



Champlain Valley Educational Services

Clinton Essex Warren Washington BOCES

CVES 2022-2025 Strategic Plan for Continuous Improvement 2022-23 Update

**CVES BOCES Board Meeting
November 9, 2022
Mineville, NY**

Presentation Overview

- Introduction
- Guiding Principles
- 2022-2025 CVES Strategic Plan Performance Measures
- 2022-2024 Divisional Overviews

CVES 2022-23 District Planning Team

Chairperson – Dr. Mark Davey

Eric Bell

Mark Brown

Amy Campbell

Shelley Charland

Jeff Coon

Vicki Demarse-Giroux

Kim Denton

Michael Francia

Michele Friedman

Richard Harriman, Sr.

Erin Keefe

Joey LaFranca

Michelle Lawrence

Derek Leavine

Melissa Litts

Joshua Meyer

Matt Palkovic

Brigitte Phillips

Crystal Rhino

Tonya Robinson

Lori Saunders

Matthew Slattery

Dr. Grace Stay

Diane Thompson

Maura Trombley

Angie Waldron

CVES 2022-23 District Planning Team

Thank You to
Our Team
Members!



CVES 2022-23

Divisional Committees

Special Education

Matthew Slattery, Team Leader

Rhonda Baker

Ashley Brown

Kim Denton

Brianna Finnegan

Melissa Gough

Lyndon Johnson

Betsy Laundrie

Missy Litts

Tina Mitchell

Brigitte Phillips

Crystal Rhino

Tonya Robinson-Mayer

Dr. Grace Stay

Diane Thompson

Maura Trombley

Angie Waldron

Jessica Willette

School Support Services

Amy Campbell, Team Leader

Susanne Ford-Croghan

Becky Gates

Ky Miller

Ted Santaniello

Tina Trombley

Matthew Walentuk/Randy Lozier

Management Services

Eric Bell Team Leader

Deanna Akin

Joe Coakley

Vicki Demarse-Giroux

Mike Fisher

LaClair, Jessica

Christine Myers

Emilee Quantock

Meaghan Rabideau

Laura Sterling

Stephanie Trombley

CV-TEC

Michele Friedman, Team Leader

Abram Benko

Chad Blair

Mark Brown

Greg Cassavaugh

Alexis Dirolf

Kevin Donoghue

Adam Facticeau

Chris Huchro

Maria Huntington

Katie LaBonte

Colleen LaFountain

Joanne Mazzotte

Dr. Todd Menia

Erin Meyer

Josh Meyer

Nicole Osika

Dana Poirier

Jake Rivers

Kevin Shaw

Sherry Snow

Nicole Santaniello

Grace Stay

Dena Tedford

Beverly Thwaits

Donna Wyant

Students:

Alesia Martineau

Amara Corrigan

Mission, Vision & Core Beliefs

Mission:

Champlain Valley Educational Services empowers students, schools and communities by providing exemplary education, training, support and shared services.

Vision:

We aspire to be a nationally recognized, premier provider of dynamic and innovative programs and services, serving as a catalyst for personal and regional economic growth.

Core Beliefs:

- Students are our first priority.
- We value open and honest communication.
- We embrace collaboration and shared decision-making.
- We promote creativity and innovation.
- All students can learn and be successful.
- We all lead by example.
- We act with integrity, fostering respect for all.
- Students, family and community are valued partners for success.
- We ensure a safe, supportive learning and work environment.
- We all impact the educational process and are dedicated to perform at the highest possible levels.



2022-25 Priorities and Strategies

Lead



Provide dynamic leadership

- **Actively recruit, support, develop, and retain high quality employees.**
- Achieve equitable access to all programs and services.
- **Develop, implement, and expand our branding and marketing strategy (“The Why”).**

Deliver



Educate through innovative, high-quality programs and services

- Ensure that our programs and services excel by fostering creativity, innovation, and collaboration.
- Provide regional opportunities for professional learning and collaboration.
- Collaborate with component districts to create and sustain programs and services introduced with federal stimulus funds.

Support



Ensure a quality learning environment

- **Support the expansive social, emotional, and mental health needs of our educational community.**
- **Build and embrace a culture of equity, inclusion, and acceptance.**
- Continuously update our program, equipment, technology, facilities, and capital project budgets and plans.

Collaborate



Build and enhance partnerships

- Expand and strengthen existing partnerships with business and industry, educational institutions, community and government agencies, while researching new opportunities.

¹ Immediate priorities are in bold.

2017-2022 Performance Trends & 2025 Targets

Performance Measures	2017-18	2018-19	2019-20	2020-21	2021-22	2025 Target
<i>CVES wide measures</i>						
% agreeing that CVES is effective at communicating its goals to employees	85	87	93	83	69	95
% agreeing that “I am informed prior to the implementation of changes to my job duties”	66	75	81	75	66	85
% agreeing the strategic plan is having a positive impact on us	86	79	89	78	65	90
% who experienced harassment within the past year	-	11	9	9	11	0
% who experienced bullying within the last year	-	20	15	16	18	0
% who feel safe at work	-	86	88	88	82	100
% feeling the majority of the Board is aware and invested in programs/services offered at CVES	-	69	77	73	61	90
<i>Central Administration and O&M</i>						
% agreeing senior admin provide leadership and direction to CVES employees	80	81	90	84	69	90
% full-time employee retention ²	88	86	92	89	88	90

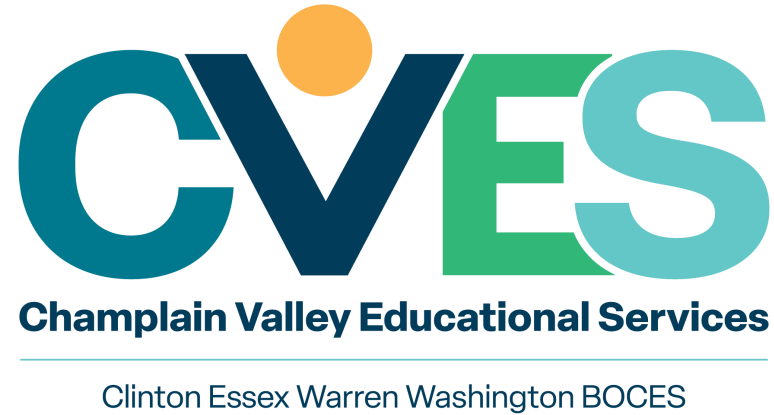
² Count of full-time employees retained = (Count of full-time employees on the last day of the school year) – (Count of new full-time hired during school year)

