

# BOCES COMMUNICATOR

Fall 2014

## Looking Ahead

A new school year is always exciting and energizing. So, the adjacent headline “Full Steam Ahead 2014-15” is more than appropriate. Last year, many important steps were taken through the work of the Task Forces to implement the Board’s direction as expressed in the Strategic Long Range Plan. Many more important steps are underway this year. We are confident that your work will make an important contribution to building the strongest possible foundations for our common future. The key words are “growth” and “revitalization.” We invite you to join with the Board of Trustees in taking pride in what is happening today in Dutchess BOCES, and the direction we are taking into the future.

John C. Pennoyer  
District Superintendent



Edward L. McCormick  
President, Board of Trustees

## Full Steam Ahead 2014-15

Dutchess BOCES students and staff returned to school refreshed and ready for learning in September.

The custodial and maintenance staff spent the summer painting, cleaning, and preparing all BOCES facilities. Many projects were completed, including color-coding the hallways at the Career and Technical Institute to match the building maps created by graphic arts students.

Administrators spent two weeks at the end of the summer finalizing plans for a successful school year. Important updates on APPR, SLOs, and legal issues relevant to educators were also reviewed.

Task Force leaders solicited input and then formalized objectives and action steps for their teams. Regular meetings continue to be held and all BOCES employees are encouraged to participate. The most current information is now available in the new monthly Task Force Bulletin. To view the latest issue, visit our website [www.dcboces.org](http://www.dcboces.org).

## Welcome New Employees



Thirty new employees joined Dutchess BOCES during the past year and an Employee Orientation was held August 28<sup>th</sup> to provide them with helpful information and an opportunity to ask questions.

Executive Director for Human Resources Norah Merritt facilitated the day, which included an explanation of the agency’s vision and mission, an overview of the employee handbook, and information about the numerous services offered by BOCES.

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# GRANTS BOLSTER LEARNING AND TEACHING QUALITY

Dutchess BOCES programs continue to benefit from a significant number of grants.

BOCES is already managing an \$8.2 million NYSED grant for the Regional Special Education –Technical Assistance Support Center (RSE -TASC) that runs through 2019. And now, BOCES has been awarded an additional \$2 million to focus similar efforts solely on Dutchess County districts. This funding will be used to provide expert training for special education staff that serve students with disabilities.

Additional funding of \$1.5 million has also been awarded the agency to expand work already begun under another grant. Ongoing work under the Strengthening Teacher/Leadership Effectiveness grant involves principals and teachers from the Millbrook Central School District, Poughkeepsie City School District, Spackenkill Union Free School District, and Wappingers Central School District.

BOCES will now be able to expand the effort and offer targeted professional development to help staff from additional districts to become more effective in their positions.

And while prior success has positioned BOCES well to receive new multi-million dollar grants, just as important are the efforts of individual BOCES teachers who take

the time to apply for smaller grants that directly benefit students.

During the 2013-14 school year, BOCES staff members independently applied for and were awarded more than 20 grants to support projects for their students. Autism Directory Services, Community Foundations of the Hudson Valley, and Dutchess County United Teachers were among the funding organizations.

BOCES Superintendent John Pennoyer commends staff members for finding unique ways to support educational initiatives in a fiscally challenging time.

“All educators continue to face tight budgets,” said Dr. Pennoyer. “By pursuing and being awarded alternative funding, our staff members are raising the bar and supplementing the education our students receive with creative experiences that would not otherwise be possible. I applaud them for their efforts.”

Congratulations to:

Christine Fitzgerald, Kathleen Garrison, Cindy Kirtland, Sandy Koenig, Nicole Murphy, Leah Raftis, Edith Rivera, Samuel Rivera, Martha Schultz, and Lisa Slagle.

**“ALL EDUCATORS CONTINUE TO FACE TIGHT BUDGETS BY PURSUING AND BEING AWARDED ALTERNATIVE FUNDING, OUR STAFF MEMBERS ARE RAISING THE BAR...”**

*John Pennoyer*

## DUTCHESS COUNTY FAIR

Dutchess BOCES was again well represented at the 169<sup>th</sup> Dutchess County Fair, a timeless tradition for families.

More than 1,000 people stopped at the BOCES information booth organized by Career and Technical Institute Principal Mitchell Shron.

Visitors were able to learn more about BOCES programs and offerings and spoke with employees who volunteered to staff the booth and share what’s special about BOCES with the community. The fair, which draws about 500,000 people, is second largest county fair in New York State and offers a perfect opportunity to connect with the community.



# Summertime Investment in BOCES Programs

Each summer, BOCES continues to invest in the future by funding the design of new instructional programs and the enhancement of existing offerings.

