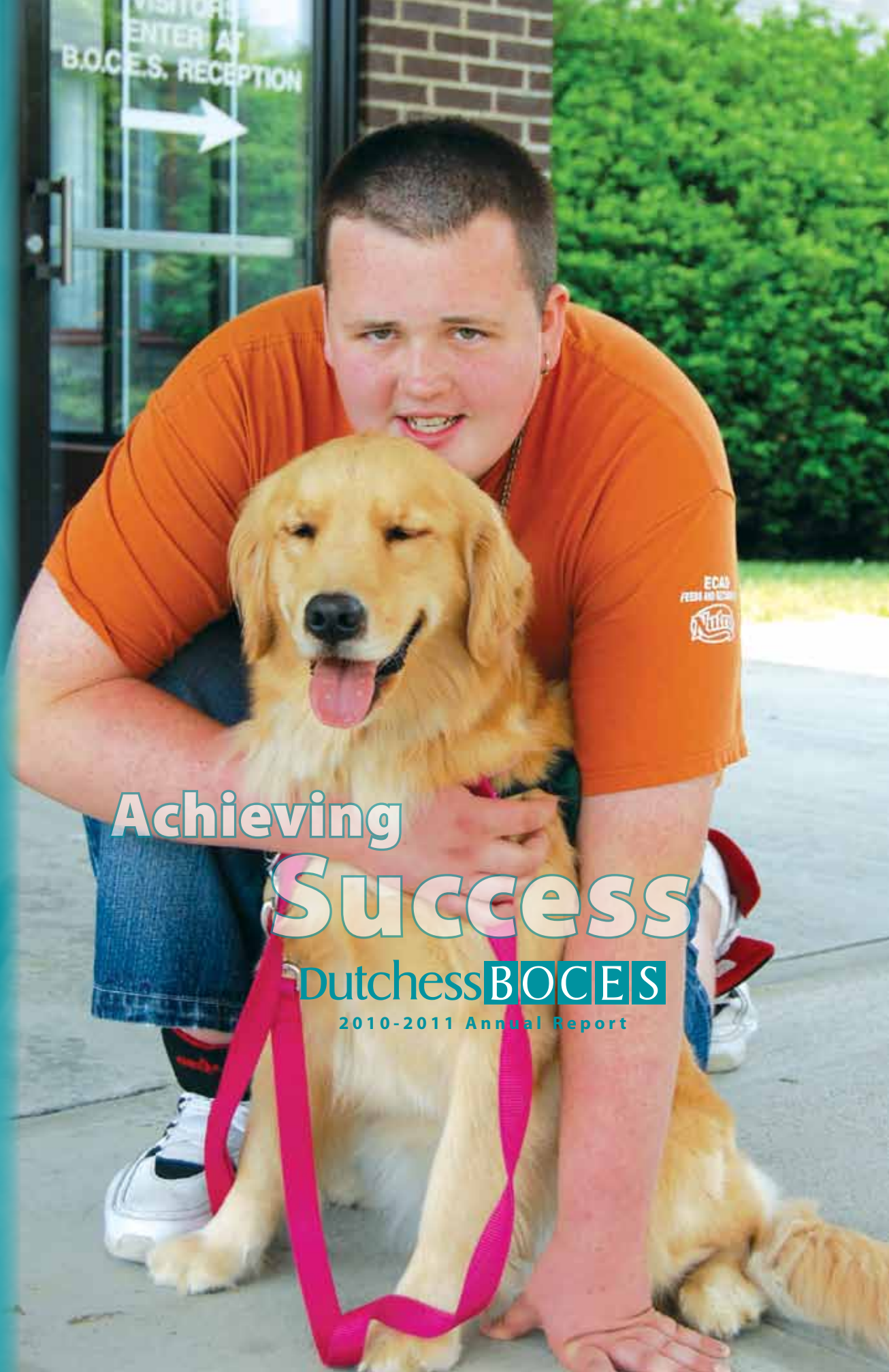


Michael Clair attended the Dutchess BOCES Alternative High School (AHS). He was a volunteer with East Coast Assistance Dogs (ECAD) for several years. While attending AHS he conducted an assembly for his AHS peers regarding assistance dogs. ECAD breeds and trains special dogs for children and adults who suffer from physical or mental disabilities that limit their daily activities and who can be helped by the use of a specially trained dog. Michael brought along two-year old Hope, a graduate of the training program, to demonstrate how these extraordinary dogs can assist their owners.

*Dog handler and former Alternative High School student Michael Clair poses with Hope*

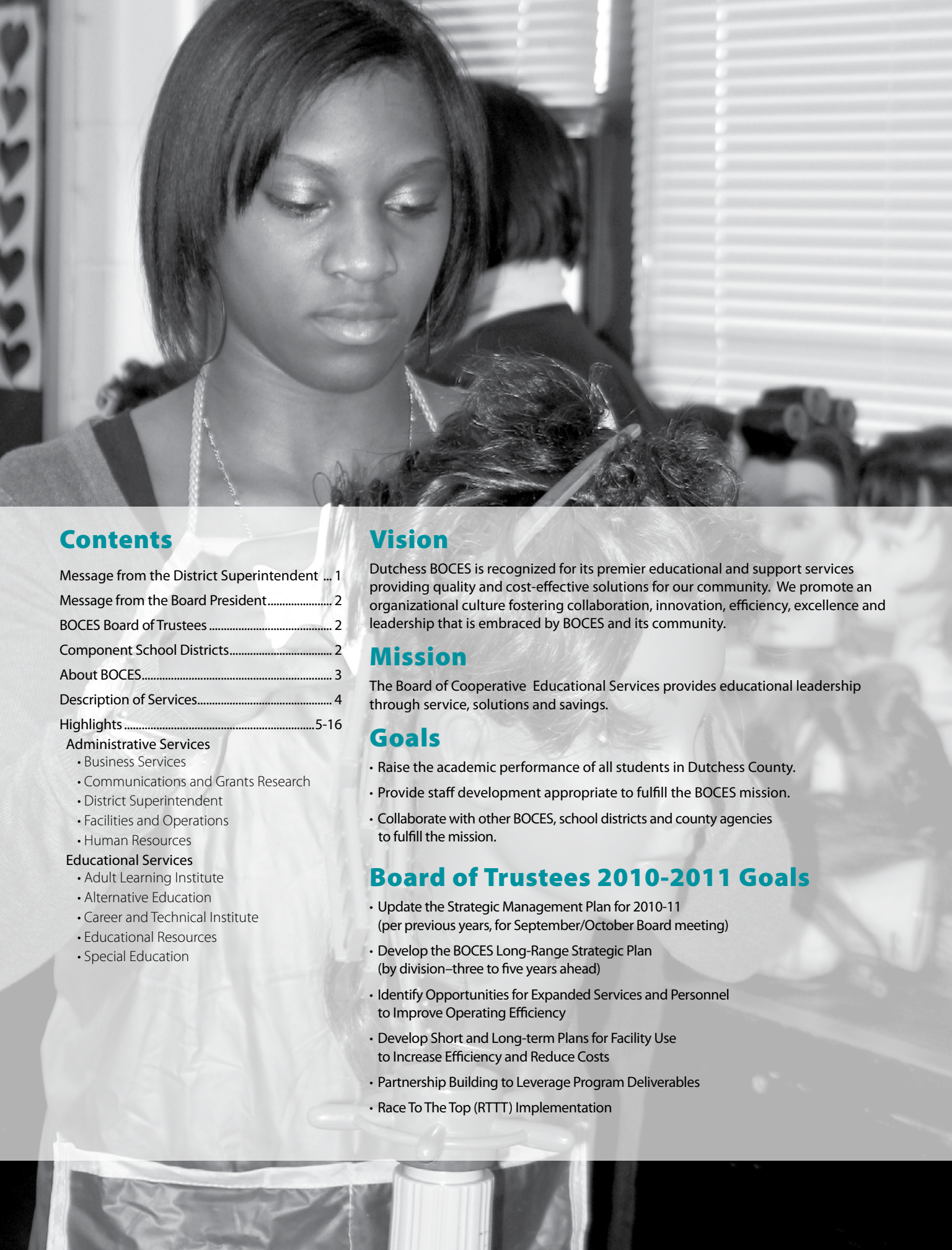


# Achieving Success

## DutchessBOCES

2010-2011 Annual Report





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## Vision

Dutchess BOCES is recognized for its premier educational and support services providing quality and cost-effective solutions for our community. We promote an organizational culture fostering collaboration, innovation, efficiency, excellence and leadership that is embraced by BOCES and its community.

