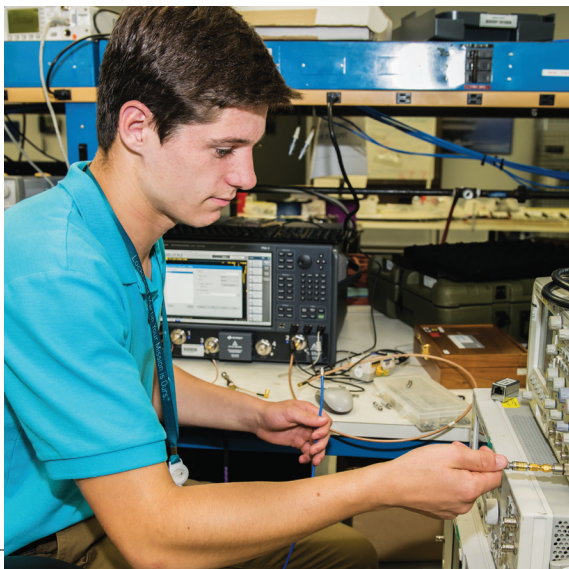




# Onondaga-Cortland-Madison BOCES 2019 Annual Report





## **Our Mission Statement:**

The Onondaga-Cortland-Madison BOCES exists to develop and provide educational programs and services of the highest quality for the component school districts and the community.

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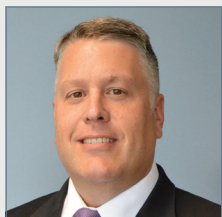
## OCM BOCES Leadership



Christopher Todd  
Interim District Superintendent



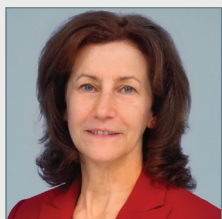
Colleen Viggiano  
Deputy Superintendent



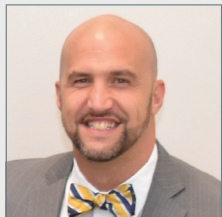
Andrew DiBlasi  
Assistant Superintendent for  
Administration



Christopher DiFulvio  
Assistant Superintendent for  
Instructional Support Services



Pamela Mazzaferro  
Director, Central New York  
Regional Information Center



Joseph Bufano, Esq.  
Human Resources Director/  
School Attorney

## Our Journey in 2019

### Message from the Deputy Superintendent:

The year 2019 was an extraordinary year for OCM BOCES. In those 12 months, OCM BOCES brought several new initiatives to our 23 component districts, all with the goal of providing the best possible education for students in our region. We launched an embedded high school engineering program at Lockheed Martin, developed an innovative substitute teacher program, purchased a campus to end an expensive lease, and continued our efforts to promote a healthy, positive school culture for students and staff within all of our OCM BOCES programs — and that was just the beginning.

Of course, none of this would have been possible without the incredible support we receive from you and all of our valued partners across the region. Every year, OCM BOCES works side-by-side with school districts, the New York State Education Department, higher education, business and industry, local governments, and a long list of community organizations to continue our never-ending quest to improve education. Our goal is to prepare students for the changing needs of the 21st century, whether it grooms them for a college education or helps them pursue a rewarding career in any field, including the booming trade industry.

In addition to student programs, OCM BOCES offers an abundance of shared services for districts in technology, business office functions, cooperative purchasing, food service, and more. This 2019 OCM BOCES Annual Report highlights just a few of those successes.

As we continue this work amid the unprecedented challenges of 2020, I look forward to building on our momentum, cultivating our partnerships, and continuing the invaluable work we do — together — for the benefit of all students.

Colleen Viggiano  
Deputy Superintendent, OCM BOCES

**1,433**

**Square miles served by  
OCM BOCES**

**52,867**

**Students served across the  
OCM BOCES region**

**7th**

**Largest BOCES in New York State  
based on component enrollment**

**1,852**

**Full-or part-time educators, support  
staff, seasonal employees & others**



# Time of Transition

## A Letter from the Board President

From year to year, moment to moment, OCM BOCES is dedicated to meeting the changing needs of our 23 component districts. That mission did not change during the 2018-19 school year, nor has it changed in 2019-20. Still, we ended the 2018-19 school year with an enormous challenge.

That challenge came when former OCM BOCES District Superintendent Dr. Jody Manning announced his retirement after seven years at the helm. Because of this vacancy, the New York State Education Commissioner assigned two other BOCES district superintendents to serve as interim leaders — one for OCM BOCES, the other at the Central New York Regional Information Center (CNYRIC). A third was charged with facilitating the search for a new district superintendent with the OCM BOCES Board of Education. That process has started and will continue until a new leader is selected.

Above all, the OCM BOCES Board of Education would like to thank Dr. Manning for his innovative leadership throughout the past seven years. Because of his efforts and vision, we secured significant educational advantages for our students and our districts. He left a positive mark that will benefit education in the Central New York region for years to come.

As you will see in this Annual Report, OCM BOCES achieved many notable accomplishments in 2019, all in response to the educational needs that affect our own component districts and schools across the country. We continued to focus on cybersecurity, school safety, and mental health. Our students continued their impressive work on community projects throughout the OCM region, and we expanded a welding lab in Cortlandville so students can work on bigger projects in a safe, state-of-the-art space.

Most recently, OCM BOCES purchased the Crown Road Campus so we could provide for our Special Education students well into the future and save money for our districts by ending a lease. We also launched a high school engineering program at Lockheed Martin. We are starting another embedded program next year at Tracey Road Equipment.

As you can see, the future at OCM BOCES looks very bright, with many opportunities for Central New York students that will benefit all for years to come.

*V. Ann Wright*

V. Ann Wright  
President  
OCM BOCES Board of Education

## OCM BOCES Board of Education



V. Ann Wright  
President  
Jamesville-DeWitt &  
Fayetteville-Manlius



Wayne Brownson  
Vice President  
East Syracuse Minoa



Robert Crabtree  
North Syracuse



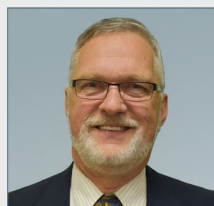
Luke Morenus  
Cortland & Homer



Michael Murphy  
Liverpool



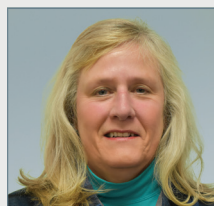
Lisa O'Reilly  
Westhill, Lyncourt,  
Marcellus, Onondaga &  
Solvay



David Paczkowski  
West Genesee



Margaret Peri  
McGraw, Marathon &  
Cincinnatus



Joan Reeves  
Baldwinsville



Maryam Wasmund  
Fabius-Pompey, LaFayette  
& Tully



Jodi Wiesing  
DeRuyter, Cazenovia &  
Chittenango

## Student Services: Career & Technical Education

*The unique and innovative nature of our business-embedded programs prompted a full-length feature story on Feb. 4, 2020, in the national magazine Education Week. The publication has more than 725,000 registered subscribers through edweek.org.*

*Called "Schools Embed Classes in Cutting-Edge Businesses," the article quotes OCM BOCES Deputy Superintendent Colleen Viggiano: "We wanted the most authentic learning environment for students — that was the driving force."*

# Groundbreaking Business-Embedded

## OCM BOCES Partners with Tracey Road Equipment



Kevin Williamson, the parts general manager at Tracey Road Equipment, gives a tour to about 60 students, parents and other guests who attended an Open House at the facility off Bridge Street.

