

CREATING OPPORTUNITIES
IN OUR
SCHOOL COMMUNITIES
2010-2011



Champlain Valley
**EDUCATIONAL
SERVICES**

From the Board President

Opportunities are integral to the success of student achievement.

The faculty, staff and administration at Champlain Valley Educational Services know how important a varied and comprehensive schedule of opportunities are to students.

From the new technology available through CV-TEC at the Plattsburgh Aeronautical Institute to the Regional Annual Professional Performance Review Task Force, facilitated by our Administrative Services Division, CVES is leading the way in providing those options to our component school districts.

Our Special Education Division provides assistive technology to students throughout our district, giving them the opportunity to improve their communication skills.

At the Instructional Services Center, sharing is a key element of what we do, whether it be through the library lending services or providing nationally certified instructors in bullying prevention

programs.

The planning and foresight necessary to offer these opportunities takes a great amount of talent and ability.

CVES employees have once again demonstrated their outstanding abilities in bringing together community and school, government and private sector, teachers and parents to create a learning environment full of opportunities.

On behalf of the CVES Board of Education, I am pleased to present just a few of the opportunities we are providing to our 17 component school districts.



A handwritten signature in black ink that reads "Larry Barcomb". The signature is fluid and cursive.

President
Board of Education

CVES Board of Education

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From the District Superintendent

Creating opportunities in our school communities is at the heart of Champlain Valley Educational Services.

Available not only to the students, but to administration, faculty and staff, opportunities range from new educational programs to cost-effective shared services, which builds capacity in our component school districts.

In this document, we look at the many ways we help our component school districts prepare students for the world of work or college, whether it be a new work experience or a forum designed to give our educators the latest research-based programs and best practices.

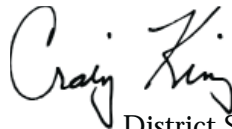
Our desire to create new opportunities is not limited to the classroom. In addition to the work being done in Special Education and at CV-TEC, our Administrative Division has much to offer staff and administration at our component districts, including a full slate of opportunities to

improve employer/employee relations.

The Instructional Services Center continuously provides districts with the improvement of professional growth for both faculty and staff and offers an opportunity to share information.

I would like to express my appreciation and gratitude to the CVES Board of Education, non-instructional staff, instructional staff, administrators, and component districts as their valuable contributions have enabled CVES to continue to meet the needs of school communities, as well as providing innumerable opportunities.

We will continue to provide quality, cost-effective programs and services that support school districts and their communities to achieve higher standards through enhanced educational opportunities.



District Superintendent
Champlain Valley Educational Services

CVES Administration

Craig L. King
*District Superintendent of
Schools*

Teri Calabrese-Gray
Assistant Superintendent

Dr. Barry Mack
Director of CV-TEC
Francine Manion
*Director of Special
Education*

Rachel Rissetto
*Director of Human
Resources*

Ron Clamser
*School Business
Executive*

CVES Goals

1. CVES will assist our component school districts in their efforts to have all students meet and exceed state standards.
2. Continue to develop, maintain and nurture collaborative relationships among educational institutions, our community, local agencies and businesses in order to ensure the highest level of student achievement.
3. Develop, in collaboration with CVES, special needs faculty, component districts and CSE chairpersons, programs, services and curriculum modifications to meet the needs of our students and school districts' Committees on Special Education.
4. Special needs students will be educated appropriately in the least restrictive environment.
5. We will be fiscally responsible in order to maximize resources that will benefit component school districts.
6. Staff will be recognized for quality performance that enhances student achievement.
7. CVES will provide the leadership that will enable school districts and CVES to utilize technology to enhance student achievement.
8. Develop and market new CV-TEC programs and courses and make curriculum adjustments to respond to the changing needs of both our school districts and the business community.
9. CVES will provide adequate space and an appropriate environment for our employees and all our learners so that they will be able to attain their potential.
10. CVES will maximize the educational opportunities available at CVES Yandon-Dillon Campus for component districts, students and their communities.



CV-TEC

CV-TEC is the premier provider of Career and Technical Education (CTE) and Adult Literacy Education in the region. In addition, it provides an array of workforce and Adult Education courses for the community and local businesses. CV-TEC is the coordinator for the Regional Academic Summer School, which is hosted by one of the local area schools.

CV-TEC offers more than 20 career programs including the Plattsburgh Aeronautical Institute - an

FAA-approved Airframe and Powerplant Aviation Technology Program, New Visions: Medical Careers and Animal Science/Veterinary Assisting.