% full-time employees retained = (Count of full-time employees retained)/(Count of full-time employees on the first day of the school year)

2017-2022 Performance Trends & 2025 Targets

Performance Measures	2017-18	2018-19	2019-20	2020-21	2021-22	2025 Target
<i>School Support Services</i>						
Total number of School Support Services Co-Ser subscriptions	243	235	213 ³	212	225	230
# of PD and events being offered to support social and emotional and mental health	13	17	33	2 ⁴	18	30
<i>CV-TEC</i>						
Total CTE daytime enrollment (high school + post-secondary)	658	680	678	677	757	888
% eligible high school & post-secondary students earning the National Work Readiness Credential	87	83	73	80	79	90
% eligible high school and post-secondary students earning technical endorsement	54	66	68	67	50	75
Adult enrollment in job skills training or continuing education (non CTE daytime)	61	63	67	27	60	85
Performance Measures	2017-18	2018-19	2019-20	2020-21	2021-22	2025 Target
<i>Rise Center</i>						
% IEPs written with goals & needs aligned	-	33 ⁵	90	79	94	95
% of transition plans written that meet a quality check list (14 and older)	41	74	69	78	88	90

Divisional Outlooks







2022-24 CV-TEC Action Priorities

Lead



Provide dynamic leadership

- Provide the framework for all CTE programs to meet NYS, national, and business & industry standards.

Deliver



Educate through innovative, high-quality programs and services

- Promote and enhance job skills training, HSE programs and employment outcomes.
- Expand Adult Ed support & programming in Essex County
- Increase enrollment to meet CV-TEC @ OneWorkSource grant targets through marketing and utilization of new HSE pathways.

Support



Ensure a quality learning environment

- Assess and address the comprehensive social, emotional, and mental health needs of our educational community by building and ensuring a culture of equity, inclusion, and acceptance.

Collaborate



Build and enhance partnerships

- Expand and strengthen existing partnerships with business and industry, educational institutions, community and government agencies, while researching new opportunities.

CV-TEC 2022-24 Improvement Plan


Performance measures	2017-18	2018-19	2019-20	2020-21	2021-22	2023 target	2024 Target
Total CTE program high school daytime enrollment (Co-Ser 101, 115)	588	600	619	633	714	730	818
Total CTE program post-secondary daytime enrollment (Co-Ser 103)	70	80	59	44	43	85	59
Total high school equivalency (HSE-TASC) enrollment	-	-	281	246	203	300	305
Total post-secondary enrollment in job skills training or continuing education courses	61	63	67 ¹	27	60	85	91
% CTE high school (HS) daytime completion rate ²	95	98	98	98	98	98	98
% CTE HS daytime enrollment exiting with additional rigorous outcome:							
- # earning dual enrollment credit (CCCR 2.0 weight)	-	-	45	57	59	65	135
- % eligible earning NYSED CTE Technical Endorsement (Advanced Regents Designation) (CCCR 2.0 weight)	51	63	68	67	50	75	71
- % earning National Work Readiness Credential or Precision Exam equivalent (CCCR 1.5 weight)	87	83	73	79	77	90	91
% CTE program post-secondary completion rate:	88	94	90	94	88	97	95
- % successfully completing a technical assessment at the state cut score	77	93	n/a ³	DNT	100	90	95
- % earning National Work Readiness Credential or Precision Exam equivalent	88	100	86	100	86	100	100
% CV-TEC @ OneWorkSource obtaining employment or enrolling in post-secondary							
- % employed 6 months after exit from the program	-	-	32	31	33	TBD	
- % employed 12 months after exit from the program	-	-	37	30	34	TBD	
- % post-TASC	-	-	59	60	50	TBD	

¹ 18 students did not complete due to COVID Closure; will restart in the Fall; ² successfully completing a two-year NYSED Approved Program of Study, accelerated 1-year program (New Visions) or Pre-CTE Program; ³ Technical assessments were not administered due to COVID shutdown


CV-TEC 2022-24 Improvement Plan

<p>STANDARDS & CONDITIONS <i>Provide the framework for alignment to & documentation of CTE Programs & Courses with NYS Blueprints & National/State Industry Standards and Affiliations</i></p> <p><u>Committee Charge for 22-23:</u></p> <ul style="list-style-type: none"> • Create pilot for alignment of CTE Approved Programs to NYS Next Gen Standards through Atlas • Develop timeline for alignment of all NYSED Approved Programs to the Next Gen Standards through Atlas • Implementation of CTE Approved Programs' interim and EOY performance assessments. • Oversee the LPN Program NYS Re-Accreditation <p><u>Previous Committee Charges:</u></p> <ul style="list-style-type: none"> • Alignment to Blueprints • Performance Assessment implementation plan 	<p>SOCIAL-EMOTIONAL LEARNING <i>Promote the Social-Emotional well-being of students and staff</i></p> <p><u>Committee Charge for 22-23:</u></p> <ul style="list-style-type: none"> • Provide meaningful opportunities for Social Emotional Learning for students and Team CV-TEC Members. • Provide authentic recognition and acknowledgment of CV-TEC Team Members' and CV-TEC students' efforts, successes, and highly effective work. • Operationalizing the CV-TEC Professional Behavior Expectations: Divisional, All Campuses, All Classrooms. <p><u>Previous Committee Charges:</u></p> <ul style="list-style-type: none"> • Student Activity Opportunities • Cultivating the whole person 	<p>MULTIPLE PATHWAYS <i>To Provide our students multiple pathways to success that allow seamless, efficient transitions to further educate or to the workplace.</i></p> <p><u>Committee Charge for 22-23:</u></p> <ul style="list-style-type: none"> • Train Team Members & Implement Required Exit Portfolio Standards • Utilization of the Employability Skills Profile for instruction, assessment, and industry alignment. <p><u>Previous Committee Charges:</u></p> <ul style="list-style-type: none"> • Re-align TRW Curriculum with Employability Skills Training Components & establish exit criteria • Oversee needs assessment for Perkins V 	<p>ONE WORK SOURCE <i>Meet Federal and State grant outcomes to lead adult students on a pathway out of poverty toward success in education, training, post-secondary and/or employment.</i></p> <p><u>Committee Charge for 22-23:</u></p> <ul style="list-style-type: none"> • Improve Adult Education Support in Essex County. <p><u>Previous Committee Charges:</u></p> <ul style="list-style-type: none"> • Increase enrollment to meet grant targets • Improve TASC test pass rate • Introduce Women in Industry as a new training opportunity • Increase the number of adults who transition from jail into education or training programs • Continue partnerships for employment opportunities
<p>Lance Sayward (Co-Chairperson) Mark Brown (Co-Chairperson)</p>	<p>Adam Facticeau (Co-Chairperson) Lisa Fisher (Co-Chairperson)</p>	<p>Sherry Snow (Co-Chairperson) Nicole Santaniello (Co-Chairperson)</p>	<p>OWS Supervisor (Co-Chairperson) Katie LaBonte (Co-Chairperson)</p>


