy
- Jennie Oesterreicher
- Kathy Pavone
- Kylie Pierce
- Kathleen Roark
- Kim Smithgall
- Jon Staib
- Linda Stapleton
- Kathryn Stone
- Mike Sylofski
- Sharon Wait
- Brian Weijola
- Laura Whalen

2020-21 EXTERNAL RECOGNITION

We are humbled to have been recognized regionally, nationally and internationally for the work we do on behalf of our students, schools and employees.

Catalyst Award

from the Social Enterprise and Training (SEAT) Center for supporting career opportunities for Capital Region youth.

Champion for Career and Technical Education Award

from the Association for Career and Technical Education (ACTE) for providing innovative opportunities for our CTE student population.

Silver Anvil Award

from the Public Relations Society of America’s (PRSA) for communications excellence.

Impact Award

from ThoughtFarmer’s 2021 Best Intranet Awards.
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).