



CHAMPLAIN VALLEY EDUCATIONAL SERVICES

ANNUAL REPORT

2022-2023

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Champlain Valley Educational Services

Clinton - Essex - Warren - Washington BOCES

OUR MISSION

Champlain Valley Educational Services is committed to being a valued and trusted partner by supporting students, schools, and communities to excel through high-quality education, training, and shared services.

OUR VISION

We aspire to be the premier provider of dynamic and innovative educational programs and shared services, serving as a catalyst for personal and regional growth and development towards a brighter global future.

OUR CORE BELIEFS

- Students are our first priority.
- Staff are essential to the health and well-being of our organization.
- 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 lead and act with integrity, fostering respect for all by ensuring the acceptance, inclusion, and celebration of our community members.
- 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.

Public Non-Discrimination Notice:

Clinton-Essex-Warren-Washington BOCES a/k/a/ Champlain Valley Educational Services does not discriminate on the basis of race, color, national origin, sex, disability, age or any other legally protected status in its programs, activities, employment and admissions; and provides equal access to the Boy Scouts and other designated youth groups. Inquiries regarding this nondiscrimination policy may be directed to:

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Dear Colleagues and Friends,

The 2022-23 school year was filled with so many amazing moments and accomplishments. We are so proud of our CVES Family of Professionals for continuing to provide innovative and high quality programs and services to students and community members throughout the region.



We continued to challenge ourselves to serve our students and community to the highest possible standards through state-of-the-art equipment and quality care. We continue to see our students excel and accomplish great things through our programs, and we couldn't be prouder of them.

Thank you to our incredible CVES Board, administration, faculty, and staff for your relentless dedication and passion to making our education system better for our students. Your efforts have brought amazing programs and services to schools and the community. CVES would not have the impact without your continuous hard work.

As you will see throughout this publication, there are many stories from students to staff about the incredible accomplishments and services that contribute to the successes of our BOCES. These accomplishments could not be achieved without the dedication and support we receive from local businesses and community members. We are proud to have such great connections to help give students and schools the best possible resources.

This year has proven to be successful for everyone in CVES and component school districts. High enrollment to our programs and services will provide the North Country with skilled workers, and students had opportunities to find their passions and future employment pathways. Through the collaboration of students and staff, we are building a better future for our region, and this is remarkable.

Our CV-TEC, Rise Center for Success, School Support Services and Management Services divisions have incredible stories to share, and we hope you enjoy them. There have been many successes, accomplishments and celebrations to recognize from this year, but we can not wait to see what the future will bring.

Mark C. Davey, Ed.D.
District Superintendent/CEO

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Dear Colleagues and Friends,

This year has been quite eventful with so many exciting achievements and celebrations. I want to thank everyone at CVES who continues to better the lives and futures of our students through their dedication and quality programs and services.

As CVES Board President, I take immense pride in the state-of-the-art resources and programs our leadership provides to schools. Most importantly, the entire Board feels such pride and joy for the successes of our students and the dedicated educators who guide them throughout this chapter of their lives.

All CVES divisions shine in their own ways, but each one excels at bringing our mission to life. Administrators, faculty, and staff dedicated many hours this year to empowering students, schools and our community. Each moment and decision was made with students' best interests in mind.

This year CV-TEC graduated one of its largest class. So many students walked across the stage with their lives changed for the better. They left our campuses with a skill set and knowledge that will set them apart when entering the workforce and their future's next steps. This is the wonderful and empowering thing about CVES' resources. We continue to provide for our students' futures, but also serve the increasing number of students who walk through our doors every year.

The CVES Board is proud to support the growth of our organization and all the programs it offers. We are excited to see CVES continue to offer exceptional resources, and we are looking forward to seeing further collaboration, creativity, and innovation this year and moving forward into the future.

Michael St. Pierre

Michael St. Pierre
CVES Board President



CV-TEC Welcomes District Principals

CV-TEC Division

Over the course of the school year, CV-TEC welcomed component district's high school principals to campus. "Bring your HS Principal to CV-TEC Day" provided the opportunity for principals to see how their students are thriving in their respective CTE programs.

Principals learned more about what students were learning and witnessed the passionate work their students are producing at CV-TEC.

"It helps the students feel validated that the work they're

doing here was equal to the work that happens at their districts," CV-TEC Principal Adam Facticeau said. "When the visiting principals come, they get the opportunity to see their students in a different environment and classrooms they've elected to be in."

IMPRESSIVE STUDENT WORK

Principals were able to visit the diverse array of programs available to students. In each program, the principal's student explained





what they were learning, and offered hands-on experiences to immerse the principal into their day-to-day work.

"I enjoyed each program because the kids were so happy and passionate about what they were doing," Boquet Valley Principal Elaine Dixon-Cross said. "I loved being taught to start a chainsaw. I loved learning how to pot plants. I loved cuddling the baby goat and the puppy, and I loved seeing my student running a welding machine. That was impressive and intimidating! And the fact that they just get right in there and do that was amazing. I'm very proud of all of them."

Environmental Conservation & Forestry student Philip taught Principal Dixon-Cross how to safely operate a chainsaw, and she became the first principal to do so.

EXPERIENCING PROGRAMS

Other principals, like Peru Principal Matt Berry and Chazy Assistant Principal Krista Ringer,



were pampered in Cosmetology. Students Bianca and Victoria gave their respective principals paraffin wax manicures, which hydrates and moisturizes the skin.

"The students have learned so much to be able to turn to us, as adults, and bring us around and show us the skills they have," Ringer said. "The whole experience was wonderful — to see them proud and excited. They are really talented."

As students walked around CV-TEC's halls, their smiles grew big when they spotted their principal coming to visit their CTE program.