CV-TEC 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Status
<p>Provide dynamic leadership</p> 	<p>Provide the framework for all CTE programs to meet NYS, national, and business & industry standards. <i>Standards and conditions committee purpose:</i> Provide the framework for alignment to & documentation of CTE Programs & Courses with NYS Blueprints & National/State Industry Standards and Affiliations.</p>		
	<p>Develop and implement framework for curriculum mapping to blueprints:</p> <p>Year 2: Continue to Develop and Pilot</p> <ul style="list-style-type: none"> •Align all CTE program curricula with JMT/SWA blueprints. •Have faculty review/update syllabus/upload. •Reach out to various BOCES and see what's out there for curriculum mapping •Develop process for staff to begin mapping curriculum. •Pilot the curriculum mapping process with CTE programs up for re-approval. •Train staff and implement curriculum mapping procedures. •Develop and implement a timeline for staff to review documents as part of the Standards and Conditions Checklist. <p>Year 3: Continue to Implement</p> <ul style="list-style-type: none"> •Roll out curriculum mapping with the next group of CTE programs up for re-approval. •Continue adding lessons for the group of previous CTE programs. 	Subcommittee	<p>ON TARGET</p> <p>2022-23 2023-24</p>


CV-TEC 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Status
<p>Provide dynamic leadership</p> 	<p>Prepare for 2023 NYS Site Visit (re-accreditation) for Practical Nursing (PN):</p> <p>Prepare for 2023 Site Visit</p> <p>-Address standards that need implementation: ongoing</p> <p>-Bring standards that need Administration implementation forward:Dec 2022</p> <p>-Prepare required Self-Study: throughout year 22-23</p> <p>Host site visit: Summer/Fall 2023</p> <p>Review and respond to findings of site visit report.</p>	Subcommittee	<p>ON TARGET</p> <p>Complete</p> <p>22-23</p> <p>Dec. 1, 2022</p> <p>2022-23 Summer/Fall2023 2023-24</p>
	<p>Performance Assessment Implementation Plan</p> <p>Integrate performance-based assessments into our annual process:</p> <p>Confirm program-specific performance assessments.</p> <p>Practice performance assessments.</p> <p>Schedule dates for administration of both practice and actual performance assessments.</p> <p>Administer the performance assessments (e.g., NOCTI, Precision, etc.)</p>	Subcommittee and SDM	Spring 2023
	<p>Establish a minimum CV-TEC protocol/framework for use of MS Teams for new teachers.</p> <p>Develop a plan and schedule to offer Microsoft training credentials, both synchronously and/or asynchronously, for all staff.</p>	Subcommittee & SDM	Ongoing


CV-TEC 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Status
<p>Educate through innovative, high-quality programs and services</p> 	<p>Promote and enhance job skills training, HSE programs and employment outcomes.</p> <p>OneWorkSource committee purpose: Meet Federal and State grant outcomes to lead adult students on a pathway out of poverty toward success in education, training, post-secondary education and/or employment.</p>		
	<p>Implement differentiated Instruction & RTI Model for adult literacy programing: Implement staff development re: what RTI is and how we categorize adults.</p> <p>Teams meet with focus discussion of all students on a weekly basis.</p> <p>Track students on the three tiers of RTI that show student progress and who needs more focus.</p> <p>Create a curriculum team tasked with creating a standard TABE curriculum to help students make an NRS level gain.</p> <p>Implement data driven instruction with individual teachers that tell the stories of students.</p> <p>Provide weekly follow up with an administrator to each teacher regarding students' progress within program evaluation reports.</p> <p>Offer professional development on differentiating instruction.</p>	<p>AE Curriculum Team Management Team</p>	<p>Complete</p> <p>Ongoing</p> <p>Ongoing</p> <p>2021-22 School Year</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>


CV-TEC 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Status
<p>Educate through innovative, high-quality programs and services</p> 	Expand Adult Ed support & programming in Essex County:	Management Team Alexis Dirolf	Complete
	Reevaluate space at Elizabethtown ACAP.		On Hold
	Offer a one day a week class in Ticonderoga, one of Essex County's largest cities.		Ongoing
	Provide a traveling teacher who meets students at their local cities and towns to eliminate the transportation issue.		Complete
	Work with local school districts to provide access to classrooms to offer needed education and case management.		Ongoing
	Pair a case manager that will support the HSE and Literacy Teacher in addressing student needs.		Complete
	Implement high school and community transition program for incarcerated youth in Clinton and Essex County jails:		Complete
	Develop CoSers with Beekmantown and Boquet Valley Schools Districts to support incarcerated youth of high school age.		Ongoing
	Create the framework for Individualized Student Plan that focuses on personal, academic, and family needs.		Ongoing
	Provide case management that will help students transition from the jails back into their high schools.		Ongoing
	Ensure that IY students continue with high school classwork, IEPs, and Regent's testing.		On Hold
	Create plans to transition students into prison.		
	Support IY students from the view of emerging adulthood as it relates to andragogy.		