The high school and adult education programs are delivered at four locations: the Plattsburgh main campus; the Plattsburgh Satellite campus (at the former county airport); Yandon-Dillon in Mineville; and OneWorkSource.

Broadening Student Opportunities

Since the beginning of the 2010-2011 school year, North Country seniors enrolled in CV-TEC's New Visions: Medical Careers programs have enjoyed unprecedented access to medical professionals and medical programs working at the Champlain Valley Physicians Hospital (CVPH) and the Elizabethtown Community Hospital (ECH).

As a result of collaborations between New Visions instructors, Jennifer Gero and Tammi Kreckel, and hospital administrators in both locations, New Visions students have participated in a broad array of new and exciting clinical experiences. Coupled with a challenging academic regimen of college credit-bearing coursework, the New Visions: Medical Careers program provides CV-TEC students with unique and privileged access to the medical profession.



Ms. Gero's New Visions class poses for a photograph after trying their hand at CVPH's high tech "DaVinci Machine."

Preparation for the Future

CV-TEC Director, Dr. Barry Mack, Principal, James McCartney, and other area education and business representatives recently met with North Country Chamber and Laurentian Aerospace executives to discuss ways Plattsburgh Aeronautical Institute Aviation Tech graduates might best meet the employment needs of Laurentian. Since 2006, CV-TEC has worked closely with the Chamber and Laurentian to develop an FAA Part 147 Airframe and Powerplant program that will prepare graduates to work in a world-class Maintenance and Repair Operation such as the one that Laurentian plans to establish in Plattsburgh.

PAI high school and adult students are currently in their second year of a three year, daytime program. A two-year evening program for adults is planned for the 2011-2012 academic year.



Airframe instructor Tom Church, works with a student in PAI's Airframe workshop.

A Community Partnership

CV-TEC developed a preparation program in 2008 for the National Work Readiness Credential tests in collaboration with New York State Depart-



ment of Labor, NYSED, CCC, and area businesses. To date, it has been implemented with adults both in our area and throughout New York State.

CV-TEC's Business Advisory Council and the Workforce Investment Board suggested that they extend this highly regarded adult program to the high school level. On January 15, 2011, with funding from The Development Corporation, CV-TEC provided NWRC training to 5 area high schools, SUNY Plattsburgh, and community-based organizations. Through the Instructional Services Center, CV-TEC will now assist these stakeholders in implementing NWRC.

It has been a true community partnership that continues to grow, and grow, and grow!

Special Education

CVES provides a comprehensive approach to special education services for our 17 component school districts. Special education services and supports are available for intensive students requiring daily educational programs in the disability areas of autism, emotional disabilities, developmental delays, severe speech and language, multiple disabilities, and career pathways. Students attend CVES programs located at the Plattsburgh main campus, Yandon-Dillon Center in Mineville, and the Plattsburgh City School District. All related services are available for students attending CVES programs.

CVES also offers itinerant related services to any component school requiring a specific service for students attending their home school district. Itinerant staff is assigned to the school district, and they work collaboratively with school district personnel to provide services and supports for designated students. This collaboration provides a comprehensive approach to educational programming for students with disabilities who are educated in an integrated setting.

Severe Social Emotional (SSE) Program

The Special Education division of CVES has teamed up with CVPH to provide educational services to children and adolescents, 6-18 years old, who may or may not have an Individualized Education Program (IEP), but who need intensive in-patient intervention because of their inability to function safely in a less restrictive setting. This is a secure, structured program that provides quick response and intense treatment for patients in acute crisis. The typical length of stay ranges from a day or two to 10 days, with a small number requiring referral to a longer term facility.

Education services are a critical component of this integrated program. Students in the unit participate in educational programs, therapies and activities that take place on days, evenings and weekends. The teacher develops individual and small group educational options for each student, depending on his/her functional level.

The CVES teacher works closely with the families of the patients and the school districts to ensure the continuation of the educational programs that are in place for each student at the time of admittance into the CVPH program.

The goals of the SSE program are for students to:

- develop skills necessary to interact appropriately with peers and adults within the educational setting
- develop the behavioral skills necessary to cope with the educational environment
- develop the skills necessary to progress to a less structured classroom setting
- earn a Regents or IEP diploma
- transition successfully to the world of work and adult living after graduation.

Assistive Technology

Assistive technology (AT) is a support for a student that provides assistance in the selection, acquisition or use of assistive technology devices (e.g. adaptive computer equipment or communication systems). This type of support is typically provided to a student who may be non-verbal, have a specific learning disability, or have a motor skill deficit that impacts the ability to read or write.

