



CAPITAL REGION  
**BOCES**

# Annual Report

FOR SCHOOL YEAR  
2022-2023



## Future Focused





## CAPITAL REGION BOCES BOARD OF EDUCATION

Members of the board are volunteers elected to serve three-year terms by our component school districts' Boards of Education.



**Brian Backus**  
Niskayuna  
Central School District



**Nancy delPrado**  
Mohonasen  
Central School District



**Naomi Hoffman**  
Shenendehowa  
Central School District



**Kevin Kutzscher**  
Sharon Springs  
Central School District



**Lynne Lenhardt**  
Bethlehem  
Central School District



**Catherine Lewis**  
Schenectady  
City School District



**John Phelan**  
Guiderland  
Central School District



**Heather Soroka**  
Watervliet  
City School District



**Matthew Tedeschi**  
Berne-Knox-Westerlo  
Central School District



**Bruce Tryon**  
Cobleskill-Richmondville  
Central School District

# Message

## FROM THE DISTRICT SUPERINTENDENT AND SENIOR EXECUTIVE OFFICER

Every day, and in so many ways, **the work we do matters**—for learners, the school districts and clients we support, our community and business partners and for our staff and yours, too. We deeply appreciate your unwavering support and collaboration.



**Lauren J. Gemmill**  
District Superintendent



**Joseph P. Dragone, Ph.D.**  
Senior Executive Officer

From the grand opening of our new Career & Technical Education Center and Maywood Academy in Albany to a fuller return to in-person professional learning and events, the 2022–23 school year was filled with **exciting new beginnings**—and the continual work of enhancing and expanding on the quality services, supports and customer care we are known for.

We are proud to share with you this year's annual report, which highlights our commitment to **embracing the future** and **empowering our learners and partners in education** and workforce development to succeed—now and in the years to come. Here you will find reflections on the progress that continues to be made across **all** our divisions—and the many ways we come together around this collective goal.

With the support and expertise of our dedicated staff, our partners in education and our community, we are confident Capital Region BOCES will **continue to lead the way** in preparing our learners, schools and partners for the world of today and tomorrow. These pages are a testament to our collective strength and our firm belief that together we can shape a wonderful future.

Thank you for the trust you have placed in our organization and for your commitment to working alongside us for a **future-focused** approach to education. We couldn't do it without you!

*Lauren and Joe*

# Board of Cooperative Educational Services

## AT-A-GLANCE

For more than 70 years, it has been our mission to provide quality services to each of our component school districts, clients and stakeholders, establishing ourselves as a trusted partner in public education and workforce development.

We continuously strive to strengthen our regional community and economy by supporting learners through non-traditional programs and offering innovative, real-world educational opportunities through regional partnerships.

Our supplementary services and programs ensure the safety, efficiency, and effective communication of schools and their various departments.

## OUR COMMITMENTS

Our five guiding commitments support our mission and purpose, leading us in our work and embodying who we are.



### SERVICE

We provide quality service to each of our component districts and stakeholders, establishing us as a trusted partner in public education and workforce development.



### VALUE

We create value as program and service partners, throughout all of our interactions and relationships.



### EXCELLENCE

We strive for excellence in every aspect of our work.



### IMPROVEMENT

We are the best at getting better. We anticipate and respond to stakeholder needs.



### LEADERSHIP

We are viewed as leaders in our work, applying thoughtfulness and innovation to new program and service development.

# 2022-2023

## FAST FACTS



### LEADERSHIP

Lauren J. Gemmill appointed as Capital Region BOCES District Superintendent.



## \$159,328,686

was the total 2022-23 Capital Region BOCES budget.



## \$26,667,989

in grant funding secured by our grant writers since July 2022—twice our annual average since the service started in 2010.



## 80,000+

students region-wide learn in-person and virtually, full- and part-time.



### LEARNING

Career & Technical Education Center - Albany and Maywood Academy open.



## 300+

business partnerships fuel educational opportunities—preparing students for the workforce of today and tomorrow.