CV-TEC 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Status
Educate through innovative, high-quality programs and services	Increase enrollment to meet CV-TEC @ OneWorkSource grant targets through marketing and utilization of new HSE pathways.	OneWork Source Committee	Ongoing
	<p>Increase the % of @ OneWorkSource enrollment obtaining employment or enrolling in post-secondary education through increased case management and provision of post-secondary education and employment counseling.</p> <p>Increase total post-secondary enrollment in job skills training or continuing education courses (online or in person) by exploring new training opportunities, improving marketing @ OneWorkSource, and increasing community partnerships.</p> <p>Internally promote OneWorkSource capabilities to all of CV-TEC and to component districts to improve understanding of the scope of what they provide to those they serve, including to families of OWS and the greater Clinton & Essex County community members.</p>	Committee	<p>On Hold Awaiting Grant Funding</p> <p>On Hold Awaiting Grant Funding</p> <p>On Hold Awaiting Grant Funding</p> <p>Ongoing</p>


CV-TEC 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Status
Educate through innovative, high-quality programs and services	<p>Provide our students multiple pathways to success that allow seamless, efficient transitions to further education or to the workplace.</p> <p>Multiple pathways committee purpose: Provide our students multiple pathways to success that allow seamless, efficient transitions to further educate or to the workplace.</p>		
	<p>Continue implementation of the digital portfolio:</p> <p>Train staff and students on current platform options (Microsoft Word, PowerPoint).</p> <ul style="list-style-type: none"> • Training has been provided on Digital Portfolio options on 9/8, 10/5, and 11/10 <p>Deliver instruction on how to use a digital portfolio past graduation. Consider how to use Exit Portfolios in our marketing.</p> <ul style="list-style-type: none"> • Have CTE teachers share their top 3 portfolios for marketing purposes <p>~ Students will need to sign a waiver/ release form for us</p> <p>~ Pertinent student information will need to be removed prior to posting on social media</p> <ul style="list-style-type: none"> • How to use them with college applications • Videos of students completing employability skills • Post portfolios and Testimonials on social media by CTE program • Perhaps survey business/ industry as to what they are looking for in a professional portfolio • Create a CTE Class Portfolio where all students within the CTE program can contribute their unique samples of work as well as other specific accomplishments • Portfolio presentations. Including junior walkthroughs and business partner tours (gallery walk style). Also showcase at spring open house. 	ASD and Student Services Coordinator	Ongoing & Continue

CV-TEC 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Status
Educate through innovative, high-quality programs and services	<p>Research the feasibility of providing our virtual learning offerings and training for Adult Ed.:</p> <p>Assess the community's need for virtual learning options, including hybrid or flex models.</p> <p>Micro-credentialling</p> <p>Launch a pilot to run in 2022-23 (e.g., hybrid electrician).</p>	Michele, Kevin	In progress; will continue into 22-23
	<p>Improve communication and marketing to all stakeholders re:</p> <p>The value of taking technical assessments</p> <p>Credentials</p> <p>Certifications</p> <p>Articulation agreements</p> <ul style="list-style-type: none"> • Articulation Agreement Posters have been created and are being posted at the classrooms (12/8) • Education for students on articulation agreement process <p>Graduation pathways</p>	Committee	Ongoing & Continue
	<p>Continue implementation of Employability Skills training:</p> <p>Provide PD to staff regarding Work Skills Employability Profile.</p> <p>Deliver themes, challenges, and assessments.</p> <ul style="list-style-type: none"> • Employability Skills Training with Monthly Themes occurred on 10/13 • Attendance and Recognition Awards (potential "Principal's Award") 	Committee and Student Svcs Coordinator	Ongoing & Continue
	<p>Plan and implement job fair on campuses based on career clusters.</p> <p>Expand to a regional career fair event.</p>	WBL Coord & committee	Ongoing & Continue
	<p>Host a "signing day" for students' transitioning to employment or post-secondary.</p> <p>Implement Skills USA Signing Day on May 4th, 2023</p>	Admin, WBL coordinator, CTE teachers	May 2023

CV-TEC 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Status
Ensure a quality learning environment	Assess and address the comprehensive social, emotional, and mental health needs of our educational community by building and ensuring a culture of equity, inclusion, and acceptance. <i>Social & emotional learning committee purpose:</i> Promote the Social-Emotional well-being of students and staff.		
	<p>Non-traditional enrollment and participation in CTE:</p> <p>Women in trades initiative: Review enrollment numbers of women in non-traditional trades (five years) Create a “Women In Trades” “Club???) for current females enrolled in NT program Connect Club members with each other and within the field Review CTE advisory committee membership for NT members, seek more if needed Host events that focus on NT enrollment Explore expanding to a future “Trades for All” focus (e.g., males in nursing, etc.)</p> <p>Uniforms and supplies initiative: Assess additional cost for uniforms/supplies for each CTE program and the typical means of which those cost are met by students How can we “level” the playing field: socio-economic, gender, etc. What can we pay for/what can’t we pay for? How do we standardize uniforms and supplies for all programs?</p>	Leadership Michele	By Dec. 1

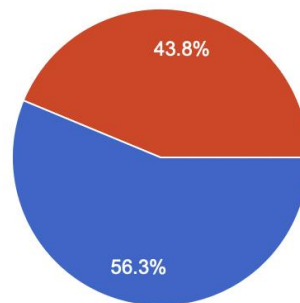
CV-TEC 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Status
Ensure a quality learning environment	Activities for All Campuses: SKILLSUSA week in February Event- Don Cogswell Scholarship 1 st Student event- Student of the QT has been rolled out to all staff for the 2 nd QT- will be used for FEB CTE month social media campaign Kahoot all campus challenge year end student cookout end of year faculty/staff celebration June @ Valcour For the student of the quarter should both be 1and 2 years, and maybe student voting	Admin SEL committee Counselors	By Dec 1