OCM BOCES is excited to announce a new partnership with Tracey Road Equipment that will offer students a unique opportunity to learn essential skills in the operation and repair of heavy equipment and heavy-duty diesel trucks. The program is set to launch in the 2020-21 school year.

The program, called Heavy Equipment Repair, Operation and Diesel Technology, will be a two-year, business-embedded Career & Technical Education program. Students will work side-by-side with Tracey Road Equipment professionals in East Syracuse to learn about a variety of trucks and other heavy equipment.

For Tracey Road, the partnership provides "an educational avenue for local students to learn a highly sought skilled trade," said Pamela J. Overtoom, director of human resources

at Tracey Road. That, in turn, will result in a "pipeline of trained and experienced young adults to potentially join our team," she said.

Students will study in a classroom at Tracey Road but also have a dedicated work bay to apply their lessons and work with diesel trucks and heavy construction equipment.

"Tracey Road Equipment is looking forward to a long-term collaboration with BOCES," Overtoom said.

**"Partnerships like these are vital to the workforce development needed in our industry."**

-Pamela J. Overtoom,  
Tracey Road Director of Human Resources



# Programs

## Lockheed Martin program starts strong

Liverpool seniors Nathan Bonk and Tyler Spaulding have both considered careers outside of engineering. Nathan was interested in architecture; Tyler was interested in cybersecurity. This year, both seniors are re-exploring engineering careers in a big way because of a unique, first-time program at OCM BOCES that allows them to work as interns at Lockheed Martin.

**“From our perspective, we not only have some future engineers in the group, but perhaps some future Lockheed engineers.”**

— Alex Waldauer,  
Lockheed Associate Manager, New Vision Engineering Professions

The New Vision Engineering Professions Program offers an experiential learning opportunity that has both young men working on real-world projects inside the vast Lockheed facility off Electronics Parkway. Nate is working for a software engineer; Tyler is working for a systems engineer.

When they are not working for the engineers, the boys are studying a multitude of topics in a classroom with OCM BOCES instructor Mark Povinelli, Ph.D., a former Lockheed employee and professor at Syracuse University’s College of Engineering and Computer Science and the Whitman School of Management. Added to the mix is a college-level English class, taught at Lockheed, that brings in a professor each Friday from Onondaga Community College.

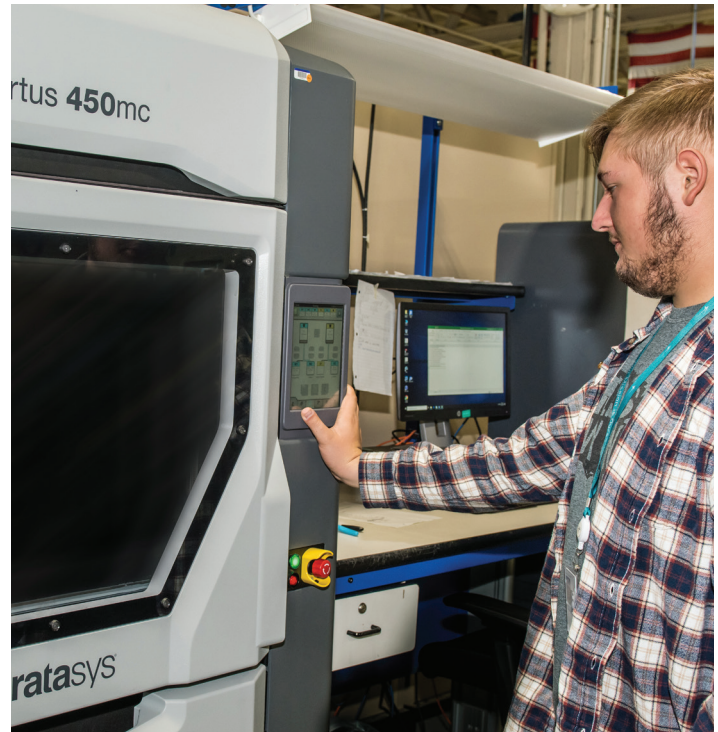
“They say you should never miss a class your senior year,” Bonk said. “Well, you should never miss a day at Lockheed Martin because you learn so much new material every day.”

Students are rotated through three or four of the major engineering disciplines at Lockheed: mechanical, electrical,

software, and systems. One student, for example, works on a mechanical rotation charged with better organizing the manufacturing floor, a process that has resulted in Lockheed ordering “shadow boxes” to hold tools for specific manufacturing steps. Another student is working on a software rotation, updating data sets using JavaScript.

Alex Waldauer, the Lockheed associate manager for this program, said Lockheed employees offered an “overwhelming response” when they were approached about overseeing interns. The students, in turn, are making “meaningful contributions to their projects,” he said.

In the long run, Lockheed officials hope the program will entice students to study engineering in college, go into the field, and alleviate a national shortage of engineers.





## Student Services: Career & Technical Education

*For the first time in its 70-year history, OCM BOCES honored two local businesses in June 2019 with the Business and Community Partnership of the Year award.*

*Driver's Village was selected for the Syracuse area; Guthrie Cortland Medical Center was selected for the Cortland region. Both were selected for their exceptional dedication and commitment to student success.*

## Dedicated to Community and Business Partnerships

### Driver's Village

The first business-embedded classroom for OCM BOCES students was launched in 2013 at Driver's Village, where juniors and seniors in the Career & Technical Education (CTE)

Automotive Technology program acquire high-level skills in a booming industry.

Motivated by a strong commitment to building a local workforce and offering students advanced learning experiences, Driver's Village has been instrumental in giving students 21st-century skills, internships with dozens of



David Hall

on-site auto dealers, and even full-time jobs after graduation.

David Hall, fixed operations director for Driver's Village, said 19 students have been placed in "great paying, full-time, full-benefit employment at Driver's Village" since the program's inception.

**"The amazing part is, no other resource we have at our disposal — hiring companies, websites, ads — have created such a good return on investment."**

-David Hall,  
Fixed Operations Director for Driver's Village

### Guthrie Cortland Medical Center

Guthrie Cortland Medical Center hosts a classroom within its facility for students in the OCM BOCES New Vision Medical Professions program. Students also participate in numerous clinical rotations, including intensive care, emergency, cardiac rehabilitation and more.

In addition, Guthrie has opened its doors to the OCM BOCES physical therapy program embedded at Fadden & Associates, providing invaluable job-shadowing experiences for students.



From left to right, are Marie Darling, Executive Director, Regional Medical Practices at Guthrie Cortland Medical; Jarrod Kolodziejczyk, Director of Volunteers and Courtesy Services at Guthrie; Colleen Viggiano, OCM BOCES Deputy Superintendent; Scott Mayberry, Director of Rehabilitation Services at Guthrie; and Jennifer Turck, former Senior Director, Provider Relations and Business Development at Guthrie.

"Because of a local business partner's willingness to invest in the community, high school students have a head start in realizing their career goals," OCM BOCES Deputy Superintendent Colleen Viggiano said.

**"It is our belief that investing in educational partnerships benefits everyone."**

-Mark Webster,  
President, Guthrie Cortland Medical Center

# Successful Alum: 2019 CTE Hall of Fame Inductees

One of the highlights of year-end CTE graduation ceremonies is hearing from former BOCES graduates who have thrived in their careers.

In Syracuse and Cortland, two of these graduates were selected for the CTE Alumni Hall of Fame, which means their names will be placed on a plaque and hung up in our

CTE buildings. In Syracuse, the award went to Andrew Martin, co-owner of Martin Custom Homes in North Syracuse. In Cortland, the award went to Shelley Taubman, a cosmetologist in Tully. OCM BOCES has been honoring CTE alumni since 2011. The award goes to OCM BOCES alum who have thrived in their careers and demonstrated leadership in the community.