## Mission

The Board of Cooperative Educational Services provides educational leadership through service, solutions and savings.

## Goals

- Raise the academic performance of all students in Dutchess County.
- Provide staff development appropriate to fulfill the BOCES mission.
- Collaborate with other BOCES, school districts and county agencies to fulfill the mission.

## Board of Trustees 2010-2011 Goals

- Update the Strategic Management Plan for 2010-11 (per previous years, for September/October Board meeting)
- Develop the BOCES Long-Range Strategic Plan (by division—three to five years ahead)
- Identify Opportunities for Expanded Services and Personnel to Improve Operating Efficiency
- Develop Short and Long-term Plans for Facility Use to Increase Efficiency and Reduce Costs
- Partnership Building to Leverage Program Deliverables
- Race To The Top (RTTT) Implementation

## From The District Superintendent

These are extraordinarily challenging times economically across the United States, and Dutchess County is no exception. Our mission as a BOCES thus becomes all the more valuable and irreplaceable. Efficiencies derive from economies of size that result from our cooperative partnerships among districts. The overall result is money saved for all districts and all taxpayers. We pledge to our readers not only to continue what we have done, but also to explore and develop new ways in which excellence of service and efficiency of expenditure are the guiding principles.

*John C. Pennoyer*



## Administration

**John C. Pennoyer**, *District Superintendent*

**Linda A. Heitmann**, *Deputy Superintendent*

**Sherre Wesley**, *Assistant Superintendent for Business Services*

## Dutchess County School Districts Administration

**Arlington CSD**  
**Lorenzo Licopoli**, *Interim Superintendent*

**Beacon CSD**  
**Harvey Hilburgh**, *Interim Superintendent*

**Dover UFSD**  
**Michael Tierney**, *Superintendent*

**Hyde Park CSD**  
**Greer F. Fischer**, *Superintendent*

**Millbrook CSD**  
**R. Lloyd Jaeger**, *Superintendent*

**Pawling CSD**  
**Joseph Sciortino**, *Superintendent*

**Pine Plains CSD**  
**Linda L. Kaumeyer**, *Superintendent*

**Poughkeepsie CSD**  
**Laval S. Wilson**, *Superintendent*

**Red Hook CSD**  
**Paul Finch**, *Superintendent*

**Rhinebeck CSD**  
**Joseph Phelan**, *Superintendent*

**Spackenkill UFSD**  
**Lois Powell**, *Superintendent*

**Wappingers CSD**  
**Marco Pochintesta**, *Superintendent*

**Webutuck CSD**  
**James Gratto, Jr.**, *Superintendent*



## From The Board President

On behalf of the Board of Trustees, it is a pleasure to extend greetings and thanks to all for completing another wonderful year on behalf of children. Excellence has always been a standard to achieve at BOCES. We know that the past couple of years were not easy, but the BOCES staff weathered the storms and achieved very successful years. In doing so, they continued their mantra of educational excellence, programmatic creativity and unrelenting support. This was done through a high degree of collaboration--individual and collective dedication by everyone.

The BOCES Board appreciates the contributions by all. We congratulate and thank everyone for the many accomplishments highlighted in this report that make BOCES successful!

*Edward L. McCormick*

## BOCES Board of Trustees

**Edward L. McCormick**, *President*

**Michael Riehl**, *Vice President*

**Ralph Chiumento, Jr.**

**Thomas Hurley**

**Thomas Johnson**

**Robert M. Meade**

**Jim Milano**

**Dale Culver**, *Trustee Elect*

**Nancy Pisanelli**, *Clerk of the Board*



# About BOCES

## **What is BOCES?**

BOCES stands for Board of Cooperative Educational Services. BOCES are public organizations that were created by the New York State Legislature in 1948 to provide shared educational programs and services to school districts.

## **How do the BOCES programs work?**

BOCES services are created when two or more school districts determine they have similar needs that can be met by a shared program. BOCES helps school districts save money by providing opportunities to pool resources and share costs. Sharing is an economical way for districts to provide programs and services that they might not be able to afford otherwise. It is usually more efficient and less costly to operate one central service than it is to have separate programs in each school district. However, BOCES services are often customized, offering districts the flexibility to meet their individual needs.

## **How is BOCES governed?**

Each BOCES is governed by a board of trustees that is made up of representatives from component school districts. They are elected by component boards of education but serve at-large for the county. BOCES board members are responsible for policy decisions.

## **I know BOCES provides special and alternative education programs and career/technical programs, but does BOCES offer other services?**

BOCES provides many different types of programs, although Special Education and Career and Technical Education are usually the largest programs. Other services available through BOCES fall into the categories of Technology, Professional Development, Adult Education, Communications and Business Services. The numbers and types of services offered change continuously as component districts' needs and requests evolve.

## **Who decides which BOCES services to purchase?**

Local boards of education review their district's needs each year and make decisions about BOCES services. Because districts' needs change every year, decisions about BOCES services may also change every year. The decision about whether to participate in each BOCES service is based on the unique needs of each district. If a district doesn't need a BOCES service, it doesn't request it and does not pay for it.

## **Why do school districts participate in BOCES services?**

Because BOCES services are shared by two or more school districts, they generally cost much less than if districts provided the services on their own. Districts pool their resources and share the savings.

## **How are BOCES services paid for?**

BOCES have no taxing authority. An administrative charge is assessed in proportion to each component district's size, but most BOCES revenue is from the fees charged to component districts for the BOCES services they have chosen to use. BOCES expenses are incorporated into each district's annual budget. State aid helps to offset some of the cost, and other services are directly funded by the state or federal government.

## **What is BOCES aid, who gets it, and why?**

New York State gives a financial incentive to encourage participation in shared services by offering BOCES state aid for BOCES services. This is how BOCES state aid works: Each district's board of education selects BOCES services for the current year. In the following school year, a portion of the cost of BOCES services is returned to the district by the State of New York. The amount returned to each district depends on which services the district buys and is based on a formula that takes into account the district's financial resources. Money returned to the district is used as revenue.

## **What BOCES services do not generate BOCES aid for local districts?**

Special education services from BOCES do not earn BOCES aid for local districts, but local districts do receive Excess Cost Aid to offset some of the costs of special education. Also, some expenses within services may not be aided. Other services that do not qualify for BOCES aid are student transportation, services funded from other sources, consumables and adult education. The amount of aid varies from district to district.

## **Do BOCES students graduate from high school?**

BOCES does not confer high school diplomas. Most career and technical students and some special education students graduate from their local districts with Regents diplomas.

# Provided SERVICES

## **Adult Learning Institute (ALI)**

The Adult Education Programs at ALI provide services to adults and out-of-school youth in classes from various locations throughout Dutchess County. Programming encompasses six major areas:

- Career and Technical Education
- Academic/GED®/ESL classes
- Programs for targeted populations
- Customized training for business and industry
- Community education
- Online classes

## **Alternative Education**

Dutchess BOCES offers several Alternative Education Programs for young people recognized as being “at risk”. These programs provide students with an individualized instructional program with extensive support services leading to a high school diploma.

## **Business Services**

Dutchess BOCES offers a series of cooperative management programs. These programs are designed to provide cost savings, improve service delivery and increase efficiency through shared services among the component districts.

## **Career and Technical Institute (CTI)**

The High School Programs consist of an extensive list of courses that enable students to develop skills and attitudes that lead to career success while fulfilling their high school diploma requirements.

- Arts/Humanities
- Business Information Systems
- Engineering Technology
- Health Services
- Human and Public Service
- Natural and Agricultural Services
- Related Academics/GED®

## **Communications and Grants Research**

The mission of the Office of Communications and Grants Research (CGR) is to promote public awareness of programs and services offered by Dutchess BOCES and its component school districts and to explore funding opportunities. This office is primarily responsible for the overall development and implementation of our organization’s internal and external communications and for providing school districts with a variety of services to enhance their communication and public relations efforts.