"One of the most important parts of education for any student, no matter what they're doing, is relevancy. We get the most out of our students when they are engaged in something that is relevant to them," Principal Berry said. "You can come here and see somebody who might not love picking up a math book, but they are completely and totally engaged at CV-TEC."

INVESTING TIME AT CV-TEC

In Digital Production & Multimedia Communications, Haylie worked with Plattsburgh Principal Daniel Valenzuela to design a new logo for his different social media platforms. Avah in Allied Health showed Principal Valenzuela how to do an EKG, which is the electrical signal from the heart to check for different heart activity.

"The importance of visiting for me is twofold. One to see the investment that we're making

with our students to diversify their educational experience," Principal Valenzuela said. "Being a former employee of CVES prior to going to Plattsburgh High School, I already knew what the program did. But now being on the other side and coming to see it, full force with students, it's great to build that rapport with kiddos and having some excitement."

Students were able to show principals the full capacity of their programs and what CV-TEC's facility offers.

POSITIVE CONNECTIONS

Saranac Associate Principal Shannon Zagres saw the full force of the Animal Science programs. Miakayla brought Zagres to the barn where students take care of cows, pigs and chickens. She also met the goats, chicks and dogs inside CV-TEC.

"I'm the disciplinarian, so I like to have positive connections with the kids. And I was really hoping that I would have this opportunity," Principal Zagres said. "I enjoy having those positive connections. Because sometimes when I see them, it's not because of something positive. I think that the kids enjoy seeing us here too, so it's good. It makes me happy and fills my heart."



CV-TEC Wins NYS SkillsUSA Advisor of the Year

At the regional SkillsUSA competition in Syracuse, New York, Mrs. Nicole Santaniello was awarded the 2023 NYS SkillsUSA Area III Advisor of the Year.

While it was a surprise for all the CV-TEC students, Santaniello knew she was being given this award. Early into the new year, all of the Area III SkillsUSA advisors met and nominations for Area III Advisor of the Year were discussed.

"The Capitol Region BOCES advisor nominated me, which took me by total surprise, and the rest of the group voted yes for me," she said. "While receiving the award wasn't a surprise, it was still nerve-racking because there were about 2,700 people there."

Santaniello was nominated because of her exceptional help with the regional competition. She helped streamline the event, so it was more efficient and organized, like at the state level. She took on the role of spearheading the organization and connections needed to elevate the regional competition.

ADVISOR RESPONSIBILITIES

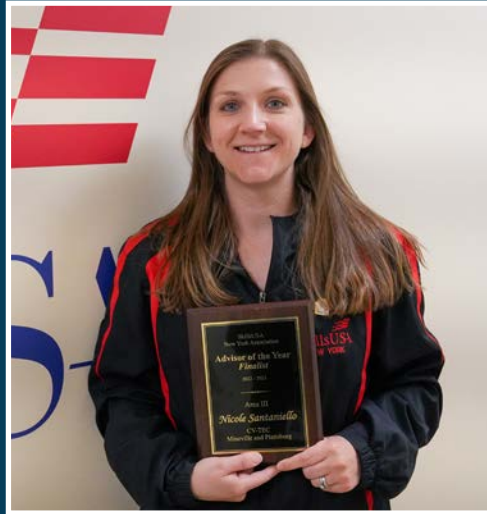
Santaniello is the lead advisor for the Mineville campus and the co-lead advisor for the Plattsburgh campus. She's also the main contact for the state and Area III. She is responsible for all of the paperwork involved with SkillsUSA. Santaniello keeps track of everyone's registrations, hotel accommodations and Purchase Order requests.

In Mineville, she organizes all of the students. She is the lead advisor at these competitions, so she must remain organized herself and know what's going on.

"She's been a guiding figure. She helped me with college credits and organized New Visions meetings. She's always been our backbone," Mineville New Visions Medical Careers student Alessia Caputo said. "If we needed anything, she would sort it out. It was nice to have support to truly know we are being helped through this entire journey."

AN EXCEPTIONAL YEAR

There was a lot of time and energy that went into



preparation for a strong chance at placing well at SkillsUSA.

"You must have the perfect storm. You need to have the right type of students combined with the passion of the teachers and advisors," Santaniello said.

Santaniello's goal for her students in SkillsUSA was to increase the time spent preparing for competition. She worked with each individual teacher/advisor about their students attending SkillsUSA.

She made sure everyone

understood the scopes of each competition students would be in.

"The passion has been re-sparked on our campuses for that," she said. "Teachers are seeing other teachers' students win or place, and they want that. There is more prep involved."

Santaniello made sure her students were set for success, and her students noticed her efforts, too.

"I was really thankful to see her receive that medal because it's nice that when you go to Skills that they're not only recognizing high achieving students, but they're also recognizing high achieving staff at schools," Mineville New Visions Medical Careers student Emma Cook said. "She was working behind the scenes to make the whole program happen."

ATTENDING NATIONALS

The national competition in Atlanta was Santaniello's first time attending the national SkillsUSA event. Despite running the SkillsUSA chapter in Mineville for eight years, she hasn't had the opportunity to attend the national level with students.

"I'm hoping to interact and network with people from other states," she said. "I have a good network with other advisors in Area III, but I'd love to connect with people from Vermont and other neighboring states."

While there was a lot of excitement around nationals, Santaniello is already thinking of how to improve the experience for students in the future.

Rebekah Riley & Amara Corrigan



Alessia Caputo & Emma Cook



CV-TEC Brings Home Four Gold Medals from SkillsUSA

CV-TEC Division

Sitting in the crowded, energetic bleachers of the Syracuse Fairground, CV-TEC students waited anxiously to know if they would place in this year's New York State SkillsUSA competition. Students prepared for months, studying their scopes and perfecting their skill. Among roughly 2,700 students across NYS, only gold medalists would move onto the national competition.