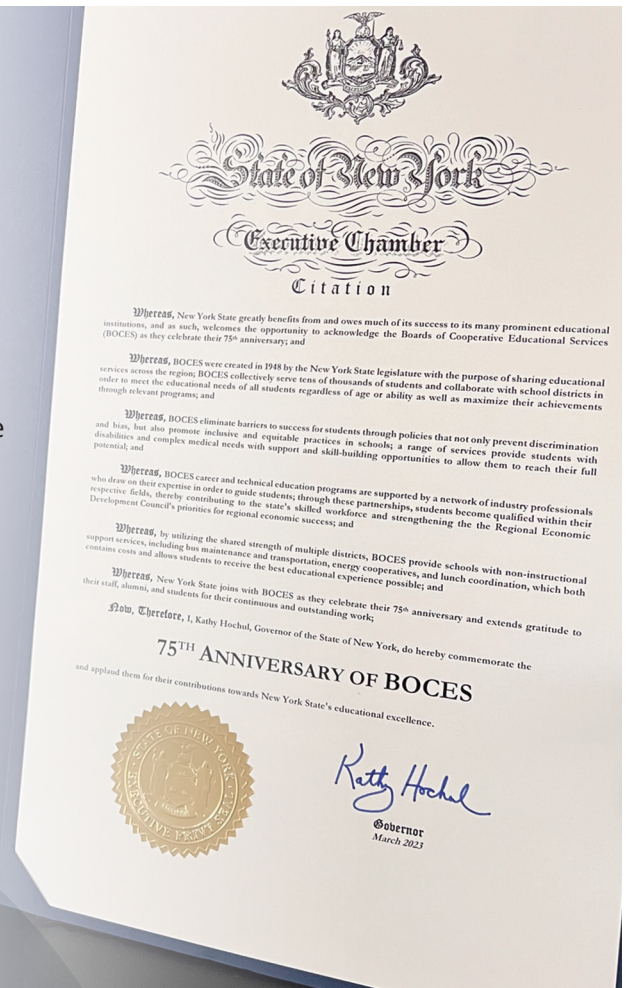
# Celebrating the 75th Anniversary of BOCES

Capital Region BOCES is among the 37 BOCES statewide that were recently recognized with a state Senate resolution marking the 75th anniversary of the BOCES system.

At its founding in 1953, our BOCES was housed in a single office in Albany County, with two employees and four teachers shared between six districts. Today, we have more than 1,200 employees who provide 300+ shared programs and services to our 24 component districts and hundreds of other schools and organizations across the state. We're proud to help them solve challenging problems through cooperative services and achieve a level of quality, efficiency and effectiveness that wouldn't be possible alone.