## CTE Hall of Fame - Thompson Road



**“The trades are where it’s at.”**

—Andrew Martin

**Andrew Martin**, a 1993 graduate of North Syracuse, embraced his construction classes at OCM BOCES and has been working in the field ever since. He co-owns Martin Custom Homes off Buckley Road with his father, David. He was nominated for the award after giving OCM BOCES students a close-up, behind-the-scenes tour at the annual Parade of Homes.

“First off, the trades are where it’s at,” Martin told students at graduation. “If you stick with it, you’ll never have to worry about finding another job to put food on your table and take care of your family. You see, there will always be a job for someone who knows a trade, what I like to call someone who likes to work with their hands .... and there are not enough of you out there.”

## CTE Hall of Fame - Cortlandville

**Shelley Taubman** is a 1988 Tully graduate who attended the OCM BOCES cosmetology program. She briefly worked in North Carolina, then returned to spend the next 27 years working as an associate at Denise’s Hair Care on Main Street in Tully.

At the CTE graduation in Homer, she commended the students for choosing OCM BOCES and building a “solid foundation” for their futures. She teared up a little after mentioning that her daughter, Julia, was among the large crowd of OCM BOCES graduates and had just become a certified nursing assistant while earning 16 college credits in high school. Taubman said all the students were smart to seize “an amazing opportunity.”

Later, Taubman described how much she loves her work, especially the long-time clients who have become some of her closest friends and confidantes.

“I am truly blessed by my career, and it all started here at OCM BOCES.”



**“I am truly blessed by my career, and it all started here at OCM BOCES.”**

— Shelley Taubman

## Student Services: Career & Technical Education

In 2018-19,  
**1,167**  
students were  
enrolled in Career & Technical Education programs at OCM BOCES

## Connecting with our Communities, Serving our Communities

Students in our Career & Technical Education programs engage with local communities on a regular basis, taking on projects that help local municipalities and other groups save significant time and money. Here are just a few recent examples:

- Construction students in Jim Bender's classes at our Cortlandville Campus built four wooden theater stages, a ramp and a set of stairs for the Cortland Youth Bureau so they can be used for concerts and other events in Courthouse Park.
- Students at our Cortlandville Campus gave the Cortland Police Department a huge assist by building 12 wooden police barricades for the annual Cortland County Dairy Parade on June 4.
- Under the supervision of Instructor Mike Cavender, construction students at our Thompson Road Campus built and painted 18 Adirondack chairs for the town of Lysander so they can be used in a town park off Smokey Hollow Road.
- Welding students from Kevin Auyer's class in Cortlandville worked with Doug's Fish Fry in Cortland to build a new prep station for the restaurant.
- When the Salvation Army put out the call for help for a new red-kettle design, students in the OCM BOCES Welding and Auto Collision classes answered in a big way. Students at the Thompson Road Campus worked together to design, build, and paint a new kettle that will now be used as a prototype throughout the state. The design was created by East Syracuse Minoa junior Caleb Thomas, along with his welding teacher, Duane Debejian.
- Auto students at the Thompson Road Campus refinished a Humvee with a new and modern color scheme for the Chittenango Police Department. Students developed renderings on Chromebooks before presenting options to the police and spending several weeks on the project.



## OCM BOCES sends two students to National SkillsUSA

After their success at State SkillsUSA, two of our outstanding Career & Technical Education students traveled to the National SkillsUSA competition in Louisville, Ky., this past summer. Congratulations to **Jenna Knout** of Marathon, a junior who took first place at the State SkillsUSA competition in Early Childhood Education, and **Wolfgang Groetz** of North Syracuse, a senior who took first place in Information Technology Services.



Jenna Knout  
Marathon



Wolfgang Groetz  
North Syracuse



## White Wolf Afraid of Bear from Jamesville-DeWitt

### STUDENT PROFILE

When she was just a little girl, barely tall enough to peer over the kitchen counter, White Wolf Afraid of Bear says she was often amazed at the “magic” that occurred when her grandmother was cooking. First, she would see all the ingredients laid out: meats, vegetables, spices. Later, she would marvel at the end result: a delicious meal.



“I just loved the idea of that transformation,” White Wolf said.

Today, as a senior at Jamesville-DeWitt High School, White Wolf is in her second year in the culinary program at OCM BOCES. It is a fitting passion, she says, because everyone in her family cooks — her parents, her grandmother, and her three older siblings. In fact, her family once provided a catering service known for its chili and buffalo burgers.

“The whole idea of cooking for other people, it just felt right to me,” she said. “So I wanted to continue that when I was older.”

Robert Canorro, her instructor, is impressed with White Wolf’s cooking skills, dedication and work ethic. He is especially pleased because White Wolf recently did an internship in the lunchroom of her high school, where the manager allowed her to work independently — an exceptional accomplishment — and described her as “the best intern she’s ever had,” Canorro said. He is also impressed with her maturity, recalling her early days in the program when she politely explained the origin of her Native American name, which combines the name of her father, an Akwesasne Mohawk, with the name of her mother, a Lakota Sioux.

After high school, White Wolf’s goal is to work part-time as a culinary specialist in the U.S. Army Reserves and continue her education at the Culinary Institute of America in Hyde Park. She is already practicing her skills as a line cook at Panera.

“Overall, this entire course is wonderful,” she said of her BOCES experience. “I’m so happy I’m doing it.”

# 91.4%



**Highest-ever  
recorded pass  
rate for CTE  
assessments  
(2018-19)**

## Student Services: Special Education

**2**

Colleges with OCM BOCES Special Education programs

**13**

School districts that house OCM BOCES Special Education programs

**35**

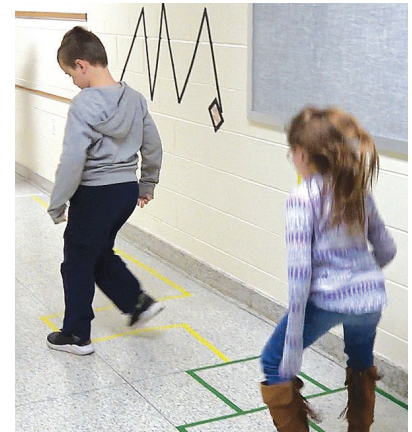
In-district classrooms with OCM BOCES Special Education students

## Working Toward the Least-Restrictive

As part of a focused effort that benefits students of all abilities, the number of in-district classrooms for OCM BOCES Special Education programs continued to grow in 2019, with more and more students integrating with their typical peers. Here are just a few highlights:

### Sensory Hallway at McGraw Elementary

At the start of the 2019 school year, the walls and floors at McGraw Elementary School were transformed into a sensory hallway, where colorful tape and images guide students through a sequence of hops, steps, tracing motions and other activities. The path is designed to build sensory pathways — brain connections related to the senses — and help students develop motor skills such as balance, hand-eye coordination, and spatial awareness. The hallway has been a huge hit with OCM BOCES students and their general education peers, with students hopping with excitement every time they get a chance to complete the path.