This year's competition results were exceptional with four gold medalists and five silver medalists. Plattsburgh's CV-TEC Education & Human Services student Amara Corrigan (Peru CSD) won gold in Job Skill Demonstration A and Plattsburgh's CV-TEC Education & Human Services student Rebekah Riley (Beekmantown CSD) won gold in Job Skill Demonstration Open. Mineville's CV-TEC New Visions Medical Careers student Emma Cook (Ticonderoga CSD) won gold in Medical Terminology. Mineville's CV-TEC New Visions

Medical Careers student Alessia Caputo (Boquet Valley CSD) won gold in Medical Math.

CV-TEC also celebrated the achievements of Mrs. Nicole Santaniello for being awarded 2023 NYS SkillsUSA Area III Advisor of the Year.

The national competition took place in late June. Cook was the bronze medalist in Medical Terminology. Corrigan placed fourth in Job Skill Demonstration A. Caputo placed 21st in Medical Math. Riley placed 12th in the preliminary round for Job Skill Demonstration Open.

CONTINUOUS PREPARATION

Students have different ways to compete at SkillsUSA, which also means they have different ways to prepare.

For Cook and Caputo, their competition was based around a test, so they studied in a more traditional sense with repetition and memorization of problems

and terms.

Cook studied more than 2,000 terms and anatomy components for her Medical Terminology competition. Her New Visions teacher, Dr. Todd Menia, is a retired physician. Cook said his perspective is different than what most students would receive, and she believed this helped her.

The drive and desire to do well fueled Cook's studying.

"The pressure was on because we've had a lot of medalists in the Medical Terminology competition come from our class," Cook said. "In 2021, we had a third-place winner, and in 2022, we had a second-place winner."

The pressure was on for Caputo as well, but in a different way. She was the first person from Mineville CV-TEC to compete in Medical Math. She studied on her own, looking up conversions and dosages. Some of the work covered by Dr. Menia also helped her.

"It's really nice to be the trailblazer

of this whole new competition,” Caputo said. “It feels really good to know that I won gold, and I did it myself and I can help future students reach the place where I am right now.”

For Corrigan and Riley, their preparation looked different. They had to present to judges about a topic. So, they rehearsed their speeches and prepared their presentation boards.

Corrigan competed in Job Skill Demonstration A, which means it had to be a baseline skill in her CTE program. She decided to present on Infant CPR, where she covered performance methods, the importance of infant CPR and things to know.

Riley’s competition allowed presenters to pick any topic, even ones that didn’t relate to her CTE program. However, she stayed true to her program and discussed the importance of reading to children. She talked about how kids learn life skills, social and emotional skills and about families and different people through books.

“I went to regionals, but preparing for States was definitely more stressful because I wanted to make sure everything was perfect,” Riley said. “I had everything memorized, so that was a big stressor.”

WINNING GOLD

The regional award ceremony happened on Friday. Students sat in rows and rows of bleachers. Each school sat in their assigned zone section.

“There was a lot of grandeur, and it was very dramatic,” Cook said about the ceremony. “I felt good about the test, so I was really hoping I’d win the gold medal. When I won, the first person I looked for was Dr. Menia because he encouraged me to do the competition and to explore my passions.”

The excitement and celebration of winning gold was universal for CV-TEC students. They screamed, jumped up, hugged someone and excitedly walked up to the stage.

“Just to be awarded my medal when I was walking up on stage was unreal,” Caputo said. “I can’t describe the feeling. It was probably one of the best moments in my academic career.”

For Corrigan, this was her second time winning gold. She called her mom after and said, “I think I’m actually good at this.” She proved to herself that it wasn’t “beginner’s luck” that took her to the top, but her skill.



Riley wanted someone to pinch her to make sure she wasn’t dreaming when she heard her name called for the first-place winner of her competition.

“I FaceTimed my dad, and he cried,” Riley said. “That’s the first time I’ve ever seen my dad cry for something he was so proud of me accomplishing.”

PRIDE IN THEIR SCHOOL

CV-TEC competes against large schools at SkillsUSA. Students felt such pride to hear their names called and to bring gold home to CV-TEC and their respective programs.

“I feel like people don’t think about it as much as we do. They think we just color with kids all day, but in reality, we are doing complex stuff,” Corrigan said. “We are learning about developmental theorists. We are understanding why children develop the way they do. We’re learning how to do lesson plans. We are prepared to go into the field. I am proving we are doing it right at CV-TEC and that I have supportive teachers who help me.”

Caputo also loves the support and opportunities that CV-TEC has brought her.

“It just goes to show you that New Visions is so beneficial for people, even if you aren’t sure you want to go into the medical field,” Caputo said. “It can lead to many successes and new possibilities. It means the world to me that I got to do this for CV-TEC, and it makes me happy that I had CV-TEC supporting me.”

The gold medalists held CV-TEC with high regard, and they hope other students see the benefits in competing at SkillsUSA.

“It feels good because we get our name out there and people realize we can actually win even though we come from a small area,” Riley said about winning gold for CV-TEC.

WHAT’S NEXT?

After winning gold, CV-TEC students weren’t able to relax alongside the rest of their senior classmates. They were given new scopes for the national competition, which was held in Atlanta. They had to prepare to face 49 other

gold medalists from across the country. Some of these students, like Corrigan and Riley, missed their district graduation in order to compete.

For Corrigan, this was her second time going to the national competition. Last year she placed 13th in the nation, and she was three points away from getting a callback. This year, her goal was to place in the top 10 and get a callback.

Riley's goal was to also get a callback, but she looked forward to spending more time with Corrigan and her teachers in a new place far from home.

Caputo and Cook took one test, like at the regional competition, and waited for the results at the ceremony.

"My biggest goal right now is to do better than regionals because I know if I can do that, then I could win," Caputo said. "It will take a lot of preparation, and I'll have to be a well-rounded competitor."