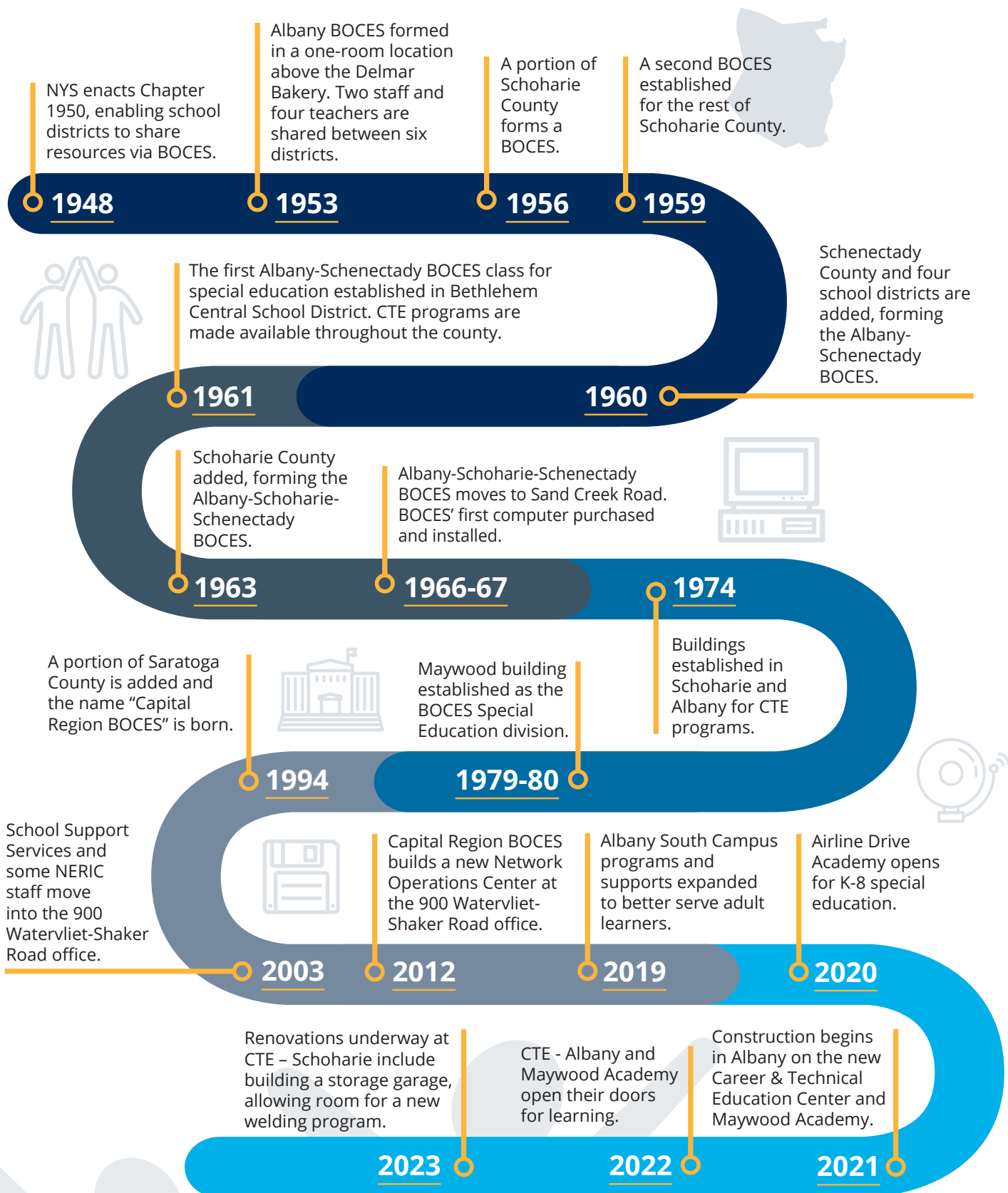
"New York State greatly benefits from and owes much of its success to its many prominent educational institutions, and as such, welcomes the opportunity to acknowledge the Boards of Cooperative Educational Services (BOCES) as they celebrate their 75th anniversary," the governor's citation read, extending "gratitude to their staff, alumni, and students for their continuous and outstanding work."

"Steeped in a proud and distinguished history, BOCES may look back with pride upon its humble beginnings, find just satisfaction in its purposeful growth, and hold true of purpose in its commitment to serving the educational needs of the citizens of the State of New York," the Senate resolution read.





**We've come a long way since we were first established in 1953 as Albany BOCES in a one-room location with two employees.**



# Elevating education: Unveiling campus enhancements and future innovations at Capital Region BOCES

The past year marked a significant stride forward as we proudly unveiled the new Career & Technical Education Center (CTE) and Maywood Academy in Albany. These additions marked a transformative phase in education and workforce development within our region. Our CTE-Albany campus now stands as a vibrant hub for 25 high school programs and multiple adult education initiatives. Our offerings have

been designed to equip students with skills tailored to current and prospective high-demand careers.

Meanwhile, Maywood Academy offers a novel, sensory-friendly learning space for students enrolled in our special education programs. This setting encourages collaborative learning and community engagement, both within the school and through integration with their peers at CTE.

Looking ahead, we're excited for forthcoming enhancements for our CTE-Schoharie campus. We are planning to build a state-of-the-art storage facility. This five-bay garage will hold equipment and materials storage, not only streamlining our operations but also setting the stage for further progress. By vacating the current storage space, we are paving the way for the launch of an all-new welding program at the campus.

These endeavors underscore our commitment to continuous improvement, ensuring that our campuses remain at the forefront of innovative and practical education for the benefit of our students and the community.



**"The opportunity that kids can have to explore in this facility is amazing. BOCES is truly changing people's lives."**

– DANIEL MCCOY, ALBANY COUNTY EXECUTIVE





"The program was so helpful and meant a lot to me. I can, finally, move ahead with my education in ways I have always wanted."

— AMINA BENJAMIN, 2022 HIGH SCHOOL EQUIVALENCY (HSE) GRADUATE



In 2023, we bid farewell to Dr. John Bergeron, a retired scientist and educator who generously gave nearly 50 years of volunteer service as a member of our Board of Education. Bergeron, a Schenectady resident, had been a member of the BOCES board since 1976.