## **District Superintendent Services**

In addition to serving as the Chief Executive Officer of Dutchess BOCES, the District Superintendent serves as the Commissioner’s representative to the component districts, as well as the liaison between local districts and the State Education Department.

## **Educational Resources**

The Educational Resources Division provides a broad array of professional support to school districts, schools, their staff and students. The division goal is to improve teaching and learning for all students. This goal is met through services that focus on leadership development, staff training and curriculum development, student literacy, comprehensive planning, data analysis, integration of special and general education, specialized student programming, broadband network infrastructure for video and data, and learning technology.

## **Facilities and Operations**

The Facilities and Operations Division offers an assortment of cooperative programs designed to assist districts with providing a safe and healthy environment, building maintenance and transportation. These programs provide districts with cost effective professional expertise.

## **Human Resources**

The Human Resources Division facilitates the recruitment activities of component districts for both certified and non-certified staff, provides assistance to school districts in complying with certification regulations for coaches, enables participating districts to receive eligible medicaid reimbursement dollars, and acts as a regional certification office for residents and school districts of Dutchess County.

## **Special Education**

Dutchess BOCES Special Education Programs respond to the needs of students and component districts by providing academic and vocational programs, promoting positive attitudes and behaviors and assuring opportunities for individual student growth. A continuum of services, from the consultant teacher model to self-contained classrooms, is available for students from age five through transitional services to the adult world of work.

# Highlights

*This Annual Report presents an important opportunity to celebrate the many successes enjoyed by Dutchess BOCES. Our hardworking staff never take success for granted. We are committed to continually improving all of our programs and services to assure that we meet the highest quality standards.*

## Anti-Bullying Workshop

Dutchess BOCES hosted a three-hour anti-bullying workshop entitled Addressing the Problem of Bullying, presented by two certified individuals from SAANYS, Nancy Andress and James Dillon. Over 100 individuals from various component districts in Dutchess County as well as our Dutchess BOCES staff attended this conference. Schools and society as a whole are working to respond to this issue to staunch this activity and minimize the effects of bullying.

## BOCES Environment-Friendly Program

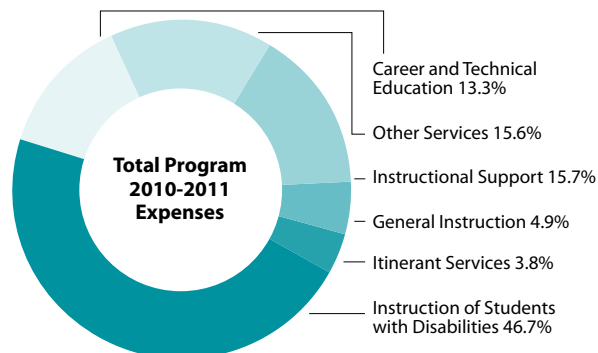
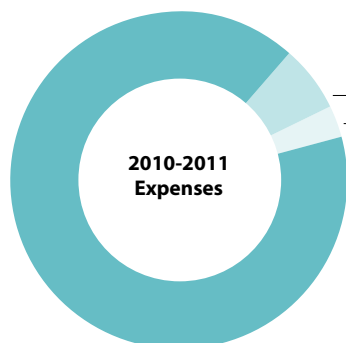
Dutchess BOCES generated a bid for old computer equipment and subsequently received \$10K for the equipment that was otherwise slated for recycling. Finding alternatives to filling our landfills with old equipment is just one way we can maintain an environmentally friendly program while at the same time bring in revenues for our organization. We would like to especially thank Mari Huber for her contributions in making sure that this transaction was successfully completed.

## Dutchess BOCES Receives UW Award

On December 9, 2010, Dutchess BOCES and several component school districts were part of the nearly two hundred financial and resource contributors who attended the 2010 Dutchess County United Way LIVE UNITED Campaign Finale. At this event, United Way honored three organizations with a campaign award for outstanding achievement. Anna Marie Paolercio accepted the award presented to Dutchess BOCES for increasing our 2010 contributions by 46% over our 2009 contributions. Way to go Dutchess BOCES!



## Dutchess BOCES Expenditures for 2010-2011



## spotlight

## Dutchess BOCES Announces its New Adult Learning Institute (ALI): Same Outstanding Adult Education Programs at a New and Convenient Location

On May 2, 2011, the Dutchess BOCES adult education program took on a new name--Dutchess BOCES Adult Learning Institute. ALI (pronounced ally), with its new location at One Civic Center Plaza, Suite 300, in downtown Poughkeepsie, makes it more convenient to pursue your adult education needs. The new location is centrally located (right across the street from the Mid-Hudson Civic Center) and easy to reach by car or bus.

This new location puts Dutchess BOCES adult programs near our current and future students. Sherre Wesley, who was the Adult Education Administrator at that time, stated "Dutchess BOCES ALI is within easy walking distance to those organizations with which we work. For students, that means easy access to services and for staff it means easier and quicker communication and less time traveling to meetings." She continued, "We're now an easy walk to the Department of

Labor, Dutchess One Stop, Department of Social Services -- and an elevator ride away from the Dutchess County Regional Chamber of Commerce and Job Corp." ALI combined most of the BOCES programs that were previously housed at the Manufacturing Technology Institute (MTI) off of Route 55 in Poughkeepsie, as well as those programs that were located at the Family Partnership Center (FPC).

Among the ALI courses offerings are GED® preparation, ESL, nursing assistant, phlebotomy, real estate salesperson, and workplace skills training. Continuing education courses range from computer applications to defensive driving to digital photography. Space is available for specialized corporate training and ALI is ready to design programs to meet the needs of area businesses. Registration is ongoing and new courses start year round.



# Highlights

## CTI Students Erect New Sign for Webutuck

Dutchess BOCES Career and Technical Education students were asked by Webutuck Superintendent Steven D. Schoomaker to design, build and erect a new sign for the district. The sign replaced the current sign on Route 22 in Webutuck.

## Educational Resources – Quest Atlantis Training

In September 2010, the Dutchess BOCES Model Schools Program hosted a meeting of our counter parts from throughout New York State. Almost thirty Model Schools specialists from BOCES and Regional Information Centers across the state attended. Although this was a regularly scheduled quarterly meeting of our Statewide Model Schools group, the two-day session was dedicated to a special event. We were all “trained to be trainers” for an amazing online 3D learning system called Quest Atlantis ([www.questatlantis.org](http://www.questatlantis.org)). Quest Atlantis (QA) is an international learning and teaching project that uses a 3D multi-user environment to immerse children, ages 9-16, in educational tasks. QA is provided free to us and our component school districts through this project managed at Indiana University and funded by the John D. and Catherine T. MacArthur Foundation. Our Learning Technology team and support staff did an amazing job in preparing the technology, the room and refreshments. Our statewide network greatly appreciated Dutchess BOCES hosting this event!

## BOCES Student Earns Ray of LIGHT Award

Congratulations to Ashlynn Booker, the first BOCES student of the 2010-2011 school year to receive the prestigious Ray of LIGHT award at Union Vale Middle School. The Ray of LIGHT (Loyalty, Integrity, Generosity, Honesty, Teamwork) program recognizes students who perform extraordinary good deeds or other acts of kindness with the Union Vale community. Faculty members nominate students and winners receive an award certificate and acknowledgment on the school’s main lobby bulletin board for the entire year.



## Model Schools Online Learning

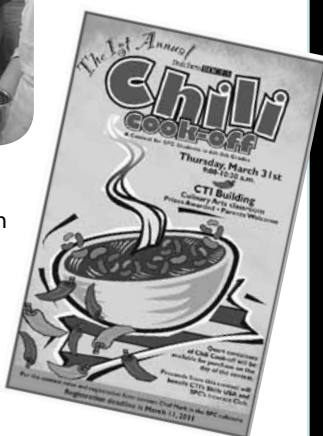
The Model Schools staff specialists worked diligently to address online learning opportunities for high school students in New York State. ER specialists continue to work to meet the needs of our students while re-positioning our own teachers to be the providers of online content. Our Model School staff specialists spent quality time in late 2010 meeting with Dutchess County school districts to identify teachers and courses that could be converted to online and subsequently offer “seats” to students from other schools.