Consensus Results

Please indicate your consensus report for trends and targets

16 responses

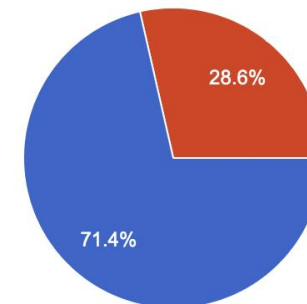


- Strong support
- Support
- Can live with/Will publicly support
- Still have questions
- Can NOT support



Please indicate your consensus report for the updated Action Plan

14 responses



- Strong support
- Support
- Can live with/Will publicly support
- Still have questions
- Can NOT support



Champlain Valley Educational Services



2022-24 Management Services Action Priorities

Lead



Provide dynamic leadership

- Actively recruit, support, develop and retain high quality employees.

Deliver



Educate through innovative, high-quality programs and services

- Invest in staff by providing professional learning opportunities.
- Provide ongoing resources for current employees related to policies, processes and procedures for management services functions.

Support



Ensure a quality learning environment

- Complete the planning of Phase 2 of the BOCES-wide capital project.

Collaborate




Build and enhance partnerships

- Expand and strengthen existing partnerships with business and industry, educational institutions, community and government agencies, while researching new opportunities.


Management Services 2022-24 Improvement Plan

Performance Targets	Measure	2018-19	2019-20	2020-21	2021-22	2023 target
	% full-time employee retention: ¹	86	92	89	88	90
	Total resignations per year (full-time only)	-	-	-	57	
	Total new hires per year (full-time only)	-	-	-	89	
	Total Retirees				16	
	Benefits coordination office:					
	Expand participation by districts and eligible individuals: HRA/FSA Co-Ser District Participation (as of 6/30)				8 Districts	12
	Number of members enrolled in an FSA/HRA through BCO					TBD end of 22/23
	Percent of eligible individuals Participating in FSA					TBD end of 22/23
	Member Contact: Wellness challenges completed	-	-	-	917	1,200
	% agreeing senior admin provide leadership and direction to CVES employees	81	90	84	69	90
	Rollout of management services process to CVES employees. (Videos, trainings....):					
	•Instructional videos created					5
	•Number of videos watched and training attended.					50



Management Services 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Due
Provide dynamic leadership 	Actively recruit, support, develop and retain high quality employees.		
	Determine how best to disaggregate the employee retention data to support improvement efforts: •Explore options such as total resignations per year, total hires per year, breakouts by division including % retention, average number of employed days before resignation, or range of days before resignation (e.g., 0-30, 31-90, etc.) •Select the best metrics and update the performance data table.	Eric Bell & Committee	Ongoing
	Improve the on-boarding process for new employees: •Continuous Training on Schoolfront- Develop/Create/Rollout Onboarding Video •MS Leadership Team Discussion to map out rollout •Steering Committee Formation •Steering Committee Recommendations •Video Development •Tracking/Assignment •Optional vs. Mandatory •Re-structure, design, and determine effectiveness of the August new employee orientation. •Create virtual trainings/information videos on CVES processes, opportunities, and benefits.	HR Team & Schoolfront Management Services MSLT Management Services/Communications HR Team/Cabinet/MSLT	Ongoing June 2023 December 2022 April 2023 June 2023
	Expand technology integration to improve efficiency, effectiveness, communication and collaboration.	Senior Admin	Ongoing
	Evaluate workload of Management Services due to expansion of CVES services and determine if additional resources are necessary.	MSLT	November 30, 2022

Management Services 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Due
<p>Provide dynamic leadership</p> 	<p>Ensure that our program and services excel by fostering creativity, innovation, and collaboration: Maximize the impact of the Benefits Coordination Office:</p>		
	<ul style="list-style-type: none"> •Create a strategic plan for exploring additional services to the districts: •Explore a five-year plan towards more collaboration •Work with large and small Districts to explore needs •Collaborate with Districts on consolidated services (I.e. - Vision, Dental, Life Insurance, FSA, etc. •Workers' Compensation Modernization •Use of technology 	BCO/Eric	Ongoing
	<ul style="list-style-type: none"> •Focus on Social Emotional Health of all Districts •Expand use of Wellness Credits (Focus on social-emotional, alcohol) •Explore use of funds for Wellness to target high risk areas. (i.e. social emotional, addiction, diabetics, depression) 	BCO	Jan/Feb 2023
	<p>MSLT to determine and communicate defined Co-Ser initiatives to:</p> <ul style="list-style-type: none"> •Evaluate current •Expand existing •Develop/Create and Promote new Co-Sers with a targeting timeline 	Eric MSLT	Quarterly Ongoing
	<p>Transition to in-house snowplowing on the Mineville Campus</p> <p>Improve Onboarding/Application Process</p> <ul style="list-style-type: none"> •mobile- friendly •internally discussing tasks associated with employee onboarding (needs elaboration) 	<p>Jerry Brooks & Eric Bell</p> <p>HR Team/BCO</p>	<p>11/1/2022</p> <p>Immediate</p>

Management Services 2022-24 Improvement Plan

2021-23 Activities	Action step	Owner	Due
Educate through innovative, high-quality programs and services 	Invest in staff by providing professional learning opportunities.		
	Provide professional development to enhance job performance and technology training to improve the efficiency of Management Services and district office staff.	Dr. Davey, Eric, & Amy	Ongoing
	Offer regional leadership training workshops for CVES and component district employees supervisory roles.	Eric Bell	Feb 2023
	Provide ongoing resources for current employees related to policies, processes and procedures for management services functions.		
	•Identify and establish a priority list of Management Services informational trainings and videos to be developed with anticipated timelines for completion.	Management Services Leadership Team	November 30, 2022
	•Develop informational videos and trainings, for management services functions including Employee Services, Benefits Coordination Office, and Business Office.	Management Services	Spring 2023
	•Rollout of Management Services Informational training videos to CVES employees.	Management Services	Spring 2023
	•Review current CVES fiscal policies/procedures and recommend revisions for more efficient operations.	Management Services	June 2023
Ensure a quality learning environment 	Complete the planning of Phase 2 of the BOCES-wide capital project.		
	<ul style="list-style-type: none"> •Complete design of phase 2 of the capital project •Submit capital project plans to NYSED •Bid Phase 2 of the capital project •Plan for construction 	Eric Bell	12/31/2022 12/31/2022 9/30/2023 Fall 2023