Cook continued to push herself to memorize more terms and perfect questions she wasn't confident in. She was excited for Atlanta because it's an opportunity to push herself further.

"Please join SkillsUSA," Corrigan said for students in CTE programs. "You learn leadership and workplace skills, and you get to compete. You might not think you can win, but I won gold in my first competition. Plus, there are so many fun things through SkillsUSA, like Cookie Fridays."

CV-TEC Top 5

CV-TEC Graduates Record Number of Students

History was made in the 2022-2023 school year as 422 students graduated from CV-TEC — the highest mark in the division's history. The Plattsburgh Campus celebrated 353 graduates, while the Mineville Campus celebrated 69 graduates. Enrollment numbers this year also set a record with 816 students participating in CV-TEC programs. In addition to the record number of graduates, 511 students earned their National Work Readiness Credential.

WIOA Title 1 Grant Secured by CV-TEC

CV-TEC successfully obtained a grant of just over \$600,000 that will go toward programming for dislocated workers and out of school youth. This additional funding source will bolster adult literacy training and programming. CV-TEC's educational capacity for students will naturally increase thanks to the grant and welcome more students through the doors of CV-TEC to participate in daytime and evening CTE programs.

CV-TEC Wins National 2023 Pacesetter School Award

The 2023 Gene Bottoms Pacesetter School Award was awarded to CV-TEC. Pacesetter School Awards recognize schools that are implementing one of the Southern Regional Education Board's (SREB) Making Schools Work school improvement frameworks and are achieving success in meeting bold goals related to success rates, student achievement, readiness for college and careers, and credential attainment.

Partnership With BETA Technologies Blossoms

Four CV-TEC students enrolled in the Automotive Collision Repair Program earned the first USA Aerospace Coating Applicator Specialist Certifications thanks to a partnership with BETA Technologies. Connor McClean (Plattsburgh), Beau Reeves (Peru), Michael Beebe (Peru) and Layne Latoure (Peru) are the first individuals in the United States to receive these certificates. The students began training toward their certificates in February and paved a pathway to a bright future and continued partnership with BETA, which is a Vermont-based aerospace manufacturer developing electric vertical take-off and landing aircraft with plans to expand into the cargo and logistics industry.

Women In Trades Initiative Launched

CV-TEC kicked off new plans to inspire women to explore the trades as a viable career path, and to highlight current and former students, teachers and colleagues in trades. CV-TEC is focused on narrowing the skills gap. The US Department of Labor Statistics reports that women are substantially underrepresented (relative to their share of total employment) in agriculture, mining, construction, manufacturing, and transportation utilities. The jobs that are available and will become available are suffering a shortage, and CV-TEC's initiative strives to let women know these are jobs and careers they can pursue.

A Helping Hand: HR Aids New, Current Employees

Management Services Division

As CVES continues to grow, more and more smiling faces are seen walking through hallways. Each person brings value to CVES and helps the organization make a significant impact on students and employees throughout New York State. But at one point, each person's journey at CVES started with an application.

The Human Resources team works tirelessly to onboard new employees and make them feel at home here, while also providing resources and support to current employees and divisional leadership in their hiring process. It's an extensive process, but the HR team excels at it.

HELPING EMPLOYEES EVERYDAY

Human Resources is constantly evolving and growing to better accommodate current and future employees. Erin Keefe and Laura Sterling spearhead the workload.

Keefe's focus is on the external work. She is responsible for job postings, position requisitions, civil service compliance, board agendas, employment verifications, rewriting contracts, 403B payments, and intake for new employees.

One of those big projects is employee intake. Keefe pushes job postings out on social media, Indeed and print media outlets. She is also typically the first person a new employee will interact with.

"Attitude is everything," Keefe said. "How you treat people when they come in sets the tone for how they will feel as an employee. So, hopefully, being that first person they meet and being kind and understanding, it helps because starting a new job isn't easy."

Sterling's focus is on post-hire work. She is responsible for retirement enrollment, position setups, salaries, buy outs, attendance, and teacher certifications.



Once Keefe clears an employee to work, Sterling must have all the paperwork ready for them to start the following day, so Brenda Proulx in payroll can complete her job.

"What Erin Keefe does affects me, and what I do affects Brenda Proulx, so we all must keep each other

informed and stick to deadlines," Sterling said. "If I am late, then it puts Brenda behind, so we are all dependent and trust each other to complete our work."

Proulx then sends out the new-hire verification to their department to sign off, and then she activates everything for the new employee. While Proulx's role is more in the Business Office, the work from HR is interwoven with hers. They must rely on each other to complete their job efficiently for new employees to start work.

"This is a huge organization, and we are constantly expanding and hiring," Director of Labor Relations Joe Coakley, who oversees the HR department, said. "In the past two-and-a-half years I've been here, I don't think there's been a week that we haven't hired, put out postings, or onboarded new employees."

INCREASING ONBOARDING NUMBERS

The most recent school year had 113 job postings, which increased from the past few years. With the sheer volume increase of applications and onboarding members, there inevitably is more work for the HR team.

"It's extra training for the divisions, and extra time for when people come in, but since we introduced SchoolFront and RecruitFront, it makes the process of intake easier," Keefe said.

SchoolFront and RecruitFront has made work more efficient for Keefe and Sterling, but there

was a heavy lift before getting it functional. They sorted through every personnel file to organize and scan into the digital system.

“It’s less paper, and tasks are completed in a timely manner,” Sterling said. “As soon as I sign something, it goes to Brenda Proulx or Joe Coakley, and then it immediately goes to the employee.”

The digitized HR system can handle the intake of CVES’ growing employee population, while still handling all the important functions of day-to-day work and keeping current employees informed.