## spotlight

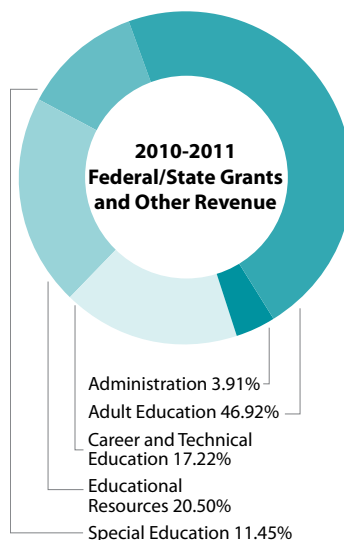
### Chili Cook-off is Huge Success!



The Chili Cook-off was a huge success! The event was held on March 31 at CTI and was a team effort between Salt Point Center’s grades six through eight and CTI’s culinary students. Dutchess BOCES Chef Mark Graffam and CTI’s Culinary Instructor Daniel Tierney supervised the Chili Cook-off. Quart containers of the homemade chili were available for purchase on the day of the contest, raising \$400 to benefit CTI’s Skills USA and SPC’s Interact Club. A video was produced about the event and was posted on our Web site, receiving over 38,000 hits!



### Federal/State Grants and Other Revenue





"Work-Based Learning provides our students with the 'authentic learning' that supports their trade instruction at CTI and what they need to be successful in the 21st Century, not only in post secondary education but in the 'real world' of work."

Roberto Bonefont, *Work-Based Learning Program Coordinator*

### TEG Sponsors BETA Scholarship

TEG Credit Union pledged to pick up the funding of an expiring BETA scholarship program. This decision was made at the June 2011 BETA graduation ceremony, at which Prokov and his assistant were present. Because TEG's CEO was so moved by the student speeches and the overall success of the Alternative and Special Education program, he announced that TEG would take over as sponsor of this scholarship. Many thanks to TEG for its generosity!

### Cross-systems Workshop

In late September 2010, Dutchess BOCES Special and Alternative Education Program, along with the Dutchess County Department of Mental Hygiene, Taconic Developmental Disabilities Services Office and Mental Health America, sponsored a Cross-Systems Workshop on Navigating Services for 50 Medical Service Coordinators and Mental Health Case Managers. The workshop dealt with a family's perspective on making the most of what is available when individuals have both mental health and developmental disabilities. The family that graciously spoke and shared their experience was truly a Dutchess BOCES family. The mother works as a teaching assistant in our Alternative High School/Adolescent Day Treatment Program and her daughter is a recent graduate of the same program. The audience came away with a deeper appreciation for the struggles that many families face in obtaining appropriate supports for loved ones with special needs. We thank

New Horizons Resources, Inc. for allowing us the use of their state-of-the-art training facility.

### Dutchess BOCES GED® Pass Rate Surpasses NYS

A GED® Prep Summary Report from the State Education Department favorably compared the Dutchess BOCES first quarter 2010 GED® pass rate of 81% for the period with the overall New York State pass rate of 51% for the same period. When asked, ALI administrator Mary Fayne Simpson reported that this success could be attributed to our higher classroom and testing standards. Simpson also shared plans for the Adult Education Program to partner with additional community agencies to address and provide for a variety of training needs for area literacy students.

The overall pass ratio for the GED® in NY was about 60%. The Dutchess BOCES GED® pass rate was about 70% overall, including walk-ins and those with undocumented levels of preparation. This 70% breaks down into a pass ratio of about 90% for students in the Dutchess BOCES GED® prep program, about 90% for CTI students, and about 85% for AHS students.

### Dutchess BOCES Employees Recognized by MHSSC

Two Dutchess BOCES employees were recognized at the Mid-Hudson School Study Council (MHSSC) Awards for Excellence event at Anthony's Pier 9 in New Windsor in October 2010. Congratulations to SPC's Doug Damiani and ALI's Linda Way!

### 2010-2011 Salt Point Center Moving Up Day

To me success means what I have done this year. If you look at me now and then look who I was last year, before I came to SPC, you would have to question whether or not it is the same person.

I use to skip classes because I was scared. I didn't go to school because I was scared to face the crowd. Some of that is due to my separation anxiety.

I couldn't leave my parents side unless I knew they were okay and where they were going to be. I couldn't even walk through the doors of my old school. On a good day I could walk through the doors and last about a second then I would have to go to the guidance office because I was so scared. I couldn't do anything when I was like that. I couldn't talk, I couldn't write. The only thing I could do was cry.

Now I can go to school everyday without worrying about my parents. I can go to school without being



scared. I can walk in the doors without crying. I can talk, smile and do my work. If I was having a hard time I could take a breather in the quiet room, I could go for a walk or I could even write a note to Ms. Fitz.

When I was at my old school, I used to think I wasn't going to have a bright future. I never wanted to look at any schools especially colleges. I thought

I was going to go to college, last only one day and become a dropout. Now I see my future bright and full of possibilities. Some of the people that have helped me through those times are the wonderful staff here at SPC.

Thank you to Mr. D, my teachers, Ms. Babbs, Ms. Fitz, the cafeteria staff, Ms. Cate, the crisis workers, the nurse, Mr. Fitz, Ms. Bananza, Coach Mauer, Coach Rosa, Mr. Jacobs and mostly ... my friends.

Thank you everybody for a wonderful year.

BETA – Nichole Knapp, June 11, 2011

*"Now I see my future bright and full of possibilities."*

# Highlights

## Dutchess BOCES School Library System

In 2010, the School Library System created a learning portal that provided students and teachers with access to databases, Web 2.0 tools, and educational resources to complement curriculum. It also served as the entrance to an online public access catalog and a space to show off student work.

In 2011, the School Library System formed a partnership with the Poughkeepsie Public Library District to create a workshop to train educators in collaborative efforts related to The Big Read. The Big Read is a national initiative of the National Endowment for the Arts that promotes literacy and encourages communities to draw together through reading, discussing and responding to literature. Two Thornton Wilder books were selected: Our Town and The Bridge of San Luis Rey. The School Library System also worked collaboratively with the Special Education Division to create an SPC Library and the SPC Library Media Center Web site. Visit the Salt Point Center Library Web site for many resources, databases and current news.

## CTI News

- Four past and present Career and Technical Education students were awarded scholarships at the May Dutchess County Regional Chamber of Commerce Education Breakfast. Congratulations to Angela Banks, Poughkeepsie High School/Nursing Assistant Program student who won two awards (Richard A. Mitchell Scholarship and Eileen Hickey Scholarship) and Justin Fryer, FDR/Culinary Program student who won the Cosimo DiBrizzi scholarship. A CTI graduate from our Automotive Program in 2006, Corey Kip, won the Manufacturing and Trade Scholarship. Kip will attend our Adult Learning Institute (ALI) HVAC program.
- Practical Nursing Program test results -- 100% pass rate!

- Thirty-nine CTI students participated in the Skills USA competition. Congratulations -- we received 2nd place in cabinetry building!
- For the first time since 1983, CTI produced a yearbook. Many thanks to the CTI students and staff for their hard work on this project.

## Dutchess BOCES at the Dutchess County Fair

Dutchess BOCES once again participated in the Dutchess County Fair in August 2010. Several thousand people stopped by our tent to gather information or just chat about our programs and services. Visitors walked away with a great reusable goodie bag full of information about the programs and services offered at Dutchess BOCES. There were so many great presentations during the week. Many thanks to CTI's Mitchell Shron and all the BOCES staff members who helped make this event so successful!



## Online Video Announcement Series

SPC introduced the Online Video Announcement Series. Members of SPC's Student Senate videotape the daily announcements and their character education lessons and subsequently place them in an online video collection. Teachers and students can view them at their leisure during the course of each school day.

## Webutuck Student a Hero

Webutuck CTI student Alex Kay utilized CPR to save an individual's life in the fall of 2010 and earned a hero's welcome from his classmates and teachers. Kay was modest about his extraordinary experience, but encouraged others to learn CPR. Way to go Alex Kay!

## spotlight

### Class of 2011 Preparing for Our Future . . . LifeSkills Training

Students from the Nursing Assistant Program at the Career and Technical Institute (CTI) completed a six-week optional training program conducted by the National Health Promotion Associates (NHPA), a research and development firm. The students participated in interactive workshops designed to promote work-specific skills while reducing the risk for substance abuse. Topics covered included Goal Setting for Success, Effective Communication, Managing Stress, Time and Money, Decision Making and Risk Taking, and Relationship Building. The students participated in a survey in the beginning and the end of the training program.