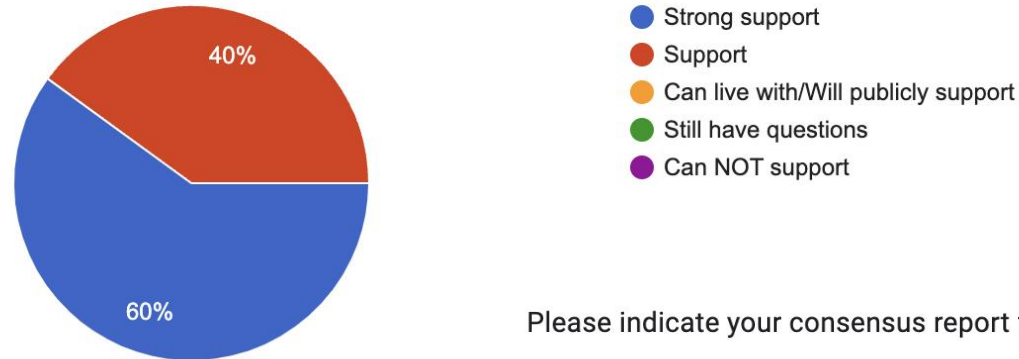
Management Services 2022-24 Improvement Plan

Consensus Results

Please indicate your consensus for trends/targets



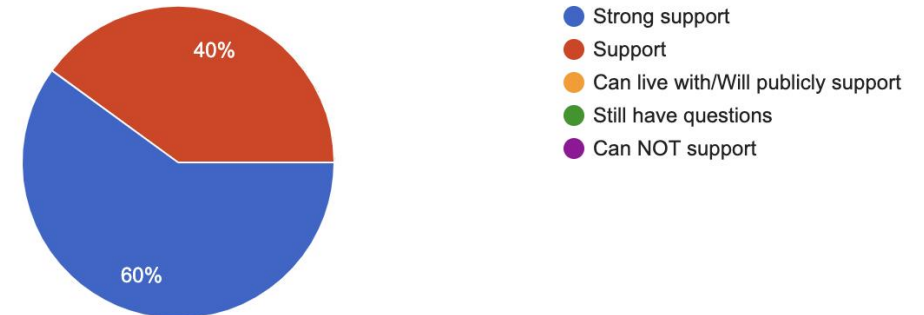
10 responses



Please indicate your consensus report for Division Strategies



10 responses





Champlain Valley Educational Services



2022-24 Rise Center Action Priorities

Lead



Provide dynamic leadership

- Actively recruit, support, develop and retain high quality employees.

Deliver



Educate through innovative, high-quality programs and services

- Ensure that our programs and services excel by fostering creativity, innovation, and collaboration.

Support



Ensure a quality learning environment

- Support the expansive social, emotional and mental health needs of our educational community. Build and embrace a culture of equity, inclusion and acceptance.

Collaborate



Build and enhance partnerships

- Expand and strengthen existing partnerships with business and industry, educational institutions, community and government agencies, while researching new opportunities.

Rise Center 2022-2024 Improvement Plan

Performance Targets	Measure	2017-18	2018-19	2019-20	2020-21	2021-22	2024 target
	% IEPs written that would pass an audit based on NYSED audit/review with a tool to be determined (25 % of CVES written-IEPs drawn from a random selection from each class that would pass an audit based on rubric/checklist from SED.	-	33 ¹	90	79	94	95
	Social and emotional learning (SEL) metrics:						
	% decrease: average # physical restraints from 1 st quarter to 4 th quarter for ten students with the highest frequency of restraints in the 1 st quarter	-	-	67 ²	NA ³	75	75
	% all classes 3 rd grade and older in academic and life skills holding student “circle-ups” ≥ 1 time weekly ⁴ October to May	-	62	87	80	98	95
	% of classes holding ≥ 1 staff circle ups per month ⁵ October to May	-	69	93	82	91	95

Rise Center 2022-2024 Improvement Plan

Key Trend Data	Measure	2019-20	2020-21	2021-22	2022-23	2023-24	2025 Target
	Employee survey:						
	- % experienced bullying w/in past year	17	24	25			
	- % experienced harassment w/in past year	8	12	15			
	- % who feel safe at work	85	79	72			
	# of students transitioning to LRE:						
	- return to district	-	-	-			
	- transition to different program within the Division	-	-	-			
	- to CV-TEC	-	-	-			
	Reduction in 1:1 aide support	-	-	-			
	Avg CDOS hours per students (Age 14 +)	-	-	-			
	Exit credential:						
	- # Regents Diploma	3	3	1			
	- # Local diploma	0*	0*	0*			
	- # SACC	2	6	8			
	- # CDOS	3	3	2			


*Students eligible for a High School diploma received the Regents diploma

Rise Center 2022-2024 Improvement Plan


Key Trend Data

Measure	2019-20	2020-21	2021-22	2022-23	2023-24	2025 Target
Placement upon exiting:						
- Employment	3	3	1			
- Post-secondary	0	0	0			
- Adult services (PIT/HSE)	1	1	0			
- Individual services	1	1	3			
- Unknown	0	1	0			
% of transition plans written that meet a quality check list	78	88	84			
Discipline referrals by program:						
- Academics	83	70	71.5			
- Life Skills	-	-	-			
- ITSP	-	-	-			
- Autism	-	-	-			
% special ed employee retention:						
- Para-professionals	-	-	-			
- Professional	-	-	-			