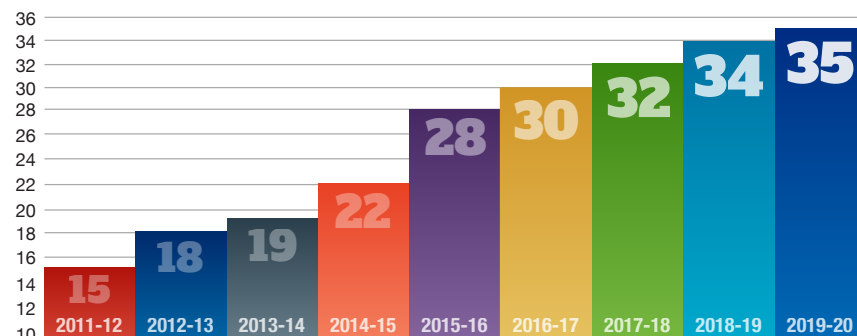
### Cutting-edge Program at Mott Road



Students on the autism spectrum are enjoying a new, in-district classroom at Mott Road Elementary School in Fayetteville, where they participate in a high-energy, music-blasting walking loop with nearly all students and staff each morning. In addition to being a warmly welcomed part of the school, this OCM BOCES SKATE program has launched a partnership with Boston Children's Hospital to employ a cutting-edge, research-based Visual Immersion System, which uses videos and other supports that key in on students' strong visual processing skills and interest in technology.

## In-District Special Education Classrooms

Number of classrooms in school district buildings that host BOCES Special Education programs





# Environment

## Exploring Science in Baldwinsville

In the Special Education TEAM program at C.W. Baker High School in Baldwinsville, students participate every other day in a science lesson with science teacher Mark Penhollow and his students. In one recent lesson, which focused on hibernation, students stirred a toy capsule in warm water, then watched as a small, animal-shaped sponge “hatched” from the toy egg. In the photo, OCM BOCES Special Education Teacher Lindsay Sprague works with Lily Truex (middle) and Baker senior Sophia Kordas.



## Deaf and Hard of Hearing Program



The OCM BOCES Deaf and Hard of Hearing Program, based in the Solvay Union Free School District, celebrated its 45th anniversary in 2019 and now serves 36 school districts. Students benefit from a variety of technology and communication methods and receive related support services. Students work closely with interpreters and get all the benefits of a general education setting, participating in a variety of academic lessons, specials, sports, and other extracurricular activities. In the photo, students in Jaimie Williams’ class said the Pledge of Allegiance in sign language for a regular televised segment that appears on NewsChannel 9.

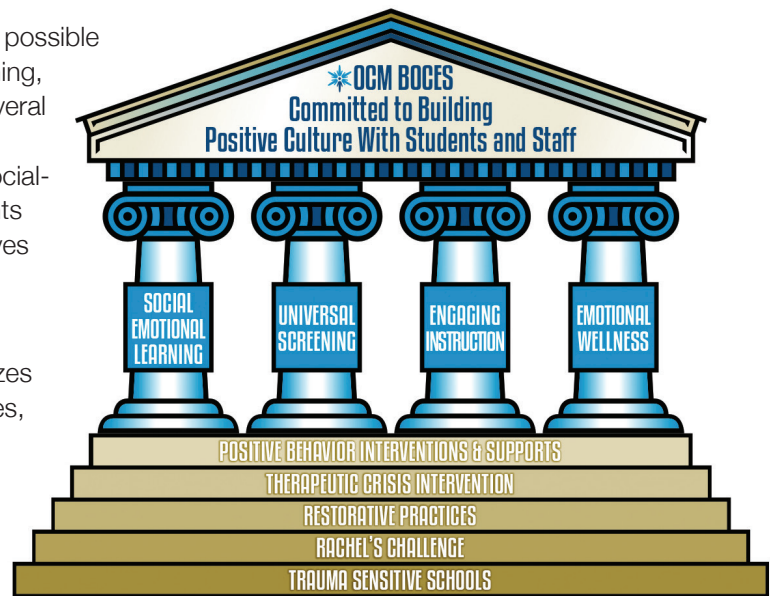


## All Programs Working Together to Build

### “Culture Counts ... Wellness Counts”

In an effort to create the best possible environment for student learning, OCM BOCES focused on several goals in 2019 to improve its academic, behavioral, and social-emotional services for students and staff. Several new initiatives were rolled out, including:

- A Multi-Tiered System of Support (MTSS) that utilizes trauma-informed practices, Therapeutic Crisis Intervention, Rachel's Challenge, Restorative Practices, and Positive Behavioral Intervention and Supports (PBIS) to build a positive school culture.
- A new screening tool to determine appropriate interventions for students who have experienced trauma in their lives.
- New social-emotional learning curriculum in grades K-12 in Special Education and Innovative Education.
- Organized activities and learning in all student programs that focus on wellness and compassion resiliency for staff.
- A new theme for the 2019-20 school year that was expanded to include all OCM BOCES employees: “Culture Counts ... Wellness Counts.” Activities included an Opening Day speaker who focused on mindfulness; a Culture Counts newsletter distributed to the entire organization; and a variety of building-level committees aimed at improving health and wellness for BOCES staff.



**“At OCM BOCES, we are committed to providing a safe, supportive and engaging environment for everyone in our organization.”**

-OCM BOCES Deputy Superintendent Colleen Viggiano

## a Positive School Climate

### Time to kiss a cow! Administrators pucker up at McEvoy



Students at the Cortlandville Campus were moo-tivated in a unique way by their teachers and staff last spring through a student incentive program called Positive Behavioral Intervention & Supports (PBIS). In exchange for signing up and doing well on the Scholastic Math Inventory and the Scholastic Reading Inventory tests, the students got to watch their teachers pucker up and kiss a cow in a neighboring field.

Kiss a Cow participants included: OCM BOCES Director of Special Education Rosanna Grund; Principal of Special Education at Cortlandville Jason Martin (in photo); Administrative Intern Catie Reeve; and Special Education Administrator at Cortlandville Cheryl Rogers.

### Restorative Practices

Work continued in 2019 to train OCM BOCES staff at all levels in Restorative Practices, which emphasizes the importance of establishing trusting relationships to build community and restore relationships when harm has occurred. In the photo, Student Services Instructional Coach Randi Downs leads OCM BOCES staff in a training session on how to use circles in the classroom to promote positive relationships.



### Rachel's Challenge grows in third year



By the end of the 2018-19 school year, more than 200 students in 13 clubs at OCM BOCES were participating in the third year of Rachel's Challenge, a national program to improve school culture inspired by the first victim of the 1999 shooting at Columbine High School. One of the most popular projects was the creation of "Rachel's Closets," where students set up highly organized spaces with donated clothes for students in need. In the Henry building, for example, students built a mobile wardrobe that fits into a closet, an effort that involved students in multiple programs.



## Student Services: Innovative Education

# 258

College credits earned by Seven Valleys students through Tompkins Cortland Community College

## Preparing Students for the 21st Century

What does a professional future require? These students found out.

In a new “College & Career Readiness Term” launched in 2019, students at Innovation Tech heard from 36 community presenters, participated in several business and college visits, and gave 97 presentations “to take a deeper look at what their professional future requires and what it means to be ready to enter the post-secondary landscape,” Principal Gretchen Bellanger said.

Students learned about law enforcement, engineering, health care, business, insurance, law, and advertising, among other topics. As a culminating event, nine students presented at an “Exhibition of Excellence” on March 12, 2019, at Main Campus, showcasing what they learned to parents, administrators, facilitators, and other guests. One student, Kayla Solosky



of Liverpool, gave a presentation about her job shadowing experience with an Onondaga County assistant district attorney, which has inspired her to become a prosecutor. In the photo, the 2020 College & Career Readiness Term kicked off with inspirational speaker George Jamalie Lynch.