The LifeSkills Training Transition to Work (LST Transitions) program is an innovative skills-based substance abuse prevention program that is designed to help

Career and Technical Education (CTE) students develop the necessary skills to ensure their future success as they transition from school to the workplace. LST Transitions is based on the highly effective LifeSkills Training, which has earned "Model Program" status from a number of government agencies such as the US Department of Education, the National Institute on Drug Abuse and the American Medical Association, just to name a few. Congratulations to the twelfth-grade Nursing Assistant Program students at CTI!

"I would like to share my experience while attending the Moving Up Day ceremony at BOCES Salt Point... The procession began with the students walking down the aisle with the proudest smiles you could feel their happiness. I noticed the unity, love and respect these kids held for each other... The last young man to march down the aisle had the brightest smile and was so happy you felt his energy. The other kids cheered him on and it was the most beautiful thing I've ever seen.."

Deborah Milone, *SPC Parent*

### Poughkeepsie Library's Big Read

During the month of October, many local classrooms actively participated in the Poughkeepsie Library's Big Read Event that was open to the public as well as students in grades five through eight.

- Salt Point Center students from several classes rendered interpretations, designed a PowerPoint and presented a dramatization of three works by Edgar Allan Poe. The Coordinator of the Big Read was very impressed by our students' work and therefore requested to have the PowerPoint presented at the closing ceremony of the Big Read. Congratulations to the students and staff for receiving this distinction!
- Several positive outcomes also resulted in having our Adult Literacy classes participate in the Big Read Project. First, our adult students felt a real connection to the community because of their involvement in the project. In addition, the activities encouraged them to voice their opinions and ideas through oral and written assignments. Lastly, and most importantly, reading Poe's stories and poems helped them to gain an understanding and appreciation for classic literature.

### Book Fair a Success!

Thank you to all who came out to support Salt Point Center at the Barnes & Noble Book Fair in April 2011. Our students participated in a Tournament of Champions Spelling Bee, poetry readings and children's story time. Student artwork was on display and local author MG Wells signed copies of her new book. Over \$2,000 worth of books were purchased in support of our school, netting a \$300 gift card to be used on new materials for the Salt Point Library Media Center. We had a great time and your support was much appreciated!

### BOCES Cafés

Two in-district classes offer something special to the school community. BOCES cafés are an excellent opportunity to open the doors of our classrooms to the members of the school community. Each Friday, Joanne Abraskin's Arlington High School's class serves coffee to students and staff and Martha Schultz's Pawling High School class serves coffee and donuts.

### DCRCOC Marketplace 2010

Dutchess BOCES once again had a presence at the Dutchess County Regional Chamber of Commerce (DCRCOC) Marketplace 2010 event held at the Grand Hotel in Poughkeepsie.

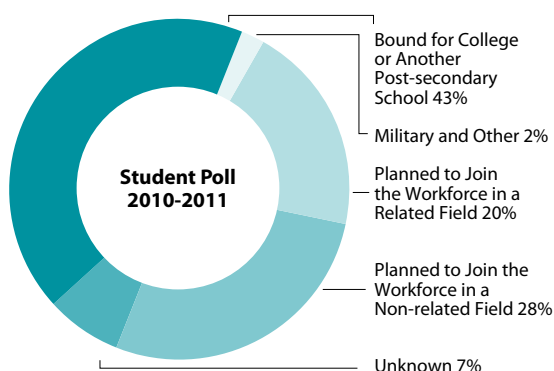


This was a great opportunity to reach out to the community with information about the programs and services offered at Dutchess BOCES. Administrators serving as "ambassadors" at the event included Anna Marie Paolercio, Mitchell Shron, Jeff Rouse, and Sherre Wesley.

### BOCES NOC Moves to SPC Campus

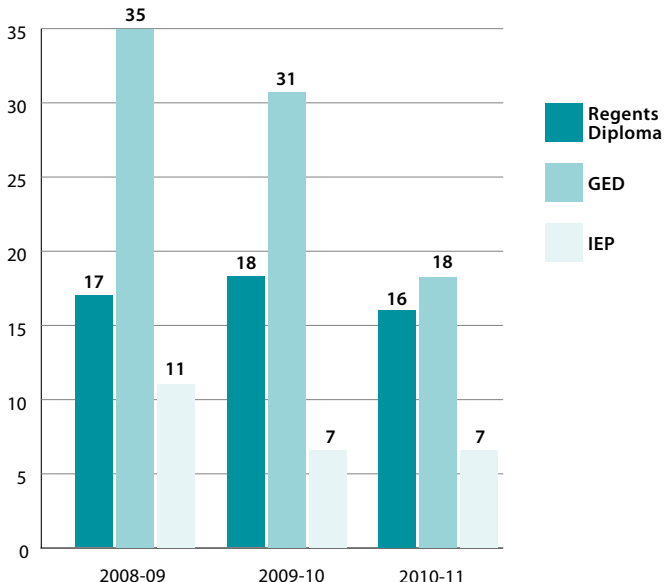
The Dutchess BOCES Network Operations Center (NOC) has been relocated from the BETA building to the Career and Technical Institute (CTI). HUGE thanks to all those involved in this very complex project, especially the staff of the Facilities and Operations and the Educational Resources Divisions.

### Career and Technical Education Graduates Polled



A poll of the graduating CTI students indicated their future plans beyond graduation.

### Alternative Education Graduation Rates





# Highlights

## Educational Resources Data and Digital Design

Jeff Rouse reported that Dutchess BOCES updated the “old” Distance Learning COSER to now include eLearning tools for students such as Apex Learning, NovaNet and Compass Odyssey. Each of these Web-based tools offers 24/7/365 access to online courses for such purposes as credit recovery, core, elective, and/or advanced placement courses across all of the major subject areas, such as English language arts, math, science, and social studies. These tools can be used online by students and teachers at home, in school or a blended combination of both.

## Outstanding Adult Student Award Winner

The New York Association for Continuing Education (NYACCE) Student of the Year Legislative Awards Event Committee announced Jill Christiansen, Dutchess BOCES Adult Education nominee, as an Outstanding Adult Student Award Recipient for 2011. Christiansen was one of 41 other worthy nominees. The award celebration occurred in early March 2011 at the Clarion Century House Hotel in Latham, where Christiansen



made a brief acceptance speech. Festivities continued with a visit to the Legislative Office Building in Albany, where Christiansen and guests met with NY Senator Stephen M. Saland and Assemblyman Joel Miller. Christiansen's Dutchess BOCES sponsor, Mary Fayne Simpson, joined her in attending this wonderful event. Congratulations, Jill Christiansen!

## Young Rotarians Attend Rotary International Day

SPC's Paula Goehring, Jodiah Jacobs and BETA's Kathy White as well as Interact Club students from Dutchess BOCES traveled to the United Nations to attend Young Rotarians Rotary International Day. The trip was organized by Roger Risko and sponsored and financed by the Poughkeepsie/Arlington Rotary Clubs. The students experienced



## Technology Services 2010-2011 School Year

BOCES provides technology services to district and BOCES staff and students.

BOCES provides technology services to district and BOCES staff and students	Districts / Number of District Staff	Number of BOCES Staff	Students
Distance Learning	0/0	152	0
Instructional Computing	13/3,898	152	45,004
Computer/Audio Visual Repair	9/2,941	152	NA
Library Automation/Software	8/1,488	75	0
LAN Installation/Support	11/3,227	152	36,987
Distributed Process Technicians	5/1,646	152	29,135

## Professional Development 2010-2011 School Year

BOCES provided training in the following areas	Number of Participants				
	Districts	Teachers	Para-professionals	Principals	Other
Common Core Learning Standards	33	1,148	0	133	0
Data-Driven Instruction	8	286	0	0	0
Lead Evaluator Training	11	0	0	60	0
Principal Evaluator Training	11	0	0	60	0
Integrating Technology into Curricula and Instruction	36	1,108	252	235	117
Project Based Learning	7	19	0	4	117
College and Career Readiness	7	0	0	8	0
Career and Technical Education	7	0	0	8	0
Instructional Strategies	70	3,422	97	196	132
Special Education Issues	62	1,398	411	494	653
(RSE-TASC ) Regional Special Education Technical Assistance Support	18	860	519	37	762
(SE-SIS) Special Education School Improvement Specialist	6	1,594	0	0	0
Leadership Training	17	43	0	313	0
Professional Practice (APPR)	13	0	0	313	0
Culture/Climate	15	204	15	30	0
School and District Planning	16	71	0	315	0
Response to Intervention	17	51	0	43	7
Data Management and Analysis	18	294	0	0	0
Learning Standards (ELA, MST, etc.)	31	400	19	0	11
Interdisciplinary Teaching (including integration of career technology and academics)	15	281	9	3	0
Other	49	286	29	35	41

"We should never underestimate the power of shared learning. This was one of our most successful events."