Computer and other technologies have advanced to the extent that qualified students with disabilities may be provided assistance in two areas: services and/or devices. These two areas define how and what the supports will be for the student after a comprehensive evaluation occurs to assess the type of disability and the appropriate approach to assisting the student.

School districts are able to provide many types of AT supports within a general education or special education environment without continual support from an AT professional. Once the initial evaluation



is provided for a student, the classroom environment is assessed to determine what supports within the classroom could routinely be available to assist the disabled student. Many of the recommendations by the AT professional are simple to set up within the classroom and are examples of best practice, a practice that should occur in any instructional environment. Other recommendations require specific equipment designed for the individual student.

Decisions relating to AT services and/or devices for any student should be made collaboratively, with input from professional and paraprofessional staff working with the student, the student's family, administration, and the AT professional providing the evaluation. Using this comprehensive approach, the needs of the student are addressed in a positive manner, supporting the student's educational program and ensuring academic success when implemented appropriately.



Instructional Services

ISC provides quality, cost-effective services that will support programs and initiatives in our component school districts. Our goal is to enhance and strengthen instruction; improve curricula and assessment practices; and supply a multitude of shared services.

Through a diverse collection of Co-Sers, ISC delivers professional development opportunities, student data management and analysis strategies, and coopera-

tive cost-savings for school libraries. ISC also allows districts to share costs in utilizing its informational expertise on health & safety in the workplace, website design and grant writing. Repair services offered include computers, printers, LCD projectors, scanners, monitors, musical instruments and A/V equipment.

In fact, this publication was created by ISC's printing and graphic design team.

Checking Out the Library

As part of the School Library System's (SLS) Plan of Service, SLS facilitates resource sharing between school libraries in our region. Sharing resources is both cost effective and an intelligent solution to expand each school's library collection. All libraries who are members of SLS agree to share materials via interlibrary loan when able.

SLS maintains a resource-sharing partnership with school libraries covering an eleven county region, from as far away as Oswego, Watertown and Massena and as close as Malone, Ticonderoga and Peru. The partnership also extends to public and college libraries throughout the North Country region.

The use of interlibrary loan by component school districts in the CVES region is a huge cost savings, eliminating the need to purchase expensive library materials that may be seldom used. This allows districts to focus their library funding on the items most needed and desired by students and ensures that students and teachers have the materials necessary to



support the curriculum.

During the 2009-2010 school year 3,811 interlibrary loan requests were placed by districts in the CVES School Library System region for an estimated cost-savings of \$45,961 for the region or \$2,704 per district.

Bullying Prevention

In Jeff Sisson's Violence Prevention Certification workshop at ISC, teachers wanted to know more about preventing bullying than time would allow. In response to this demand, Jeff, Health, Safety, Risk Management specialist and former School Community coordinator Andrea McDonald researched various bullying prevention programs nationwide, contacting schools to see which ones had proven most effective. The evidence-based Olweus Bullying Prevention Program was the near-unanimous choice.



One thing that makes Olweus different is that it also focuses on the bystanders of a bullying situation, not only the victim and perpetrator. Evidence shows that most students who witness bullying want to do something to stop it, but either don't know what to do or are afraid to do it. It aims to change the culture of a school. It makes it clear that bullying is not acceptable, while ignoring bullying behavior sends the message that it is acceptable.

With many districts, after experiencing Jeff's initial overview of the Olweus program, a grassroots interest developed among teachers, who have been approaching their administration to request the full school-wide Olweus program implementation.

"It's interesting, teachers have taken ownership of this program," Jeff said. "It's something they are asking to do, not something they are being compelled to do by the administration. This goes a long way toward ensuring that Olweus will be successful in those schools."

The Olweus program is offered through ISC's Co-Ser 506. Districts purchase the Olweus materials through CVES, making it aidable. There are no continuous or recurring costs involved.

Mapping the Future

Curriculum mapping, offered through Co-Ser 506 allows district personnel to work together for student achievement.

Curriculum mapping is

- documentation outlining a K-12 academic journey for students
- implemented properly, it can be transformational
- a system of focused conversation
- the central nervous system of curricular discussions
- the hub of curriculum initiatives
- an electronic town hall.

Administrative Services

The Administrative Services division provides component districts, and CVES itself, with personnel, cooperative purchasing, and management services.

The Personnel and Labor Relations office offers assistance to component districts with employee relations issues such as negotiations, grievance/arbitration and contract management, Taylor Law, and teacher certification.

Meeting Many Needs

The Employer/Employee Relations/Negotiations Co-Ser provides a complete negotiations/contract management service to participating districts. These services are available for all instructional and non-instructional employees.