## Segregation, poverty, housing discrimination ... Students at Innovation Tech dive into serious topics



High school students at Innovation Tech jumped into serious and complicated topics to kick off the 2019-20 school year. Working with Sally Santangelo, executive director of CNY Fair Housing, as well as leaders of other non-profit organizations, students gained multiple perspectives on the history of racial segregation and housing discrimination

in Central New York. Later, they pitched proposals for a variety of student-led projects aimed at increasing awareness, promoting diversity and helping those in need. In the photo, Students gather at the Everson Museum of Art to hear from a panel of four community leaders about these issues.

innovationtech<sup>IHS</sup>



## Seven Valleys celebrates first National Honor Society class



Thirteen students from Seven Valleys New Tech Academy in Cortland were inducted May 17, 2019, into the school's first National Honor Society. To be accepted, students must demonstrate excellence in scholarship, service, leadership, and character. This includes having a GPA of 85% or above, holding a leadership position at work or in an extracurricular activity, performing community service, and writing an essay describing their character.

## Rotary Interact Club brings community service front and center



In January 2019, Seven Valleys New Tech Academy launched the Rotary Interact Club, a community service organization that offers opportunities for students to do meaningful volunteer work in their local communities and across the world. Throughout the year, students participated in a variety of projects, including the Election

Day pancake breakfast, River Clean Up and Adopt a Highway, Pumpkinfest, Salvation Army Bell Ringing, and more. A year later, in January 2020, 31 students from Seven Valleys were participating in the organization and had earned 1,724 volunteer hours.

## From Newsroom to Classroom: Meet Innovation Tech's Molly Matott

### TEACHER PROFILE



During the four years Molly Matott appeared on television as a meteorologist at CNY Central, she often visited local schools, working with students to share her knowledge of meteorology and communications. With each school visit, her passion grew — for teaching. Molly, who had once considered a degree in education, eventually decided to make the switch. In the fall of 2019, she launched an entirely new career as a teacher at Innovation Tech.

Molly says her transition to teaching has far exceeded her expectations. She is grateful to her co-workers at Innovation Tech and the entire OCM BOCES organization for supporting her, guiding her, mentoring her, and giving her the training and resources she needs to have a successful beginning.

"I love it here, I really do," Molly said. "I think I'm very lucky to be working in this specific environment because everyone has been so welcoming."

Molly says her passion for science, math and communications — essential for meteorology — is also an important part of her teaching career, where she shares her expertise and real-world experiences with high school students at Innovation Tech.

"Teaching is just such an authentic experience," Molly said. "If I gave a forecast, and it wasn't perfectly right, I would find out about it the day after. But if I give a lesson that isn't working well, I'm going to know right away. Being able to get that feedback is excellent for me and for my students."





## Meet STARS Student Justin Sims



Over the past two years, North Syracuse junior Justin Sims has flourished in the STARS Innovative Education program at OCM BOCES.

“Justin has become a leader at STARS,” said his principal, Emily Behan. “He instills a sense of community among his peers and holds everyone to a high standard. He is truly a positive role model for the entire community.”

Justin attributes his success at STARS to the smaller high school setting and individualized attention. He has also developed strong relationships with the STARS staff — his favorite aspect of the program — and many of his classmates.

“Since coming to BOCES, I have become more independent and much more motivated,” he said. “I feel like I am meant to be here as a part of the school community.”

Justin has taken a noticeable leadership role with the school’s Friends of Rachel (FOR) Club, a program that seeks to instill a culture of kindness and compassion in the school. Justin has also become involved in peer mediation and restoration.

“He consistently makes positive contributions to our community through his interactions with everyone he encounters,” said Wendy Lloyd, a social worker.

Overall, he has developed a sense of confidence that helps him persevere, overcome adversity, and participate successfully with many different teams, including the North Syracuse football team and boxing groups, staff members said.

“Over the past two years, we have seen Justin evolve as a student and as a young man,” said his teaching assistant, Jennie Robb. “He perseveres when things are tough, and, even when challenged, gives it his all.”

**“Since coming to BOCES, I have become more independent and much more motivated. I feel like I am meant to be here as a part of the school community.”**

-Justin Sims



## Celebrating Success

Breiana Kosturik of Fabius-Pompey receives a hug after graduating June 17, 2019, from Cortland Alternative School. Breiana was one of 17 students from eight component districts who celebrated their high school achievements in a commencement ceremony held at the OCM BOCES Cortlandville Campus. Cortland Alternative School offers students in grades 9-12 a small, close-knit environment so they can build on their confidence and academic skills as they work toward a high school diploma.



## Adult Education

*As part of its requirements for the Council on Occupational Education (COE), the accrediting agency for Adult Education, the program needs to meet standards that include a 60% average graduation rate and a 70% average job-placement rate.*

*For the 2018-2019 school year, Adult Education exceeded these standards:*

### ■ Graduation and Job Placement

86% average graduation rate and  
86% average job-placement rate

### ■ Construction Trades

95% graduation rate and  
95% job-placement rate

### ■ HVAC/R

97% graduation rate and  
97% job-placement rate

### ■ Office Technology, Welding

100% graduation rate and  
100% job-placement rate

## Serving Adults in our Community with

### Literacy instructors take on unique challenge



After moving back to Central New York from Texas, Dawn Penson set a goal “not to settle” when it came to her education. She enrolled in classes at Onondaga Community College, hoping to obtain her degree. Before she could declare her major, however, she needed to get her high school equivalency diploma in New York State, now known as the Test Assessing Secondary Completion (TASC).

Dawn, who became blind as an adult, turned to OCM BOCES for help.

OCM BOCES offers free education to prepare students for the TASC, but there was no test available in New York State for the visually impaired. Still, BOCES literacy instructors were determined to help. After an 18-month journey that included collaboration between

OCM BOCES, the New York State Education Department, and the Commission for the Blind, a test was created for the visually impaired, and Dawn got to work. It took her a total of nine hours over four days to complete the test, but she passed.

Dawn plans to graduate from OCC this spring. She has continued her approach to “not settle,” earning a 4.0 at OCC. After graduation, Dawn plans to go on to get her bachelor’s and master’s degrees, with a focus on disability advocacy. She hopes her experience with creating the new TASC test will help open doors for the next person who is visually impaired.

# Workforce Training, Literacy, High School Diplomas

Welding student: 'I could not be more thankful.'



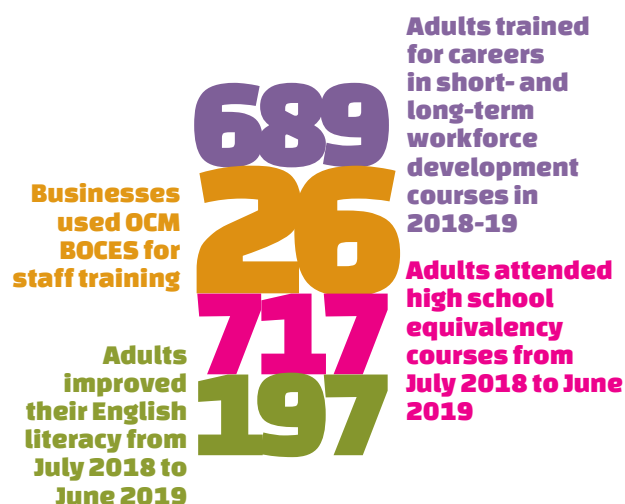
Courtney Krader is a single mother of two who jumped into the OCM BOCES Welding program in February 2019 and left in August with a full-time job at Titan Steel.