"Dr. Bergeron has been a part of monumental changes in the region's education system and here at BOCES, from the launching of Tech Valley High School and the expansion of business and higher education partnerships to policy changes to better support students in our special education programs. We are deeply grateful for the depth of support and dedication he has given to the betterment of our BOCES during his many years with us."

— ANITA MURPHY, RETIRED SUPERINTENDENT, CAPITAL REGION BOCES

## 2022-2023

### HIGHLIGHTS

**New early childhood program** helps expand the pool of qualified preschool teachers and providers.

The recently installed **sensory pathway** at Maywood Academy provides something for all learners.

Albany Medical Center and Trinity Health now offer **expanded on-site clinical practice and training** for adult practical nursing students.

**More than half of age-eligible learners** in our Special Education programs also attend Career & Technical Education.

**Schoharie CTE celebrates 50 years** of student learning and area workforce development.

**SkillsUSA membership is now** available fee-free to **every CTE student**.

**120+ women**—from high schoolers interested in careers in the skilled trades to industry pros—celebrated accomplishments and offered inspiration at the kick-off to **Women in the Trades Month**.

# From classrooms to careers:

## CAPITAL REGION BOCES' PARTNERSHIPS CULTIVATE SUCCESS

At Capital Region BOCES, we emphasize collaborative education. Partnering with local districts, businesses and organizations, we craft tailored learning experiences that ready students for the modern world. Through such partnerships, practical learning becomes part of our curriculum, benefiting students and enriching the local workforce.

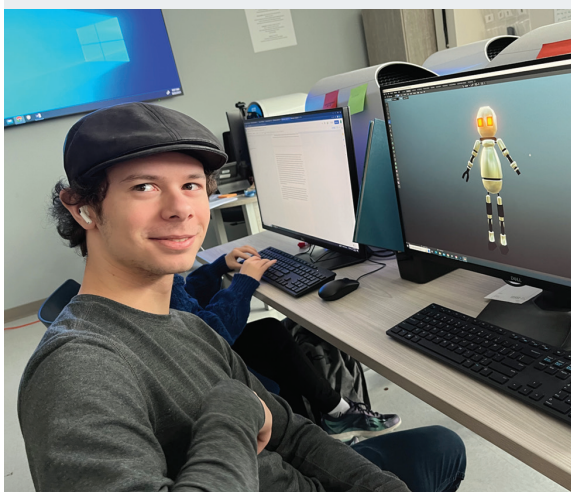
Reflecting on the past year, we're proud of our collaborations. Business alliances have yielded internships, mentorships, career fairs and co-developed curricula, enhancing education. Our strong community bonds drive impactful engagement through events, workshops and projects, extending our positive influence beyond campus walls.

### 2022-23 Business and Community Partnership Highlights

➤ **CONNECTING STUDENTS WITH CHOICE INDUSTRY JOBS:** Capital Region BOCES held six dynamic career fairs on our CTE campuses, resulting in numerous students finding perfect local industry-aligned job matches of their choice.

➤ **NATIONAL SIGNING DAY:** In April, we recognized thirty remarkable students who pledged themselves to local careers across diverse fields, spanning from cosmetology to construction/heavy equipment and beyond.

➤ **PLUGGING INTO THE FUTURE:** This spring, 2022 Game Design grads Gavin Christman and William Kruk, along with their employer Livingston Energy Group, a Capital Region BOCES business partner, joined us to inaugurate on-campus electric vehicle (EV) charging stations. Livingston Energy's contribution to this EV infrastructure on our new campus accelerates our journey toward sustainable transportation for our students, staff and community.



➤ **HONORING HISTORY WITH TODAY'S TECH TOOLS:** Game Design & Implementation students created an interactive website for the Shaker Heritage Society. This significant collaboration stems from our partnership with the Shaker Heritage Society, which traces back to our joint effort to commemorate the Shaker history of the land where our new Career & Technical Education Center stands.