Linda Heitmann, Ph.D, *Deputy Superintendent*

various activities during the course of the day, including The Youth Program, Rhinebeck's Interact student presentation entitled Make a Difference in Nicaragua, a lively discussion with a Rotaract Club in Paris, a music video by Ronny Monroe entitled Together We Can, and a testimonial from a polio survivor about his fight to eradicate polio in the world. In addition, the students learned how they could help find solutions on environmental problems. This experience may open the door for our Interact Club to become part of the Rotary Youth Exchange where students visit other countries during the summer or during the course of the regular school year.

### BOCES Pegasus Program Students Recognized

During April 2011, two BOCES students were recognized for their job performance. The students, Carlos Johnson and Saadiq Paulin, attend Pawling High School and are enrolled in the BOCES Pegasus Program class. As part of the educational, living skills and social skills enhancement curriculum, Johnson and Paulin participate in a student volunteer program in the high school cafeteria. This is a great example of how this program helps special needs students connect and assimilate into the greater school community.

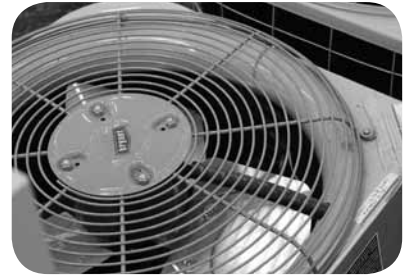
### ADT Program Successes

The Adolescent Day Treatment Program was pleased to report a very successful 2010 as indicated by 97% of the 120 students enrolled successfully avoiding re-hospitalization. Factors cited

for this success included the active participation of 77% of the students' parents in program activities and steady program attendance by 74% of the enrolled students. Also cited as a success marker were three students out of the 25% of ADT students in the CTE program who made the honor roll.

### N&S Supply Partners With CTI

Dutchess BOCES CTI Program received a donation of \$35,000 of HVAC equipment from N&S Plumbing Supply for students in our HVAC program. Many thanks to this local business for supporting one of our great CTI technology programs.



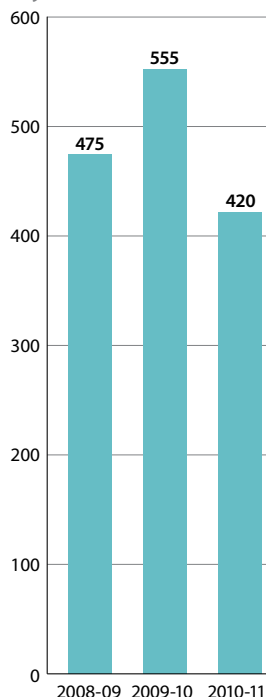
### Sharpening Your Moodle Noodle

Jeff Rouse, Coordinator of Data and Digital Design, was invited to address the Dutchess County school superintendents to outline the uses of Moodle, the online learning community that has education professionals all abuzz. The group learned that Moodle can be used in simple ways--as an electronic classroom newsletter for parents, as a digital assignment pad for students, or in more complex ways as a medium for extending the classrooms into the realm of anyplace, anytime learning, facilitating student - teacher interaction and collaboration within a protected, Web-based environment. The superintendents were so impressed by and interested in Moodle's potential that they asked Rouse to create a space in Moodle for their own dedicated use.

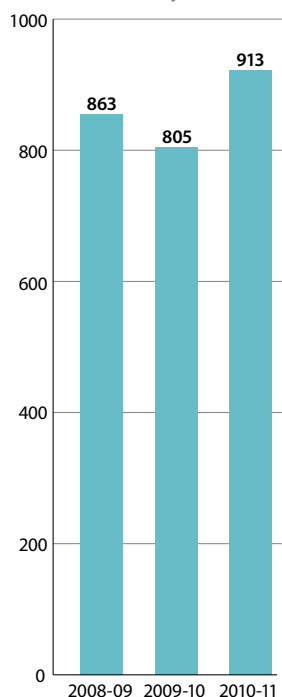
### BOCES In-District Classes

- Eileen Huller, Dutchess BOCES Teaching Assistant at Nassau Elementary, was honored at Todd Middle School. Huller received a Lifetime Member Award from the Spackenkill Union Free School District Todd Middle School PTA. Congratulations, Eileen Huller!
- Lisa Slagle's PEACCE class at Arlington High School joined the high school's Environmental Club. The BOCES students will work with student "buddies" on a recycling project for the school.
- The Incentive Committee, chaired by Ann Banas, initiated a 'Student of the Week' selection process to promote character education. This initiative is part of the 2010-2011 APPR.

**Professionals Participating in the School Library Systems (SLS) Workshops**



**Consulting and Technical Assistance Services plus Reference by SLS Staff**



# Giving Back to the Community

## Interact Helping Hands Community Service Group at AHS

Over 70 Alternative High School (AHS) students and staff members contributed to The Helping Hands Community Service Group during the 2010-2011 school year. Together they . . .

- Served meals at the local Lunch Box once a month
- Generated over 7,000 individual mailings for Dutchess Outreach
- Assisted BOCES Educational Resources in assembling materials for workshops
- Contributed to school spirit by cultivating and distributing plants for each class room
- Organized a very successful three-day spring clothing drive
- Originated an Early Literacy Experience through Literacy Connections
- Created the groundwork for Knitting/Crocheting for Charity, which is a project the students completed in conjunction with Janice McDaniels. McDaniels is co-author of The Knitting Way, and offered to come to the AHS once a week, at no charge, to teach interested students. The student's creations will be distributed to local shelters and hospitals.

## SPC Students Visit Castle Point VA Hospital

Under the direction of SPC's Barbara Mauer, twenty-six students ranging in grades three through eight visited the veterans at the Castle Point VA Hospital. Mauer organized seventeen patriotic songs on a timeline starting from the 1600s through present time. Interact/Senate students read the history of each patriotic song during the musical presentation. Mauer played her guitar and sang along while directing the students. After the show, the students personally introduced themselves to each veteran, shaking hands and expressing thanks for all that they have done for our country. Principal Doug Damiani received a letter from Castle Point thanking the staff and students for their visit. It was a rewarding day for all!

## Latch Boards Made for Elant Residents

Students in Daren Davidson's CTI carpentry class built activity boards for the Elant

Nursing home's memory impaired patients. Elant purchased the wood and manipulatives and the students constructed the boards. Instructor Davidson received a BIG thank you from the staff and residents for the wonderful job the students did in making the latch boards. This was a great community service project!



## American Cancer Society Daffodil Days

According to CTI's Jean Eyring, the faculty and staff contributed a total of \$400 to the American Cancer Society during the recent Daffodil Days campaign. In addition, Administration's Karen Runza reported that she collected \$410 from various individuals for the same cause. Many thanks to everyone for their generosity in the fight against cancer.

## Dutchess BOCES United Way Fund Drive - "Live United"

The Dutchess BOCES United Way Fund Drive was VERY successful. We exceeded our goal of \$6,000. At final count, our donations totaled \$9,000, with goal percentage at 166%! Many thanks to our Building Team Leaders and all those who donated to this very worthy cause.