“We want to champion new hires by giving them the best experience possible and make them feel welcomed to the CVES family, but we also want to maintain our relationships with the current employees and taking care of them. They are doing this with such a high level of professionalism and quick responses to questions, emails, and phone calls,” Coakley said.

HR also helps with component districts through the ever-expanding Personnel Recruiting Service, where CVES aids with web-based posting of positions, shared advertisements in local and statewide newspapers, and attendance at job fairs. The service strives to recruit nationally and statewide to get new employees to work at CVES and its component school districts. Coakley stated, “the goal for the upcoming school year is to incorporate HR and payroll support for more school districts while still providing high quality service to in-house employees.”

“There are so many new smart, kind, and loving employees being hired, and that truly makes a positive impact in the work environment,” Proulx said. “It will be great for this trend to continue for CVES.”

Management Services Top 5

PERU CSD JOINS CAFETERIA MANAGEMENT CO-SER

In April 2023, CVES added Peru Central School District to the Cafeteria Management Co-Ser. This service’s approach positively influences students’ behavior and their relationship with food, while saving districts money. By supporting students’ success through nourishing meals, we lay the groundwork for a promising future. We are excited to be working with Peru CSD.

NEW HRA/FSA CO-SER SUPPORTING EMPLOYEES

CVES has created the first of its kind BOCES Co-Ser to support CVES employees and its component districts. The new service as part of the CVES Benefit Services team offers Health Reimbursement Arrangement (HRA) and Flexible Spending Account (FSA) administration. Benefits Director Vicki Demarse-Giroux and Benefits Specialist Kaitlin Boyeau aim to provide strong customer support for all employees and their families. We are grateful for the support and partnership from our component school district business offices in building this service.

CAPITAL PROJECT PHASE 2 DESIGN

CVES continues to focus on investing in our facilities to support student learning and our employees. Design work on phase 2 of our voter-approved capital project has moved forward and the project was submitted to SED for review in January 2023. Bidding of the project is expected in the fall of 2023 with construction commencing in the spring of 2024. Scope items include but are not limited to doors, windows, whole building generators, central air conditioning, unit ventilator replacement, and PA system replacement on all campuses.

O&M TEAM IMPROVES FACILITIES

O&M continues to complete important improvements to our CVES facilities. Select improvements included: Interior classroom door replacements, new ceiling grids, paving on all campuses, boiler replacement, new cabinets and countertops in classrooms, painting, flooring, and fencing. The talented O&M team has taken on these projects in addition to their day-to-day tasks supporting our educational programming and operation.

EXPANDED FOCUS ON WELLNESS

The CEWW Health Consortium Wellness Challenges had 1,493 participants across CVES and component districts. Mental health and wellness initiatives grew including two events with mental health speaker Mike Veny. About 340 employees and retirees attended the events and all 110 survey respondents rated this event positively.

Magic Behind Purchases

Management Services Division

In the bustling world of an educational entity like Champlain Valley Educational Services, the collaboration between divisions is evident. Behind the scenes of CVES' successes is a dedicated team of purchasing clerks led by a purchasing agent, striving to ensure smooth operations and efficient resource management.

As the organization grows and ventures into new territories, the challenges intensify, but so does the resolve to better serve the community.

"For the most part, what we do is for CVES, but it's interwoven with component districts. We have a lot of purchases orders for School Support Services, which does work directly with schools, and I'll run the P.O. for them and get the products delivered to the schools," Purchasing Clerk Dee Akin said. "We are in the unseen background of how everything is done and filtered through."

BEHIND THE SCENES

One of the key groups driving CVES' success is the purchasing team of Akin, Stephanie Trombly and Jessica Lagree. They rely on collaboration amongst themselves, across CVES divisions and with vendors to ensure all purchases and transactions are properly completed.

At the forefront of Trombly's responsibilities as the purchasing agent is managing supply purchase orders, a task that



requires meticulous attention and adherence to regulations. According to BOCES requirements, nothing can be procured without a purchase order, making this aspect vital for divisions planning, projects, events, and day-to-day operations.

Lagree plays a pivotal role in managing various aspects of management services, from handling invoicing and generating reports to managing travel expenses and conference approvals. Additionally, she is responsible for processing internal invoices within the company, handling cash collections, credit card payments and assisting with payroll-related tasks.

Akin's primary responsibility is managing the Accounts Payable process, overseeing purchase orders, and ensuring proper documentation for payments. They handle a significant volume of invoices, receipts and emails from vendors, making sure all transactions are accurately recorded and resolved promptly.

MANAGING THE WORK

In the 2022-23 school year,

2,400 purchase orders were released, which is the greatest number of purchase orders in a single school year at CVES in recent history. This high volume of work led to the purchasing team managing 16,800 transactions. These transactions are made up of purchase orders, Section VII official payments, travel vouchers, cross contracts,

and Medicare payments.

"I feel proud of everybody who did things that had a great outcome," Trombly said. "I'm always seeing things that I can improve to help better benefit a certain area. But I was really happy with the purchasing of minivans because I put a lot of blood, sweat and tears into accomplishing that." The two Chrysler minivans for the Rise Center for Success (Special Education) was just one success aided by the purchasing team. Other divisions benefited by getting new cabinets, Xerox machines, connections with local farms or painting projects, just to name a few.

While transactions and orders are still high, the work ethic of the purchasing team doesn't slow them down. They excelled in the 2022-23 year, reaching new heights, and they have plans to continue growing and adapting for the new year.

"In the new school year, we're looking at lot of our processes and seeing how we can make things faster and easier while still getting the same high-quality results," Lagree said.

The Power of Perseverance

Rise Center for Success

Zaedynd Carpenter is headed to Clarkson University this fall. His journey to college saw him overcome many obstacles, which led him to finishing high school with a 4.0 GPA in his home district and getting a full ride to Clarkson.