Annually, staff members submit proposals to participate in the Summer Work Study Program. A committee of teachers and administrators reviews applications and selects projects to be developed. During the summer of 2014, eight teachers developed six projects including:

- **Tracey Smith & Maria Sita**  
*PEACCE Program Special Education Teachers*  
Creation of an Assisted Daily Living (ADL) Laboratory
- **Susannah Renzi**  
*Alternative High School Teacher*  
Environmental Science Curriculum Modifications
- **Karen Dietz**  
*Career and Technical Institute Teacher*  
Creation of New Curriculum to Reflect HSE/GED Test Changes
- **Barbara Borchers**  
*Alternative High School Math Teacher*  
Review & Analysis of Current Common Core Curriculum in Algebra B
- **Michele Comolli & Geri Hannon**  
*Adult Licensed Practical Nursing Teachers*  
Development of a Medical Math Reference Tool
- **Michele Comolli**  
*Adult Licensed Practical Nursing Teacher*  
Development of a List of Objectives for Course 101A – Infection Control

“The Summer Work Study Program assists us in our efforts to ensure we are offering our students the very best education possible,” said Deputy Superintendent Dr. Linda Heitmann. “It is tremendously valuable to choose from proposals made by our teaching staff, as they are with our students every day and truly comprehend their needs and challenges.” Completed projects were submitted by October 1<sup>st</sup> and are currently under final review.

## New Administrators in Three Key Roles

Dutchess BOCES has begun the 2014-15 school year with new leaders in three key administrative roles.



**Norah Merritt** has been named Executive Director for Human Resources for the agency. Mrs. Merritt oversees the provision of numerous services to component districts including staff recruitment, benefits coordination, Medicaid reimbursements, health insurance and professional licenses and teacher certification.

**Elizabeth Hayter** is our new Administrator for the Adult Learning Institute (ALI). ALI offers a variety of educational opportunities for the community including the areas of literacy, health care, technology and career skills training. Previously she served as the assistant director of adult education at Ulster BOCES and as the director of adult education at Sullivan BOCES.



**William Ball** has been named Director of Educational Programs and supervises all of the alternative education, special education, and career and technical institute offerings BOCES provides to students. Mr. Ball previously worked as a BOCES staff specialist. Educational Programs provides individualized instruction and support services for at-risk students, special education instruction, and occupational training at the Career and Technical Institute.



# Employees Recognized for Exemplary Service

Five employees were presented with Employee Recognition Awards at the close of the 2013-14 school year, to recognize their exemplary service as BOCES employees. Those honored in 5 categories were:



Administrator: Dorothy Novogrodsky, staff specialist for the RSE-TASC  
 Instructional Support: Jeannette Straebler, teaching assistant at the Alternative High School  
 Clerical: Patricia Bucala, payroll account clerk  
 Support Staff: James Fusaro, Salt Point Center custodial worker  
 Teacher: William Parliapiano, who retired in June 2014

The awards, which signify the staff members have gone significantly above and beyond their job descriptions, are especially meaningful because co-workers make the nominations. The selection committee, which is comprised of previous winners, determines who will be recognized based on the narratives submitted and does not know the nominees' names until the process is complete.



Congratulations to this year's winners. Their photographs will be on display in all BOCES buildings and their names will be added to the permanent recognition plaque that is displayed in the Administration building.

## Welcome New Employees

*...continued from page 1*



Administrators were introduced and participants learned about all operational areas. The newcomers were also encouraged to become familiar with the Services Guide so they would be knowledgeable and comfortable enough to refer people to Dutchess BOCES.

### Welcome to:

Fatemeh Azud	Elizabeth Hayter	Jennifer Piekarz
Christine Birnbaum	John Jacobs	Crystal Pine
Leah Bradford	Hannah Kenefick	Erin Piquet
Melissa Brady	Brianna Konyon	Trevor Piquet
Sharon Brookes	Raymond Lake	Jenna Ricciardi
Alicia Conroy	Brianna McCabe	Stephanie Schembri
Amber Corns	Britney McHugh	Hillari Spooner
Lisa Davey	Matt Metzger	Vanessa Sotomayor
Robert England	Brittany Morgan	Jennifer Stortecky
Jill Ham	Christopher Naney	
Melissa Hawley	Joe Pesce	

### TITLE IX AND 504 COMPLIANCE

Dutchess BOCES offers employment and educational opportunities without regard to sex, race, color, national origin or disability. Inquiries regarding this non-discrimination policy may be directed to Dr. Linda A. Heitmann 486.4800. This official will provide information, including complaint procedures to any citizen, student or employee who feels that his or her rights under Title IX or Section 504 may have been violated by the BOCES or its officials:

### ADMINISTRATIVE STAFF

JOHN C. PENNOYER.....District Superintendent  
 LINDA A. HEITMANN.....Deputy Superintendent  
 SHERRE WESLEY.....Assistant Superintendent

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