## Generosity During the Holiday Season

- Generous staff at the BOCES Administration Building donated over 70 toys, games and craft items to Friends of Keno on behalf of Keno Munoz, a Salt Point Center student and cancer-survivor. Munoz took on the challenge of collecting donations for the children at Westchester Medical Center.
- Administration Building staff also collected a total donation of \$160 for BETA families, as organized by John Jeffrey.
- Under the direction of ER's Rachael Brammer, Dutchess BOCES BETA staff made holiday wishes come true for one family through the Astor Services for Children and Family 2010 Adopt-A-Family Program.
- Marist College donated more than 700 gifts to families this holiday, including several local families recommended by Dutchess BOCES.
- Teresa Silverman's SPC class completed a holiday project and sent handmade greeting cards to United States troops and military personnel in Afghanistan and other locations. The class used A Million Thanks organization to complete this project.
- BOCES CTI students and teacher Melissa Greig came to the rescue when a former student of Greig's notified her of a family suffering from the fatal illness of one child, job loss, devastating medical bills, and home foreclosure. Greig and students were able to collect three large boxes of gifts, including an iPod that was generously donated by one of the students for the sick boy who cannot speak but who enjoys music. The receiving family was overwhelmed and grateful for their generosity.
- Darlene Rivals' AHS Helping Hands group, with the help of Interact Club students and staff, put together Shoeboxes for the Homeless that were filled with personal items. The Helping Hands group also assembled a bag full of baby supplies, games and toys to donate to Dutchess Outreach. Seventeen students from Helping Hands also volunteered to do a mailing for Dutchess Outreach.



"I am very ecstatic. Now I can take my endorsement test! The instructors have the best knowledge. This program is great when you have children. It makes life easier. I encourage anyone who is working and needs transportation to apply. It's worth all the courses and effort!"

Louis Bailey, Participant in the Community Solutions for Transportation (CST) and Wheels for Work (WFW) program

## spotlight Career and Technical Students Create Solar-Powered Aquaponic Laboratory

In the spring of 2011, Career and Technical Institute (CTI) students completed a functional solar-powered aquaponics laboratory. The aquaponics project, which involved using a hybrid technology combining aquaculture (growing fish) with hydroponics (growing vegetables without soil), was funded by two grants—one from the Berkshire Taconic Community Foundation's Northeast Dutchess Fund and one from the Community Foundation of Dutchess County.

"We were very grateful to these two agencies for supporting this project," said CTI's principal, Mitchell Shron. "It was a difficult time, economically, for many schools throughout the state, and we were fortunate to have had local community support to be able to create a project that I think really adds value to the educational experience of our students."

Shron said that students in CTI's carpentry, plumbing and heating, welding, electrical construction, and culinary arts programs participated in planning and constructing the lab, and future students can learn about aquaponic farming methods as the lab becomes a permanent fixture at CTI.

Joseph Frolish, CTI's plumbing teacher, explained that aquaponic farms are created by re-circulating water from barrel-sized fish tanks into soil-free vegetable beds. The fish waste serves as a natural, organic fertilizer used by the plants, and the plants function as a natural purifying system for the water, which then circulates back into the fish tanks. Both the fish and plants can be harvested for human consumption. According to Frolish, aquaponics systems are safe, healthy, sustainable food-production systems, which are popular in areas that tend to experience drought. "My students really enjoyed working on this project," said Frolish. "They've really gotten into it and they were totally focused on the building process. I think it's great because it gives the students a chance to use the skills and knowledge they gain in the classroom in a practical, creative and fun way."

In addition to the work Frolish's students did in creating the pumping systems, students in carpentry and welding classes created a wood and metal structure to house and support the unit, and culinary arts students worked on planting and harvesting the vegetables grown in the lab, as well as composting food waste that can serve as food for the fish.



Plumbing Students Zachary Bayslinger, Richard Gilligan and Arturo Juarez examine the water levels and planting beds in the newly-built solar-powered aquaponic unit at Dutchess BOCES CTI.

CTI students in Joseph Frolish's plumbing and heating class and Darcy Sala's Culinary Arts class listen to an explanation of how the aquaponic fish tanks at Cabbage Hill Farm work.



Students in Al Berti's electrical construction class installed the solar panels, which power the pumps for the unit. "As far as we've been able to tell, powering a unit like this with a photovoltaic system is pretty unique," said Berti. "We did some research into the few other projects like this that exist in other schools around the state and most of them were using electricity to run the pumps."

To learn more about aquaponic farming, the culinary and plumbing students visited Cabbage Hill Farm, a large-scale aquaponic farm in Mt. Kisco, as well as SUNY Cobleskill, which offers a college-level course in aquaponic farming.

Principal Shron said that his hope for the future is that the project might serve as an initial step toward establishing a curriculum for a new program focused on agriculture and agribusiness at CTI. "One really neat thing about this project is how many teachers were involved in making it happen," said Shron. "The initial idea actually came from our English instructor, Tracy Gartelmann, who teaches students in our cosmetology program. She read about a home-based aquaponic laboratory in a newspaper article and brought the article to me." Gartelmann requested to take on this project at CTI and Shron agreed. She spoke to her colleagues, got their input and feedback, and wrote up a proposal for the project. Enthusiasm was generated over the course of the year among many teachers and students. Everyone worked hard to make it happen!

*I think it's great because it gives the students a chance to use the skills and knowledge they gain in the classroom in a practical, creative and fun way."*

Joseph Frolish, Plumbing Teacher at CTI

## Giving Back to the Community

- In December, AHS staff sponsored a highly successful holiday food drive for the needy. SPC students partnered with Friendly Honda of Poughkeepsie for a very successful Stuff the Bus holiday food and gift drive.
- Erin Scott's Community-Based class at Spackenkill High School recently completed a 150-letter mailing for the Juvenile Diabetes Foundation. For this effort, the class received a donation of stamping materials.
- At Pawling High School (PHS), Martha Schultz's class participated in the Pennies for Peace project to help build schools in Afghanistan and Pakistan. The students participated in this project through their involvement with the BOCES Interact Club.
- The Midnight Run is an annual charitable event at PHS. This year the students from the BOCES Pegasus class at PHS pitched in and helped the Pawling Peer Leadership Student Group package about 100 personal hygiene kits. The personal hygiene kits were distributed to those who reside in homeless shelters in New York. Martha Schultz's class made sandwiches and hard-boiled eggs for this event.



### 2011 AHA Events

Thanks to the generosity of many Dutchess BOCES staff, we collected \$762 for GO RED for Women. The lucky winner of the hand-made quilt raffle (which brought in \$335 toward the AHA walk) was CGR's Jackie Cardascia. The AHA Walk took place at Vassar College on March 13, with seven staff members from Dutchess BOCES participating. In total, \$2,885 was collected for all the AHA events, which placed Dutchess BOCES in the "TOP 20 COMPANIES BY TOTAL DOLLARS RAISED" for 2011! Many thanks to all those who participated in the event and special thanks to all our contributors!



### Interact Club Shines at Pawling High School

Special Education Interact Club at Pawling High School completed the following projects as a chapter of Interact sponsored by the Poughkeepsie-Arlington and Poughkeepsie South Rotary Clubs:

- Community coat and sock drive
- Midnight Run with Pawling High School Leadership
- Made Christmas cards for US soldiers overseas
- Shopping service for Pawling High School staff
- Volunteer Helper Program at Pawling High School cafeteria and kitchen

## 2010-2011 Alternative Education Graduation Day

Good Morning Dr. Pennoyer, school board members, staff, friends, guests, and my family.

Two years ago I came to the BOCES Graduation and watched my friend James give his graduation speech. I hoped that when it was my turn to graduate, I would be able to speak too. Mr. Jeffreys—thank you for this opportunity. My name is Stephen Carcone and I'm a student from the Wappingers Central School District. I'm also a student with Autism in the PEACCE Program at BOCES Arlington High School. The road to graduation has been a long one. I had to work extra hard and practice, but in the end I've loved being at school. I'm proud of who I am and what I can do. I am ready to graduate. The only sad



part is that I will miss everyone. I've grown up a lot over the past eight years at BOCES. I am most proud of my job at Perkins Restaurant where I've been interning for three years. The people at Perkins have been very kind and patient while teaching me. So has my coach, Mrs. Waxman. Last week I learned that I will be working there three days a week after I graduate. And, by the way, they're all crazy about

me! Although I will miss everyone, I feel ready to move on. I just want to thank my teachers, therapists and job coaches for all of their help over the years. Mostly I'd like to thank my Mom, Dad, brother Christopher, and Granny for everything. I love you.