*"I was delighted to learn that the project could benefit both the Shaker Heritage Society and BOCES students as a work-based learning opportunity."*

– Johanna Batman, Executive Director, Shaker Heritage Society



- **GROWING THE TECH WORKFORCE:** Capital Region BOCES will join the National Institute for Innovation and Technology in the creation of the nation's very first Career Opportunity Hub, which will be based in the Capital Region. These hubs will help match students with available jobs based on the training and skills they have gained through their education and work experience.
- **SENSORY-FRIENDLY FUN AND LEARNING:** Throughout this school year, learners in our Work-Based Learning program had the chance to kick back and connect with their peers from other schools through sensory-friendly games and activities at Bring on the Spectrum (BOTS) community space and gym.

*"[BOTS] is a place where young adults in our program can interact with peers from around the region and practice the soft and social skills that our programs have worked so hard with them on."*

– Brent Pierce, Work-Based Learning/SELFI Program Teacher



- **FOSTERING CONNECTIONS FOR WOMEN IN THE SKILLED TRADES:** As a kickoff to Women in the Trades month this past March, more than 100 women in the skilled trades and young women aspiring to the same gathered to discuss this path to a successful and rewarding career.

*"Being a woman in a male-dominated industry [like the skilled trades] makes you resilient, stronger, better."*

–Maryssa Navarro, Apprentice, Laborers Local 17

## 2022-2023

### HIGHLIGHTS



**500+ students** earned essential course credits at our three 2022 Regional Summer School sites.

Nearly **1,000 home-educated learners in 13 districts** and their families are now supported through our Home Instruction service.

**50+ K-12 students** learned remotely in the second year of our Cooperative Virtual Learning Academy.

**46 Odyssey of the Mind teams**, with an "assist" from BOCES volunteers, showcased creative problem-solving in this year's in-person tourney.

**200,000 e-books** opened and **124,000+ hours** spent reading through digital services supported by our School Library team.

Shared Transportation Services team is now **ensuring safer travels**-by bus and other fleet vehicles-for Niskayuna schools and for our own BOCES staff.





➤ **PREPPED FOR SUCCESS:** Strong business, education and labor alliances continued to enhance CTE students' prospects. This year, a new plumbing unit, in collaboration with UA Local 7 Plumbers and Steamfitters union, equipped construction trades students with practical skills. Other BOCES partners, including SUNY Cobleskill, NYSDOT, Anderson Equipment Company and Upstate Masonry Institute (UMI) Bricklayer & Allied Craftworkers (BAC) Local 2 Union also provided training, employment and certification opportunities throughout the year to hundreds of students







### ➤ **NOURISHING STUDENTS' BODIES AND MINDS:**

As part of a new pilot program, our Shared Food Services collaborated with Aneesa Waheed, owner of Tara Kitchen restaurants. This partnership is enriching students' meals with greater cultural diversity. For example, at Niskayuna Central School District, alongside the regular lunch menu, middle school students were treated to an array of Moroccan delicacies, broadening their culinary experiences.

*"I really, honestly believe that food is a great vehicle for bridging cultural differences, so when you eat the food of another country, or of another people, I think it brings us closer."*

– Aneesa Waheed, Owner, Tara Kitchen



➤ **TECH-SAVVY TEAMWORK:** Our Northeastern Regional Information Center (NERIC) thrives on robust vendor and business partnerships, delivering essential tech tools and services for student learning, school data management and district operations. Additionally, our partners engage in year-round workshops and meetings, including cybersecurity gatherings featuring industry experts, New York State representatives and even the Federal Bureau of Investigations (FBI).

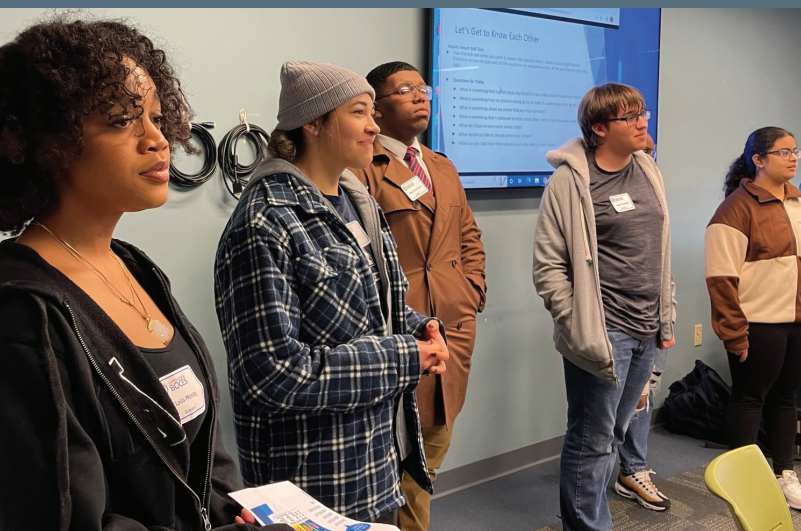
➤ **EXPANDING HORIZONS:** Capital Region BOCES Adult Practical Nursing program is forging impactful partnerships to provide its students with extensive clinical exposure across the region. This year's collaboration with Albany Medical Center and Trinity Health marks a significant stride, granting students exclusive training opportunities within these prestigious institutions.