Zaedynd came to the Rise Center for Success during his eighth-grade year. He couldn't regulate his emotions and faced his problems with physicality. He started in an 8:1:1 program at Rise, but that wasn't the right fit.

It wasn't until he joined Rise's 6:1:1 program that his social skills improved, and he was able to continue challenging himself academically.

JOINING RISE

Zaedynd took Regents-level classes in his program, so he was able to earn his Regents diploma with Honors at Northeastern Clinton. He started working consistently with School Counselor Kim Denton in 2018. Denton noted how well Zaedynd did academically, but he needed significant growth with social skills.

"The time at Rise made him reflect on how he controlled his emotions and how he interacted with other people and peers," Zaedynd's mother Melissa Cayea said. "When he went back to district, he didn't have a single issue his senior year, and he had many issues in a week prior to this program."

The 6:1:1 program is designed to help students succeed academically and gain life skills for when they graduate. Zaedynd's favorite part of the program was the Adventure-Based Learning. This is when the group can be physically active by going kayaking, hiking, walking or rock climbing.

The program specializes in restorative practices. For 45 minutes a day, students sit in a circle and talk about feelings or problems. It creates a safe space for students to express their feelings in a healthy manner.

"At first, Zaedynd hated the restorative practices. But as time went on, he became good at advocating himself and finding the right words to

express his feelings," Denton said.

DEFYING THE ODDS

Zaedynd's behaviors improved immensely over time. By his junior year, he asked to join a CV-TEC program. He became the first student in his program to attend CV-TEC.

"I loved CV-TEC because I like art and I like computers, so I was able to do both of those things and learn how to use Adobe products," Zaedynd said about the Digital Production & Multimedia Communications program. His favorite project was designing a Mayor's Cup logo.

The summer before going back to NCCS, Zaedynd attended SUNY Plattsburgh's Upward Bound program. He touched base with Denton twice a week and enjoyed the opportunity.

"Originally, I was very nervous to go back to NCCS, but I went to Upward Bound, and I got integrated and reconnected with people," Zaedynd said.

Zaedynd went back to NCCS for his senior year and split his days between his home district and CV-TEC. He enjoyed graduating with his class, but the success did not end there for Zaedynd.

"There's pride in the sense of what I've accomplished, but it's not necessarily pride in being the first one to do these things," Zaedynd said. "I'm just proud of what I've done."

He is the first student in his program to be accepted into a collegiate program, where he will pursue his passion studying Digital Arts.

"I was always worried that he would be held back by the education here, and I never thought that he would be able to get where he is with where he came from," Cayea said. "So, I'm glad that everything worked out, because I was so scared that it wasn't going to and I was scared that he wasn't going to get these kinds of opportunities by being in a program right here, which he ended up defying the odds and making it work. So, I'm very happy and very proud."



A Life of Education: Dr. Stay Retires as Mineville Principal

Rise Center for Success

Over the course of nearly 40 years in education, memories build and build.

Dr. Grace Stay is taking all her memories into retirement.

Dr. Stay has spent the last 15 years of her 39-year career stationed at the CVES Mineville Campus as the Principal of CV-TEC and the Rise Center for Success.

Her contributions to CVES are difficult to put into words, and her retirement is well deserved.

"The overriding feeling I have as I anticipate my departure is pride," Dr. Stay said. "I am proud of the work we have done here and our accomplishments. We support each other. There are a lot of kids who have been successful here that may not have been in other places, and that's because of the great people we have here who work in Mineville."

'THERE'S THIS LITTLE CAMPUS IN MINEVILLE'

After beginning her educational career in 1985 and spending 19 years as a school psychologist in Virginia, Dr. Stay shifted back to the North Country.

She spent three years as the Elizabethtown-Lewis Central School District CSE Chair before serving as a school psychologist at the William A. Fritz Center at CVES for two years.

That's where Francine Manion, the acting Director of Special Education at CVES, told her about Mineville.

"Fran said to me one day, 'Grace, there's this little campus in Mineville we need a principal for,'" Dr. Stay said. "I said that I was not sure about the position and had not thought about getting into administration. She said they needed someone to go down and oversee summer school. I went ahead and did that because I thought it was a good way for



me to see if I liked it or not."

Mineville turned into Dr. Stay's new home after that.

"I threw my name in the hat for the principal job following the summer, and the rest of the story writes itself," Dr. Stay said.

A JOB FILLED WITH RESPONSIBILITY

For the past 15 years, Dr. Stay has fulfilled countless responsibilities as she oversees both CV-TEC and the Rise Center for Success. The Mineville Campus also hosts a Head Start Program, and even though it did not fall under Dr. Stay's guidance, she always accounted for them and considered them part of the Mineville family.

"We all live in the same house here," she said.

"Everyone in special education knows everyone, and everyone in CV-TEC knows everyone. CV-TEC and SPED are just cousins. Even with Head Start, that's not one of my responsibilities, but they are part of us. I'll never forget when we had a fire drill, and that interrupted nap time for Head Start. Family members never can interrupt nap time. We learned quickly from that one."

But the emphasis Dr. Stay puts on family is genuine. Ahead of the 2022-2023 CVES Opening Day in Plattsburgh, her entire Mineville staff wore t-shirts with their names above their hearts and the phrase "Difference Maker" on the back.



Dr. Stay's team always made a difference.

"Since I have been here, we have gone from three SPED classrooms to six, and the tech world has developed and evolved greatly," Dr. Stay said. "We have had so many students walk through our doors and create pathways for their futures. The students are our successes. We just hope through our services that we can make a difference, and I believe we have."

THE FUTURE

There are some traveling plans ahead for Dr. Stay with trips to Europe, specifically Italy, and various destination in the United States in the works.

Most importantly, there is going to be plenty of time to relax.

But she's already committed to subbing when she is needed and is excited to still be part of her CVES crew.