Courtney initially tried medical assisting after earning her associate's degree in the field but found the work far too slow, with too much time behind a desk. Welding, on the other hand, offered hands-on work, a wide variety of challenging tasks, and a tangible result — products you could see and touch.

"You are always building things," she said. "It's awesome to know that you did that."

## Alumni Hall of Fame

Gregory Spears, a 2011 graduate of the Central Sterile Processing Technician program at OCM BOCES, was honored in August as the first person selected for the Adult Education "Alumni Hall of Fame." Spears is currently the assistant chief of central sterile processing at the Syracuse VA Medical Center in Syracuse. His photo will be the first to appear in a wood-framed "Wall of Fame" at Main Campus.





**21,533**

**Computers  
(desktops, laptops,  
netbooks, tablets)  
purchased for  
districts in 2018-19**

## Technology: Better Services, Better Security

### Booming interest in eSports prompts service

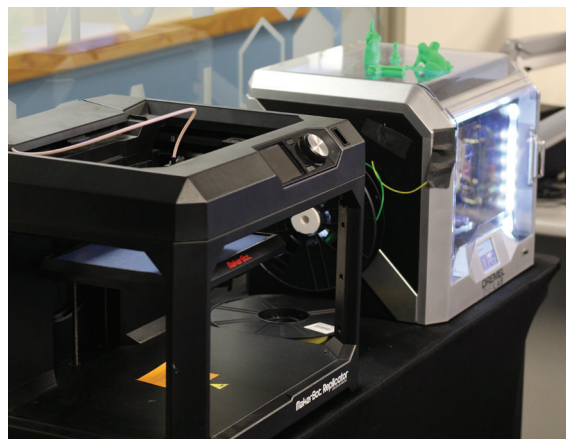


Across the country, students who are uninterested or unable to participate on traditional athletic teams are experiencing the thrill of competition through the booming eSports industry. Students who participate in eSports develop a sense of community, enjoy team comradery, build character, engage in STEM activities outside the normal school day, and can even take advantage of numerous college scholarships.

Through its new eSports service, the CNYRIC helps to coordinate and support districts interested in creating their own eSports teams. The program uses the PlayVS platform, offers professional development for district coaches, fosters collaboration with other districts, and provides best-practices guidance for integrating technology learning standards through the International Society for Technology in Education (ISTE).

### Space created for districts to 'test drive' new technology

You wouldn't buy a car before test driving it, so why buy the latest technology before making sure it is what you're looking for? For districts interested in testing out the latest devices and applications, a dedicated space was developed at the CNYRIC. This space will allow districts to test, plan, purchase and deploy new technology, all at their convenience and without the pressure to purchase from a vendor. Districts are welcome to test out interactive displays, Chromebooks, tablets, 3D printers, eSports equipment, and accessories.

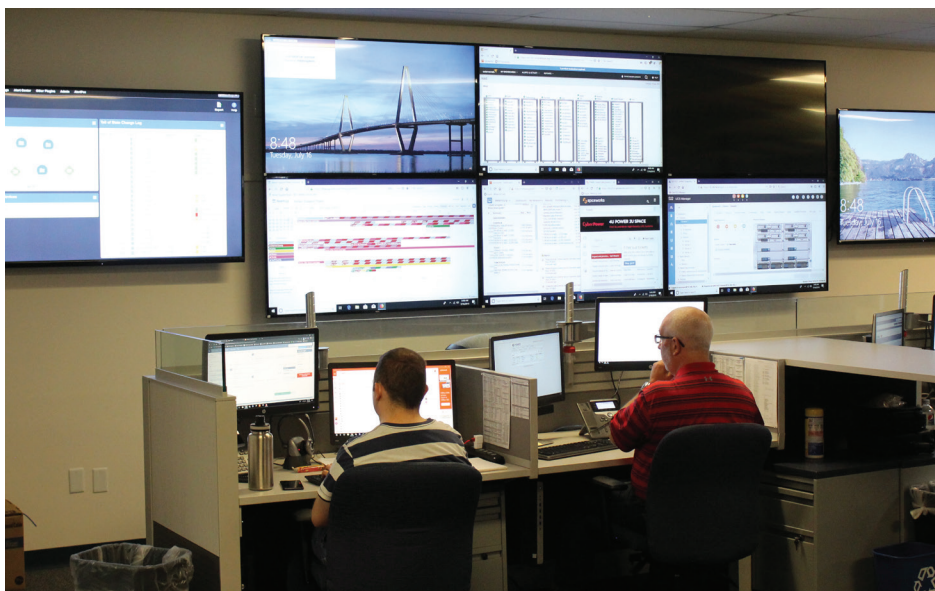




# Security, Better Instruction

## CNYRIC opens Network Operations Center

Over the summer, in an effort to enhance collaboration, the CNYRIC launched the Network Operations Center (NOC). The NOC serves as an area where CNYRIC technical staff can work together to monitor the WAN, servers, and district networks. This dedicated space allows team members to work together to analyze programs, perform troubleshooting and incident response on all systems, and communicate with NOC staff to track and resolve problems. The NOC consists of multiple CNYRIC departments and allows these departments to work together in the ever-changing technological landscape.



## 'Cyber Summit' draws packed crowd to Main Campus



In an era when ransomware, data breaches, and other cybersecurity threats are becoming increasingly common for educators in New York State and around the world, the CNYRIC at OCM BOCES hosted a jam-packed Cyber Security Summit on Sept. 26 at the OCM BOCES Main Campus. The event drew more than 100 school superintendents, technology directors, and business officials.

The goal of the summit was to share information about the prevalence and impact of cybercrimes, as well as the steps districts can take to respond to this growing threat. Feedback from the summit deemed it a success, with district representatives pleased to have a better understanding of the actions districts can take to prevent cybersecurity threats.



# Management Services: Responsible Plan



### Crown Road Campus

OCM BOCES had an opportunity in the summer of 2019 to end an expensive, long-term lease for its Crown Road Campus and purchase the building for \$12.85 million. An independent analysis of the purchase showed an estimated cost savings of \$2.2 million for our component districts over the next 20 years. In a public referendum held Nov. 19, the measure passed by a resounding margin, 772-162.

OCM BOCES Deputy Superintendent Colleen Viggiano thanked everyone who organized and supported the referendum.



**“It is satisfying to know that we can purchase our Crown Road building, make a sound financial investment, and retain a quality learning environment for our students while also being fiscally responsible to our component districts.”**

– OCM BOCES Deputy Superintendent  
Colleen Viggiano





# ining for the Future

## Welding lab renovation offers more space, more opportunities for students

A new welding lab at the Cortlandville Campus grew from 14 to 21 booths and now offers state-of-the-art equipment, allowing students to work on bigger projects in a safer, more flexible environment. Best of all, students learned from the renovation: They took part in the demolition, learned from contractors about piping techniques and career possibilities, and created much of the equipment that complemented the project: storage shelves, a scrap bin, booth numbers and more. They even welded the posts to hold the ribbon for a ribbon-cutting.



OCM BOCES Board President Ann Wright, McGraw senior Sam Parks and welding instructor Kevin Auyer cut the ribbon on a newly renovated welding lab in Cortlandville.



## The Power of BOCES: Shared Services

### Saving Districts Money

During our 71-year history, OCM BOCES has generated significant financial savings for school districts and their taxpayers:

**\$2,844,233**

**Savings generated for districts in 2018-19 through cooperative bids**

**\$37,494,740**

**State aid for districts in 2019-20 based on prior-year OCM BOCES services**



## Serving up a Quality Food Service at OCM BOCES

The Food Service Management Program through OCM BOCES delivered 755,304 breakfasts and 1,950,939 lunches to students in 12 districts during the 2018-19 school year. That's more than 2.7 million meals in all.