The service includes:

At-the-table negotiations, proposal preparation/training, service as chief spokesperson for the district, coordination of all phases of impasse through fact finding and super conciliation and finalization of contract for printing.

For the grievance/arbitration process, CVES provides: counsel through all phases of a grievance, preparation for arbitration, selection of arbitrators, presentation of district case at arbitration hearing and preparation of pre- and post-hearing briefs.

In the area of contract analysis, the Co-Ser offers comparative analysis of benefits, wages, and language; and documentation and backup.

In-service workshops include timely workshops for

BOCES and school districts can purchase Cooperative Health Insurance and Self-Insured Workers' Compensation plans through Administrative Services Co-Sers.

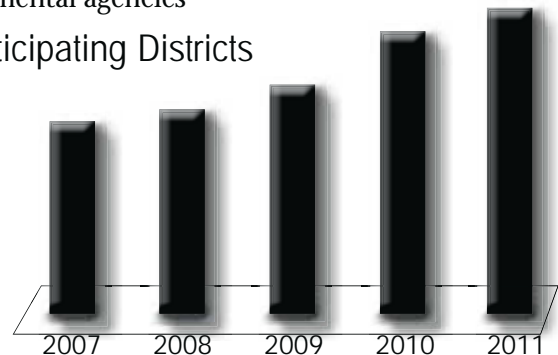
The District Superintendent is available to assist districts in interpreting Commissioner's Regulations, Education Law and other policies, School Superintendent selection, and acts as a consultant to districts for issues like School Board-Administration Relations, Policy Development, and District Report Cards.

board members, superintendents, principals, supervisors and other management personnel.

We are also available for other negotiations/contracts and management concerns as they may develop, preparation of side letters to existing agreements, and preparation of petitions for classification of positions as managerial and/or confidential.

We may also counsel districts on recognition of employee bargaining unit and serve as a clearing-house for information for PERB, Office of the State Comptroller, Civil Service Administration, and other governmental agencies

Participating Districts



Task Force Takes on APPR

Collaboration, sharing information, and regional cost saving measures are the approaches legislators and private businesses have been calling on public sector entities to utilize. To aid districts in complying with recent changes in New York State Education Law, the Labor Relations Co-Ser is spearheading a unique, innovative effort incorporating all of these concepts.

During the spring of 2010 the New York State Legislature passed Chapter 103 Teacher/ Principal Evaluation and §3012-c of Education Law to enhance the state's standing for potential Race to the Top funding. This new legislation effectively changed the way teachers and principals will be evaluated. Specifically, the legislation calls for student performance to be a determining factor in teacher and principal evaluations.

To address these new regulations, Human Resource Director Dr. Rachel Rissetto and Deputy Human Resource Director Dan Mannix have proposed to twenty-two subscribing school districts, two BOCES (Franklin-Essex-Hamilton and Clinton-Essex-Warren-Washington), and each district's teacher and administrative units to work collaboratively across the Northeast Region of New York State to develop a regional Annual Professional Performance Review (APPR) template. This template will conform to the New York State Education Department APPR Regulations and will be the

model for other districts and regions.

The objective of this Northeast Regional Task Force is for the region's educational experts to work collaboratively and efficiently to develop an APPR template that accurately captures teacher and principal performance. The final APPR product, once adopted at the local level, will eventually provide data from multiple measurable assessments that, when analyzed, may drive improvement in instructional practices and will be able to identify excellence in teaching.

The Labor Relations office has consulted and contracted with professionals from around the state to share their expertise with the Task Force. In the end, everyone understands that districts have a difficult task at hand. The CVES Labor Relations Co-Ser is helping to facilitate a process that produces an excellent outcome while minimizing costs.



APPR Task Force members include, from left: Rachel Rissetto, HR Director, CVES; Jennie Pennington, SAANYS; Megan O'Brien, NYSUT; Chris Chandler, NYSUT; James Short, Superintendent Plattsburgh City School District; Dan Mannix, Deputy HR Director, CVES; Joanna Orr, SAANYS; and Rod Sherman, Teacher Association President, Plattsburgh City School District.

P Photo Highlights



Left, Commissioner Dr. David M. Steiner visits the North Country. Above, hands-on work in the Animal Science/Veterinary Assisting curriculum.



Above, CV-TEC Small Engine Repair classroom. Right, WAF Special Education Library Grand Opening.





Left, Plattsburgh Aeronautical Institute. Above, ribbon cutting at WAF Special Education Library.



Above, Instructional Services 2010 Math Forum. Right, 2011 CVES Regional Spelling Bee.



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