"I am very proud of our Mineville Campus and how it's improved over the years," Dr. Stay said. "I may not be here every day, but I am always here to support education and our students as well as our staff. It's a huge part of who I am, and I really am excited for the future and believe in the future of CVES."



Rise Center for Success Top 5

Partnership with Plattsburgh CSD Adds Regional Programming

Planning to relocate 8:1:1 classrooms to be hosted by Plattsburgh High School took place to extend the continuum for the least restrictive environment for our regional programming. This will allow CVES to open additional classroom programming at our main campus answering the needs of regional student placement requests and decreasing student waitlists.

Positivity Project Combined with PBIS

Combining our Positivity Project and Positive Behavioral Interventions and Supports (PBIS) initiatives yielded excellent outcomes. Taking the curriculum-based nature of the Positivity Project, which teaches character strengths and empowers students to build positive relationships, with the evidence-based, three-tiered framework of PBIS proved to be beneficial for our students. They enjoyed fun-themed days and celebrations that stayed true to our daily and long-term goals driven toward student success.

SUNY Plattsburgh Students Visit Rise

More than 60 sophomores in SUNY Plattsburgh's education program participated in half-day shadowing opportunities this school year at the Rise Center. The pre-service teachers observed how BOCES specializes to serve students with disabilities. Students saw multiple programs in action before participating in a de-brief with staff members.

New On-Boarding Process for Staff

The Rise Center for Success identified the need to invest in its new hires before they start working with students. A new on-boarding process was developed to allow new employees to dedicate a full day with a coordinator and receive information that encapsulates CVES procedures, policies and best practices while working with students. New hires have the chance to shadow in classrooms and meet key people who they will work with. Staff acknowledged they can now work with students independently and confidently from Day 1.

Professional Development Through Restorative Practices

For students and staff, fostering connection and growth while exploring the power of restorative justice and professional development is paramount. What many students and staff refer to as "Circle-Ups" have become commonplace within classrooms. These sessions feature a structured process with students and staff combined or independent from one another talking with each other to resolve conflicts and/or strengthen positive relationships. At times, students even lead conversations with their classroom community, which is an amazing accomplishment and a reflection of the work taking place.

Printshop Continues to Thrive

School Support Services

In the summer of 1987, Kim Wimett started working for the CVES printshop. After 36 years of service, Wimett will be retiring at the end of 2023.

She started working for CVES as an 18-year-old. Wimett learned about printing from Norman Vincelette, who taught a Printing and Photography class at CV-TEC for 20 years. Wimett did a work study in the printshop for two months before being offered a full-time job.

"This has been my life," Wimett said. "If you think about it, it's the equivalent of almost three 12-year school years for kids, and I've been in one place for it. I will miss it."

Wimett has seen the printshop go through various stages of evolution. She has worked in three different locations, starting at Sibley Hall, then moving to Area Development and finally landing at Military Turnpike.

EVOLUTION OF THE PRINTSHOP

The printshop used to be smaller with less equipment, as technology hadn't evolved into the fast-paced machinery it is today.

There was one person, Jane Bush, running it, and she had only one printing press.

"You would stack the papers, and then when you collate them, you had to walk all the way around the table, and keep walking around the table," Bush said. "It's not like today where you can put them in a machine, and the machine will print them out."

After 10 years of running the printshop, Wimett was brought on to help Bush. Technology was modernizing and CVES brought in more equipment, but it still didn't compare to present day.

When Wimett joined, the printshop had a tabletop collator that only did 10 sheets at a time. There were two small presses as well. They had to staple and fold everything by hand.

As of 2023, the printshop has a collator, two presses, binding machines, laminators, three copiers, a paper cutter and folder.

"There used to be a lot more handwork," Wimett said. "There have been big upgrades, so we can produce more in a much shorter time."

The Co-Ser modernized into a well-oiled machine that Wimett and Becky Gates run, learning from their predecessors and evolving for the high



Kim Wimett, Jane Bush, Norman Vincelette and Becky Gates have a combined 102 years of service at CVES.

demands of present-day printing.

PRINTSHOP FAMILY

Throughout the years at the printshop, the printers were close-knit. Wimett, Bush and Gates were all taught by Vincelette at CV-TEC, creating a bond between them. Through their everyday tasks, they found fun, success and accomplishment.

During the recent move to Military Turnpike, Wimett and Gates were given two weeks to pack up and resume printing at the newest location. They palettized everything and helped move all the equipment from the shop.

"I don't think of doing my job as an accomplishment, but something I'm paid to do well, and it's important to me," Wimett said. "But, moving practically everything on our own and not falling behind on orders was an accomplishment."

There have been many jovial moments for the printshop as well.

Wimett remembered fondly the Christmas parties, summertime grilling and other nonwork-related activities with her Family of Professionals. She even recalled shooting rubber bands at paper with Bush and bringing Sue Lefebvre to the hospital for her first-born to be delivered.

"We laugh a lot," Gates said. "Kim and I find a way to laugh every day because every day is special, and something always happens."

As Kim prepares to retire, Gates said she will fondly remember eating lunches with Wimett outside in their "old lady rocking chairs" under the trees at the

former building.

“It will be weird not seeing her everyday,” Gates said.

“It will be a change, but I’m happy for her. As broken hearted as it is for me, I can mute it because I know the joy she is going to have.”

FUTURE OF THE CO-SER

As orders from component districts keep climbing, Wimett hopes to see the printshop fully digitized soon. By getting rid of the antique print presses, there will be more room in the shop. She also would love to see an envelope printer brought in to free up space from the envelope press.

“This would put us in a more environmentally friendly position,” Wimett said. “By removing those presses, we would be completely chemical free and plate free.”

There has also been more work with the printshop’s four-color copier.

“It’s a lot easier to use the copier,” Gates said. “I’ve seen a lot more color work coming in from school districts. It’s one of my hopes and desires that more teachers learn about the service we can offer them.”