Rise Center 2022-2024 Improvement Plan

2021-23 Activities	Action steps	Owner	Due
Provide dynamic leadership 	Actively recruit, support, develop, and retain high quality employees.		
	<i>Partner with SUNY Plattsburgh to develop a site-based experience exposing students to CVES spec ed programs prior to their practicum. (E.g., a two-week hand-on experience)</i>		
	Continue cohort one work and add new cohort (Cohort 2)	Leadership Team & SUNY Plattsburgh Education department representative	Begin 10/2022
	<i>Conduct exit interviews of special education staff who retire, resign, or are terminated.</i>		
	<ul style="list-style-type: none"> •Collaborate with Eric Bell and decide how best to maximize the number of Spec Ed exit interviews conducted. •Analyze the results of those interviews. •Act on those results in order to improve employee retention. •Share exit survey data at divisional strategic planning meetings 	Director Spec Ed reps	Ongoing
	<ul style="list-style-type: none"> •Collaborate with Eric Bell and decide how best to maximize the number of Spec Ed exit interviews conducted. •Analyze the results of those interviews. •Act on those results in order to improve employee retention. •Share exit survey data at divisional strategic planning meetings 	Director and divisional planning team	Ongoing
	<ul style="list-style-type: none"> •Conduct quarterly staff perception surveys in SPED Division on both campuses •Construct survey instrument •Share disaggregated results at community meetings •Use data at future divisional strategic planning meetings 	Building Principals	Begin Nov 2022
		Director and Divisional Strategic Planning Team	Dec 2022


Rise Center 2022-2024 Improvement Plan

2021-23 Activities	Action steps	Owner	Due
<p>Provide dynamic leadership</p> 	<i>Ensure effective onboarding of all new employees</i>		
	<ul style="list-style-type: none"> •New staff start days on Tuesday and Thursdays •Issue badges and computer logins prior to first day •Offer full day orientation and classroom observations on day one •Debrief and discuss any concerns •Provide mentors as appropriate 	HR HR and Tech Dept Coordinators Coordinators Coordinators	Sept 2022 Sept 2022 Sept 2022 Sept 2022 Sept 2022
	<i>Maintain a robust mentoring program</i>		
	<ul style="list-style-type: none"> •Identify mentors (three year experience in CVES requirement) •Match new staff with mentors •Initial mentor-mentee training •Check in mentor-mentee meeting 	Curriculum Coordinator	Begins Summer 2022 or upon hire February 2023
	Achieve equitable access to all programs and services.		
	<i>Resume district-based Spec Ed classrooms to increase student access to LRE.</i>		
	•Review current enrollment trends regarding programs, level of services, and behavioral needs.	Leadership Team	Ongoing
	•Create a target list of 3-5 Essex and Clinton County districts with an identified program recommendation.	Leadership Team	Ongoing
	•Create presentation materials identifying benefits to students, districts and community.	Leadership Team	Ongoing
	•Schedule and complete conversations with district CSE's.	Director	Ongoing
	•Schedule and complete partnership conversations with districts/CSO's.	Director/ Superintendent	Ongoing
	•Seek commitment from districts for additional classroom locations for 2023-24 school year.	Director/ Superintendent	December 2022
	•Implement district-based special ed classroom.	Director/ Superintendent	2023-24

Rise Center 2022-2024 Improvement Plan

2021-23 Activities	Action steps	Owner	Due
<p>Educate through innovative, high-quality programs and services</p> 	Ensure that our programs and services excel by fostering creativity, innovation, and collaboration.		
	<i>Develop and implement state education standards assurance process for creating high-quality IEPs for teachers and related service providers.</i>		
	•Design checklist or rubric from State Ed criteria	Director	Oct 2022
	•Organize training and working sessions among staff to develop exemplar IEPs	Curriculum Coordinator	Dec 2022
	•Individuals conduct self-audit using checklists	Teachers and RSP's	Feb 2023 and ongoing
	•Conduct a calibration session for administrators for the new IEP checklist review process	Admin Team	Dec 2022
	•Admin review and provide feedback to individual providers for their first independently written IEP using checklist.	Admin Team	March 2023 and ongoing

Rise Center 2022-2024 Improvement Plan

2021-23 Activities	Action steps	Owner	Due
<p>Ensure a quality learning environment</p> 	<p>Support the expansive social, emotional and mental health needs of our educational community. Build and embrace a culture of equity, inclusion and acceptance.</p>		
	<p><i>Improve Circle Up quality, including measures to track that quality</i></p>		
	•Create a Restorative Practices Committee (RPC)	Kim Denton	Nov 2022
	•Provide 90-minute training sessions on key Circle Up components (Teacher and TAs; Related Service Providers; and Aides) to groups of 15 participants	RPC	Dec 2022 and ongoing
	•Provide training on embedding Positivity Project into circle up process	RPC	April 2023
	<p><i>Implement social and emotional supports that will reduce student restraint.</i></p>		
	•Provide TCI training to new staff as early as possible with minimum of ten people per class	TCI Committee	Ongoing
	•Conduct MBOs to develop or modify proactive intervention plans or strategies for all students a minimum of six times per year	Classroom student teams	Ongoing
	•Implement plans or strategies and monitor results.	Classroom student teams	Ongoing

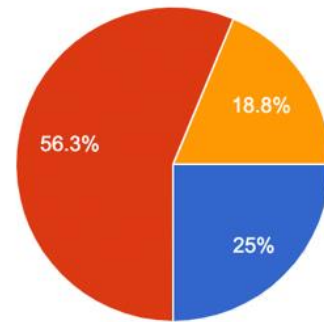
Rise Center 2022-2024 Improvement Plan

Consensus Results

Please indicate your consensus report for trends and targets

 Copy

16 responses

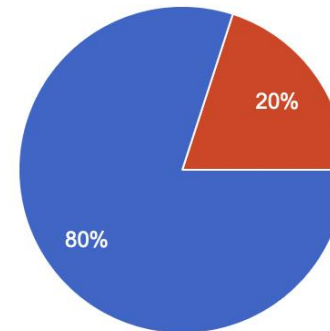


- Strong support
- Support
- Can live with/Will publicly support
- Still have questions
- Can NOT support

Please indicate your consensus report for the updated Action Plan



15 responses



- Strong support
- Support
- Can live with/Will publicly support
- Still have questions
- Can NOT support



School Support Services

Champlain Valley Educational Services



Clinton Essex Warren Washington BOCES



2022-24 School Support Services Action Priorities

Lead



Provide dynamic leadership

- Actively recruit, support, develop, and retain high quality employees.
- Develop, implement, and expand our branding and marketing strategy (The Why)
- Achieve equitable access to all programs and services.