Food Service Director Wendy Swift says an efficient crew of six food-service employees and two dietitians assisted these participating districts: Chittenango, Cincinnatus, Cortland, Homer, Jamesville-DeWitt, Lyncourt, Marathon, McGraw, North Syracuse, Sandy Creek, Southern Cayuga, and Westhill.



**“We have more than 30 years of experience operating the National School Lunch Program. We have a strong relationship with the New York State Education Department and strive to offer high-quality, compliant programs.”**

-Food Service Director Wendy Swift



## Other Service Highlights:

- A Medicaid Billing Service at OCM BOCES helped districts submit more than \$9 million in Medicaid reimbursement claims in 2018-19.
- Under the experienced direction of Mark Pettitt, who is retiring in May 2020 after more than 10 years of service, our Labor Relations division assisted districts with 45 contract negotiations in 2019 and provided value-added support with compliance training, personnel matters and investigations. OCM BOCES would like to congratulate Mark on his stellar career and wish him a long, healthy and happy retirement.



## Creating Innovative Approaches to Wide s

### 'Aspiring Leaders' offers unique incentives for future administrators



Aspiring Leaders: From left to right are Rosalie Whipple, Jeremy Belfield, Sean Zehner, Ted Love (in back), Ashley Gilbert, Colleen Viggiano, Christine Alexander, Joe DeBarbieri, Gerald Dias, Kimberly Smith, Dana Eells, David Bills

A new program aimed at developing high-quality school leaders kicked off Jan. 14, 2020, at the OCM BOCES Main Campus, where the first group of seven candidates enjoyed a night of dinner and introductions with their families, mentors and other educators.

The Aspiring Leaders Institute will provide candidates with these unique advantages as they start their journey into the world of educational administration:

- An inaugural leadership course that includes mentor support from their home districts.
- A guaranteed internship at a school district in our region.
- A guaranteed acceptance into one of five universities that offer administrative degrees and are partnering with OCM BOCES: Le Moyne, SUNY Cortland, SUNY Oswego, Syracuse University and St. John Fisher in Rochester.

Districts, in turn, develop a pipeline to educational leadership and receive state aid because they are sharing this program through OCM BOCES.

OCM BOCES Assistant Superintendent Chris DiFulvio launched the project with a 15-member advisory group that included school superintendents, other administrative leaders, and representatives from higher education.

**“As leaders, we need to invest in future leaders.”**

-Michelle Brantner,  
Marcellus Superintendent

Marcellus Superintendent Michelle Brantner is the lead instructor. She comes to the position with more than 20 years of administrative experience, including 3½ years as superintendent of Marcellus and seven years as superintendent of Moravia Central Schools. Prior to these positions, she worked seven years as a high school principal in Lansing and three years as an assistant high school principal in Newark. She started her career as a Spanish teacher in the Norwood-Norfolk Central School District.

“The work of leading schools and districts is important,” Brantner said. “As leaders, we need to invest in future leaders. Those wishing to lead should have the best introduction to their certification program that we can offer. This program provides the support necessary to make that happen.”



## Spread Challenges

### Pilot program addresses substitute teacher shortage



**“I’ve been telling everyone about it, every single education major I know.”**

— McKayla Sutton, junior at SUNY Cortland

With a substitute teacher shortage affecting schools across the country, OCM BOCES launched a program in 2019 to address this long-standing problem in Central New York.

The new Teacher Immersion Program pairs education students at SUNY Cortland with seven component districts that need substitute teachers. OCM BOCES, which is also using the program to find substitutes, hopes to expand the pilot in 2020 and beyond by getting more colleges and school districts involved.

“The Teacher Immersion Program is a win-win for students and districts,” said OCM BOCES Assistant Superintendent Chris DiFulvio, who is spearheading the initiative through the OCM BOCES Instructional Support Services division.

Students who take advantage of the program get invaluable teaching experience, receive extra professional development through OCM BOCES, earn money to help pay for college expenses, and benefit from the chance to make professional connections that could ultimately lead to a full-time job.

Districts, in turn, get a reliable pool of substitute teachers and a chance to vet potential candidates for future hiring needs. Districts also get state aid because OCM BOCES organizes nearly every aspect of the shared service — the recruiting, interviewing, hiring, training, and monitoring.

One student, McKayla Sutton, is an early education major at SUNY Cortland who started working two days a week last fall in a Special Education classroom at the OCM BOCES Cortlandville Campus. McKayla likes the program so much, she would “count down the days until Thursday and Friday,” her assigned days at school. The program also prompted her to choose Special Education as her focus for her master’s degree.

“This experience has been really eye-opening because, even though there are very challenging days in the classroom, it’s also a very rewarding place to be,” she said. “I’ve loved watching the students grow.”

## Instructional Support Services

*In 2018-19, educators in the region benefitted from customized instructional support from OCM BOCES. Consider these numbers:*

# 1,138

**The number of professional development workshops/sessions provided by Instructional Support Services in 2018-19 to improve instruction**

# 15,096

**Number of educators who attended these sessions in 2018-19**

## Instructional Support: Tailoring our Services

### New department offers district support

A new department in Instructional Support Services (ISS) was created in 2019 to meet the needs of our component districts in areas such as mental health and wellness, early childhood learning, and Special Education. Called Consultant Support Services, this department fills a void by providing technical assistance and professional development to districts for students with disabilities. OCM BOCES has been committed to providing support for districts in these areas and more, offering professional development on topics such as Restorative Practices, Trauma-Informed Schools and social-emotional learning.

### Leadership networks expand



In the face of new state learning standards and other district challenges, OCM BOCES has become a central location for educational leaders to meet, learn, and share ideas. In 2019, the popularity of the OCM BOCES Leadership Networks took off, with high-energy sessions that focused on several subject areas:

- Literacy
- Math
- Science
- Social studies
- Mental health and wellness
- Early learning
- Arts and music
- World Languages

In January of 2020, another Leadership Network emerged that will dive into the new state learning standards for “Computer Science and Digital Fluency.” ISS is facilitating this network in conjunction with the Central New York Regional Information Center. Other collaboratives are focusing on Character Education, Physical Education, Advanced Placement and more.



# Ways to meet Changing District Needs

## Science shapes renewed focus on literacy instruction

Interest in the science of reading is booming across the OCM BOCES region as educators focus on the importance of literacy and how to improve student outcomes. One workshop at OCM BOCES has drawn exceptional interest, with more than 160 teachers and instructional leaders from more than a dozen districts attending the first two days of the program. Called LETRS (Language Essentials for Teachers of Reading and Spelling), these workshops focus on the relationship between language, reading, and writing, as well as the critical elements that are needed in instruction to improve reading outcomes overall. Teachers also focus on what research tells us about how the brain learns to read, and how to translate that research into effective classroom practice.



## ISS creates new services



Cincinnati Superintendent Todd Freeman discusses a new strategic plan with students.

Based on feedback from districts, ISS created new services in 2019 to support education in the region. In Cincinnati, for example, OCM BOCES is facilitating the work for a new Strategic Plan. Chris DiFulvio, assistant superintendent for Instructional Support Services, and Doreen Bergman, director of Educational Programs, are leading the sessions in Cincinnati with a wide variety of district stakeholders. Both are nationally certified in Strategic Planning Formulation through the American Management Association.