The printshop continues to thrive with state-of-the-art technology and dedicated employees to provide quality products to CVES and component school districts.

School Support Services Top 5

TABLEAU RESURGENCE OF DATA

Instruction Planning for Assessment (Co-Ser 509) has increased services by collaborating with NERIC to offer all CVES participating component districts access to Tableau Data Reports. Tableau, a robust and responsive data analytics tool developed by NERIC’s Testing Services team, offers component school districts an effective and efficient resource to analyze data for the current accountability system and identify areas of focus based on student performance on state assessments. Early in the 2022-2023 school year, colleagues at Regional Information Center introduced Administrator for Instructional Services Michelle Lawrence to Tableau.

COMMUNICATIONS LAUNCHES FIRST IN-DISTRICT SERVICE

School Public Relations (Co-Ser 610) boosted its presence within component districts. In March 2023, Boquet Valley became the first district with in-district communications work. Publications Specialist Olivia Bousquet was embedded in the district once a week to provide multimedia support and services including, newsletters and social media messaging. School Public Relations provides to our components through print and digital platforms. Through this model, publication specialists truly know the culture of a district and partners in developing messaging that showcases the excellent educational experiences of North Country students.

PATHWAYS TO LEADERSHIP

Twenty-two participants took part in the first ever North Country Pathways to Leadership program during the 2022-2023 school year. This program, a collaboration with SUNY Plattsburgh’s Educational Leadership department, provided current educational leaders an opportunity to explore growing in their field by moving into administration. Currently, there is a shortage of educators who are interested in becoming administrators. This program aims to grow that talent locally. Feedback showed participants grew from conversations with current practitioners and better appreciate administrative work.

MODEL SCHOOLS CO-SER

During its first full year, Model Schools (Co-Ser 509) now has 10 districts enrolled in the service. It exists to provide support to teachers and administrators. It offers the chance to participate in workshops designed to develop the understanding and use of instructional technology to support student outcomes. The Co-Ser facilitates meetings to identify district’s technology needs and implementation process.

PARTNERSHIP WITH PUTNAM NORTHERN WESTCHESTER BOCES

Health, Safety and Risk Management Specialist Tom Smith worked with Putnam Northern Westchester BOCES to gain insight on how CVES can operate more safely and efficiently when a threat or crisis arises. PNW Regional Safety Coordinator Frank Guglieri facilitated trainings on reunification and threat assessment for the CVES region. Guglieri and his team at PNW have six years of on-site expertise and knowledge to offer.



Making History: Section VII Holds Inaugural Flag Football Season

School Support Services

Section VII's inaugural girls flag football season was a tremendous success.

Eleven teams participated in the historic season that offered girls the opportunity to play an interscholastic sport that barely was a thought before quickly becoming a reality.

Section VII Executive Director Matt Walentuk was busy in the months of January and February once it was clear there was enough interest among local schools to create a schedule of games for the 2023 spring season.



The catalyst for the first season stemmed from the New York Giants donating \$30,000 to Section VII to be used to jumpstart participating schools' flag football programs.

"This season was one of those things where

the stars aligned," Walentuk said. "The Giants with their money was the fuel that set the rocket off. Last year, this was not on anyone's minds."

ORGANIZING QUICKLY

While attending an Executive Director meeting for the New York State Public High School Athletic Association (NYSPHSAA) in January, Walentuk learned about the Giants' potential donation. He went ahead and asked two other Executive Directors of other Sections in the state who had already organized flag football seasons how their inaugural years went.

"My main questions were if the girls enjoyed the sport and if the quality of play truly represented interscholastic sports and was a quality product that could sustain itself," Walentuk said.

The answers that came from these questions were all positive, so the next steps included bringing the idea back to local athletic coordinators and superintendents and seeing what schools wanted to participate.

"None of our schools had any money budgeted for the sport," Walentuk said. "After meeting virtually with some community relations representatives from the Giants, we came up with a plan to



disseminate \$2,700 apiece to each school.”

Once the finances were accounted for, the true planning began after it was clear student-athletes were very interested in the sport.

Section VII successfully developed a schedule that did not interfere with other sports, which allowed girls to play multiple sports within the same season to let flag football grow without hurting numbers of other programs.

READY TO PLAY

Participating schools included AuSable Valley, Beekmantown, Keene, Moriah, Northeastern Clinton, Plattsburgh, Peru, Saranac, Saranac Lake, Schroon Lake and Ticonderoga.

On April 20, 2023, Schroon Lake traveled to Keene on a beautiful, sun-filled afternoon for Section VII’s first official flag football game.

This kicked off what turned out to be an 8-week season that saw all teams grow and improve while paving a pathway for student-athletes in the future to play.

“The growth of the product we saw was the most amazing thing,” Walentuk said. “The coaches, officials and players were all trying to figure things out in the first week. They knew the game, but you had to see what

would work and what would not within the rules. By the end of the season and seeing the trick plays, the strategy, the skill, we will never see that type of exponential growth within the course of a season again.”

FUTURE GROWTH

With all the success the first season brought, an exciting future awaits for flag football in Section VII.

Next year, it will become a sectional sport — meaning sectional champions will be crowned and advance to state play.

“My prediction is flag football will be the fastest growing sport in the country alongside girls wrestling,” Walentuk said. “There will be some growing pains, but it’s part of the process. We are excited to see how this evolves at schools.”

If the positivity surrounding the sport is any indication, flag football is here to stay with plenty of support from local school communities.

“I don’t think there is another sport across the country that brings people to the stands and the games like football,” Walentuk said. “We saw it this spring. We were getting big crowds at games filling the bleachers or standing along the fence three rows deep. It created a buzz. It’s being talked about. That’s the beauty of high school sports, and flag football brought our communities together.”



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