Deliver



Educate through innovative, high-quality programs and services

- Collaborate with component districts to create and sustain programs and services introduced with federal stimulus funds.

Support



Ensure a quality learning environment

- Support the expansive social, emotional and mental health needs of our educational community. Build and embrace a culture of equity, inclusion and acceptance.

Collaborate



Build and enhance partnerships


- Expand and strengthen existing partnerships with business and industry, educational institutions, community and government agencies, while researching new opportunities.

School Support Services


2022-2024 Improvement Plan

Performance Targets	Measure	2017-18	2018-19	2019-20	2020-21	2021-22	2024 target
	Total ISC Co-Ser subscriptions (#)	243	235	213 ¹	212	225	220
	•Total new subscriptions	25	0	20	9	16	
	•Total cancelled subscriptions	1	7	37 ²	13	3	
	% of clients satisfied with ISC services	-	92	-	-	-	94
	Total number of professional development sessions conducted by CVES—July to May	275	273	186	66 ³	47	200
	Total number of professional development session participants—July to May	4492	3953	3042	615	766	3500
	% agreeing that technology is accessible, up-to-date, and adequate to perform my job duties	83	86	87	89	88	90
	Total PD and events being offered to support social, emotional & mental health (#)	13	17	33	2 ²	18	30


School Support Services 2022-2024 Improvement Plan

2021-23 Activities	Action step	Owner	Due
Provide dynamic leadership 	Actively recruit, support, develop, and retain high quality employees.		
	Review onboarding processes and develop differentiated processes and procedures based on review and departments	Supervisors	June 2023
	Each employee to construct a job description	Supervisors	June 2023
	Develop, implement, and expand our branding and marketing strategy (The Why)		
	Update the CVES website to a newer design and framework utilizing our new branding.	Technology & communications	Jan 2023
	<ul style="list-style-type: none"> •Internal launch of new logos and divisional names (where appropriate) •External launch of divisional stories to accompany new branding. •Ribbon cutting for new signs on campuses 	Cabinet Communications	Nov 14, 22
		Cabinet Communications	June 2023
		Cabinet Communications	Spring 2023
	Achieve equitable access to all programs and services.		
	During the update to the technical capacity of the CVES website, ensure complete compliance with all ADA requirements. (See above.)	Technology & communications	January 2023

School Support Services 2022-2024 Improvement Plan

2021-23 Activities	Action step	Owner	Due
Educate through innovative, high-quality programs and services 	Collaborate with component districts to create and sustain programs and services introduced with federal stimulus funds.		
	Collect information from component districts about how each district is spending the federal stimulus money. Through CSO Meetings, Principal Meetings, School Librarian Meetings, Technology Committee Meetings. Compile a spreadsheet of programs by district.	Susanne Ford-Croghan, Amy Campbell, Michelle Lawrence, Matt Palkovic, Tina Trombley	June 2023
	Review regional NYS School Report Card data to identify schools showing growth in student metrics at a significant rate.	Michelle Lawrence, Amy Campbell	Summer 2023
	Outline potential programs that could be facilitated by SSS.	ASES, Administrators, Supervisors, and Coordinators	January 2024
	Develop and implement new CoSers as needed to sustain successful projects	ASES, Administrators, Supervisors, and Coordinators	Feb 2024

School Support Services 2022-2024 Improvement Plan

2021-23 Activities	Action step	Owner	Due
Ensure a quality learning environment 	Support the expansive social, emotional, and mental health needs of our educational community.		
	Identify, evaluate, and administer a survey to assess the current social, emotional, and mental health state of our staff.	Administrator for Instructional Services/ASES School Culture & Climate Committee (SCCC)	1/3/2023
	Based on survey results, forth action plan for the following 12 months of targeting deficiencies based on survey.		2/2/2023
	Develop an approach to check-in with staff in an informal but intentional way.	All Supervisors (Amy, Michelle Lawrence, Joey LaFranca, Matt Palkovic, Matt Walentuk)	Ongoing
	Create a Sunshine Committee for the South Building	Amy	Jan 2023
	Schedule a time to gather a group of staff to partake in the monthly CEWW Wellness Challenge.	Matt Walentuk	Monthly

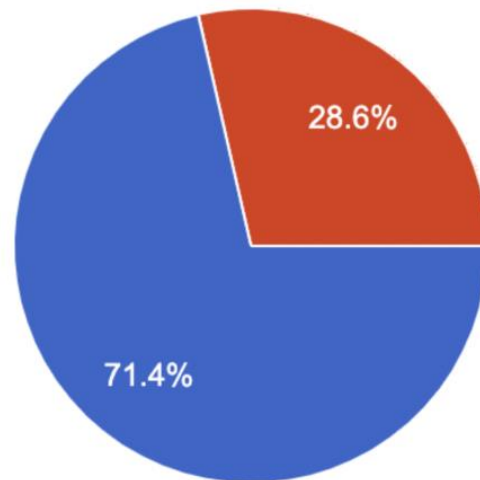
School Support Services 2022-2024 Improvement Plan

Consensus Results (Note that consensus on Trends and Targets was reached verbally)

Please indicate your consensus report for Division Action Plan



7 responses



- Strong support
- Support
- Can live with/Will publicly support
- Still have questions
- Can NOT support

Questions?

Thank you for your continued supports of our 2021-24 Strategic Plan and for your commitment to creating a brighter future for our students!