Thank you and have a good day.

**Stephen Carcone**

"I would like to thank you and your students for your visit. The Veterans' Day show, which featured a variety of patriotic songs performed by children from Salt Point Center, was enjoyed by all. The music was touching and the introduction dialog before each song was very interesting. The students were very helpful and respectful to the veterans in attendance. They shook each veteran's hand after the performance and thanked them for their service to our country."

Patricia J. Cole, CTRS, *Department of Veterans Affairs, Hudson Valley Health Care System Supervisor, Ancillary/Recreation Therapy*

## spotlight

The following employees were honored by their co-workers by being selected as the recipients of the 2011 Employee Recognition Awards in the Dutchess County Board of Cooperative Educational Services.



**Instructional Support: Lillian Caruso**

Lillian inspires children to do and be the best they can. She is patient and calm. She will sit with a student and teach him/her new material for as long as it takes for that child to understand. Lillian demonstrates great empathy and support with the students and a high quality of professionalism for every child with whom she works. She has made numerous personal financial investments creating a special arts and crafts program for our program. She has always demonstrated interest in not only meeting the needs of our students but also going beyond to challenge and help them grow academically, emotionally and socially. She has helped create a warm and welcoming atmosphere for new students coming into our program who have heretofore only experienced school as a cold and negative environment.



**Clerical: Jean Eyring**

Jean is a dedicated, hard-working person who is constantly juggling multiple responsibilities. She can carry on a conversation with three different people about three different subjects, while she simultaneously answers phones and looks up records in the database. She is extraordinarily helpful and responsive to all the people who depend upon her. She manages her difficult job with military precision, but manages to keep her sense of humor. She is one of those people who you can depend on to provide an answer to almost any question or who will step up and help anyone who needs assistance. Jean puts in countless hours both before and after the regular working day. Her work ethic is exemplary. Through it all, she never gets flustered or loses her composure. She is an invaluable resource in our building.



**Support Staff: Robert Patterson**

Robert maintains the highest standards possible in his work ethic, and therefore represents the Print Shop and Dutchess BOCES at a superlative level. He has brought vast knowledge into our department and is always willing to spend his time sharing that knowledge in the interest of giving our components the best result. Robert has stepped up to the plate during tough times and has been willing to take on more responsibilities without complaint and with an excellent attitude. He has an even temper and withstands the pressures of the job seemingly without effort. He is an asset, a team player and a pleasure with whom to work. Dutchess BOCES and our department are fortunate to have such a person on staff.



**Teacher: Tracey Smith**

Tracey is a shining example upon what Dutchess BOCES is built. Compassion, caring, patience and a pursuit of professional excellence are all attributes that she possesses. She has a wealth of knowledge and experience that she not only uses to help students in need but also to mentor many of our young teachers. She uses her knowledge to guide others into becoming great. A "pay it forward" attitude is one of her hallmarks. She is always active and eager to help for the greater good of the program and the school. Tracey possesses some of the best qualities of mankind and her care and devotion to her students is second to none. Whether it is the long hours after school working to better her students or the simple kindness of assisting someone in need, she is deserving of the highest honor this organization can bestow.



**Administrator: Sherre Wesley**

Sherre is not only a quick thinker, but also a quick responder. She has excellent listening skills and is willing to try new things to make changes. She treats her staff with respect and is willing to pitch in to do whatever needs to be done to finish the job. She is truly a team player and has worked beyond the normal expectations of her position. She has taught so much to so many in the short time she has been with the BOCES. When Sherre came to this organization, she had major obstacles in front of her. She was faced with a decline in student enrollment and some funding sources were either decreased or eliminated. Because of her creativity, she was able to save some positions. She is absolutely one of a kind.



## Giving Back to the Community

- Made centerpieces for Pawling High School cafeteria tables
- Holiday and spring concerts at Dutchess Rehab
- Made and delivered holiday cards and treats to residents of Dutchess Rehab
- Earth Day Clean-Up at Pawling High School

### SPC Student Chorus Perform Senior Residences

- In March 2011, the Salt Point Center Chorus, lead by Barb Mauer, performed at the Fireman's Home. Residents at the home truly enjoyed the performances. After the chorus completed their songs, they toured the Fireman's Museum. Congratulations to all the students and staff who participated.

- The SPC Chorus entertained the senior citizens at the Fountains at Millbrook. The students brought the audience on a musical tour through time – favorite love songs from the Middle Ages right up to the present. Under the direction of SPC teacher Barbara Mauer, and to the accompaniment of her guitar and several rhythm instruments, the SPC chorus delighted the seniors with their beautiful voices.

### CTI Students Build Roof

CTI's Residential Construction class built a roof that will be used by the Dutchess County Fire Training Facility. It is constructed in such a way that it can be repaired and used again. This is just another example of BOCES reaching out to support our community!

## 2011 Graduation and Recognition Ceremonies

Dutchess BOCES Board of Trustees, Administration and staff are very proud of our 2011 graduates. We applauded their achievements and accomplishments at a variety of ceremonies.

### Alternative High School Graduation

**June 10**

**41 Graduates**

BETA Campus Lawn/Tent

### Career and Technical Institute Recognition

**June 14**

**287 Graduates**

CTI Lawn

### School of Practical Nursing Pinning Ceremony

**December 20 and June 16**

**24 Graduates – December**

**43 Graduates – June**

Beacon High School Auditorium

### Salt Point Center Moving-Up Ceremony

**June 17**

**25 Graduates**

Salt Point Center Multi-Purpose Room

### Dutchess County GED® Graduation

**June 21**

**107 Graduates**

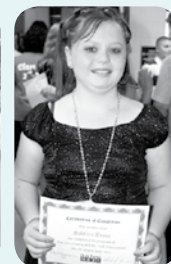
Dutchess Community College – Falcon Hall Gymnasium

### Summer Scholars Recognition

**July 8**

**31 Graduates**

Spackenkill High School Auditorium



"I would like to thank you for your leadership and encouraging your staff and students to participate in The Big Read. We're so pleased that so many students were involved and inspired by the literature!"

*Jewel Ratzlaff, Poughkeepsie Public Library District, Public Information Officer/Big Read Coordinator*



## BOCES Locations

### **Administration Building (Salt Point Campus)**

5 BOCES Road • Poughkeepsie, NY 12601  
Main Office • 845.486.4800

### **Adult Learning Institute (ALI)**

One Civic Center Plaza • Suite 300 • Poughkeepsie, NY 12603  
Main Office • 845.483.3640

### **Salt Point Educational Center (SPC)**

5 BOCES Road • Poughkeepsie, NY 12601  
Main Office • 845.486.8004

### **BOCES Educational Training Academy (BETA)**

900 Dutchess Turnpike • Poughkeepsie, NY 12603  
Main Office • 845.486.4840

### **Career and Technical Institute (CTI)**

5 BOCES Road • Poughkeepsie, NY 12601  
Main Office • 845.486.8001

## Statement of Non-Discrimination

Dutchess BOCES offers employment and educational opportunities without regard to sex, race, color, national origin or disability. Inquiries regarding this nondiscrimination policy may be directed to the following individuals. These officials will provide information, including complaint procedures to any citizen, student or employee who feels that his or her rights may have been violated by the BOCES or its officials.

### **Title IX or Section 504**

#### **Sexual Harassment – Employees**

**Matt Carr**

*Human Resources Director*

**Dutchess BOCES**

5 BOCES Road

Poughkeepsie, NY 12601

voice: 845.486.4800, ext. 278

matt.carr@dcbores.org

### **Sexual Harassment – Students**

**Linda A. Heitmann**

*Deputy Superintendent*

**Dutchess BOCES**

5 BOCES Road

Poughkeepsie, NY 12601

voice: 845.486.4800, ext. 202

[linda.heitmann@dcbores.org](mailto:linda.heitmann@dcbores.org)

## Equal Opportunity Employer

Dutchess BOCES does not discriminate on the basis of age, race, sex, creed, color, national origin, marital status or disability.

Produced by Dutchess BOCES Public Information Service: *Anna Marie Paolercio, Director; Barbara Slocum, Public Information Officer*





# Dutchess BOCES

5 BOCES Road, Poughkeepsie, NY 12601 • 845.486.4800

[www.dcboces.org](http://www.dcboces.org)