## School Library Systems merge

In a move intended to create more efficiency and collaboration, the New York State Education Department in 2019 approved a merger of the School Library System at OCM BOCES and CiTi, the BOCES in Oswego County. So far, the merger has gone well, with teacher-librarians routinely collaborating to provide equity and access to high-quality print and digital resources to all members of our 31 school districts. The priority of our School Library System is to create a professional learning network for school librarians across the region and foster educational partnerships to enhance and improve the information and media literacy skills of our learning communities.



## Instructional Support Services

**8,239**

English Language  
Learners (ELLs)  
and Multilingual  
Learners (MLLs)  
in the Mid-State  
RBERN region

**19%**

Increase in the  
number of ELLs/  
MLLs in the Mid-  
State RBERN  
region in the past  
five years

**6,865**

Technical  
assistance  
requests handled  
by Mid-State  
RBERN in 2018-19

**35**

Number of years  
OCM BOCES has  
housed Mid-  
State RBERN  
and its former  
incarnation,  
the Bilingual  
Technical  
Assistance  
Center

## RBERN

### Students test for Seal of Biliteracy in record numbers



In 2016, six high school students from Solvay earned the New York State Seal of Biliteracy in a program piloted through the Mid-State Regional Bilingual Education Resource Network (RBERN) at OCM BOCES.

By 2019, that number had exploded. In one day alone, 174 students from 11 Central New York school districts showcased their multiliteracy in 23 languages before panels of teachers and evaluators at Onondaga Community College and OCM BOCES.

Students were hoping to earn the Seal of Biliteracy on their high school diplomas, a symbol of high-level proficiency in speaking, reading, writing and listening in a language other than English. The honor also comes with a blue-and-gold medal from the New York State Education Department, which students can wear with their graduation robes.

Interest in the program has expanded far beyond Central New York, with more than 40 districts and six BOCES facilitating Seal of Biliteracy programs in 2019 in partnership with Mid-State RBERN.

"It's awesome," said Olga Rudka, a nationality worker for the Solvay Union Free School District. "I am just so glad our students have an opportunity to be proud of their heritage and increase their knowledge."





# Partnering Districts

## 2019-2020 School District Superintendents

**Mr. Matthew McDonald**  
Baldwinsville Central

**Mr. Matthew Reilly**  
Cazenovia Central

**Mr. Michael Eiffe**  
Chittenango Central

**Mr. Todd Freeman**  
Cincinnatus Central

**Mr. Michael Hoose**  
Cortland City

**Dr. David M. Brown**  
DeRuyter Central

**Dr. Donna DeSiato**  
East Syracuse Minoa Central

**Mr. Timothy P. Ryan**  
Fabius-Pompey Central

**Dr. Craig Tice**  
Fayetteville-Manlius Central

**Mr. Thomas Turck**  
Homer Central

**Dr. Peter C. Smith**  
Jamesville-DeWitt Central

**Mr. Jeremy Belfield**  
LaFayette Central

**Dr. Mark Potter**  
Liverpool Central

**Mr. James J. Austin**  
Lyncourt Union Free

**Ms. Rebecca Stone**  
Marathon Central

**Ms. Michelle Brantner**  
Marcellus Central

**Ms. Melinda McCool**  
McGraw Central

**Mr. Daniel Bowles**  
North Syracuse Central

**Mr. Robin Price**  
Onondaga Central

**Mr. Jay Tinklepaugh**  
Solvay Union Free

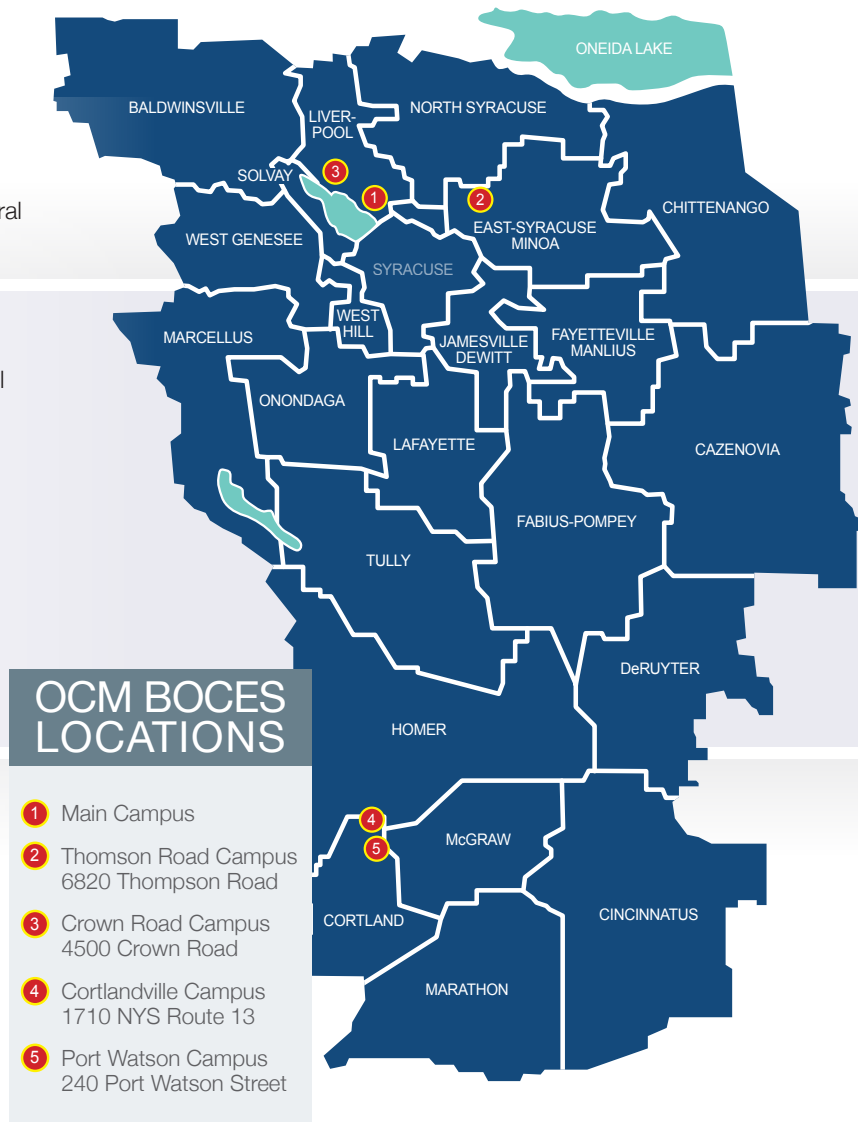
**Mr. Robert Hughes**  
Tully Central

**Mr. Casey Barduhn**  
Westhill Central

**Mr. David C. Bills**  
West Genesee Central

**Mr. Jaime Alicea**  
Syracuse City Schools

**Mr. William Crist**  
Syracuse Diocese Schools



## 2019-2020 School Districts



Baldwinsville Central



Cazenovia Central



Chittenango Central



Cincinnatus Central



Cortland City  
Enlarged City School District



DeRuyter Central



East Syracuse Minoa Central



Fabius-Pompey Central



Fayetteville-Manlius Central



Homer Central



Jamesville-DeWitt Central



LaFayette Central



Liverpool Central



Lyncourt Union Free



Marathon Central



Marcellus Central



McGraw Central



North Syracuse Central



Onondaga Central



Solvay Union Free



Tully Central



West Genesee Central



Westhill Central



## Stay connected with OCM BOCES

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