# Advancing Leaders

Leadership happens at all levels within organizations and society, not just among those who work in defined “leadership positions.” Across our BOCES, there are standout examples of this fact.

From SkillsUSA, which fosters students as leaders in their classrooms and the skilled trades, to executive coaching, offering mentorship and support for rising leaders in education, the programs we provide and academic approaches we’ve designed help cultivate and advance leaders of all kinds.



- Student leadership is at the heart of **Elevating Student Voices**, a new program that offers youth from around the Capital Region the opportunity to engage in peer-to-peer led conversations on their lived experiences and the issues that matter most to them, their schools and communities. This April, 80 students from across the Capital Region gathered for the first annual Elevating Student Voices Youth Summit sponsored by area organizations and business partners Regeneron, Tangible Development and Proctors Theater.
- New this school year, every student attending our Career & Technical Education program is provided free membership in SkillsUSA. Along with this comes the opportunity to hone technical, academic and employability skills important to life and career success. Too, students get to showcase their expertise and creativity in the skilled trades during competitions at the local, state and even national level.

- **Executive Coaching** is a partnership between Capital Region BOCES, the New York Association for Women in Administration (NYSAWA) and Tenshey, Inc. Coaching offers leaders at all levels a “deep-dive” into themselves, helping them become clear about their unique skills and strengths, hone in on areas where new or additional learning could be supportive and set a path to achieve their professional goals.

Capital Region BOCES is proud to be a member and supporter of NYSAWA, whose mission is to help advance women in educational leadership through mentorship, allyship resources and events.



- Every day, and in so many ways, our own team demonstrates leadership—from participation on service teams or as peer mentors to going the extra-mile for a client with a sticky problem. Throughout the year, we prioritize **professional learning** designed to up our game professionally, help us evolve in our understanding around such important topics as equity, diversity and inclusion and remind us that regular self-care is essential.



## Leadership in action

The newly formed **Big Buddy & Little Buddy** program at Airline Drive Academy partners older and younger students for **friendship, mentorship** and **learning**.



### **"Malachi is an amazing Big Buddy.**

He was so nervous before the activity, but I told him what a great teacher he is and how good he is with the children. He kind of shrugged it off but then I saw him pull back his shoulders and stand a little taller. I don't think he'd ever thought about himself that way."

— BECKY BREEYEAR, AIRLINE DRIVE ACADEMY TEACHER.

# 2022-2023

## HIGHLIGHTS

**Thousands of students** learn about the many jobs and career pathways available in the greater Capital Region at the annual Career Jam.

**50+ adult learners celebrated** for earning their High School Equivalency and English as a Second Language credentials.

80 students inducted into **National Technical Honor Society (NTHS)** for continued academic rigor.

80 Capital Region youth gather for the **first annual Elevating Student Voices Youth Summit** at Proctors Theatre.

**Students showcase innovations in project-based learning** at NYS Board of Regents meeting at Tech Valley High School.

**Dozens of area students** dive into hands-on, project-based learning at our annual STEM Camp.



# Future Focused Learning for Educators and Others

We know that educators and those who work in support of students, schools and communities wear a lot of hats. Proper training and ongoing support are essential. Without it, they may find themselves lacking the resources to “do it all,” unfamiliar with new laws and standards related to their field and unable to effectively provide the structure and specialized instruction their students and others they support need to learn, grow and thrive.

We are proud to partner with educators, organizations and municipalities in the region and around the state for high-quality professional development, coaching and targeted support to help build their capacity to support students and their families, schools and the larger community.

## Our Health-Safety-Risk team

does the important job of keeping staff and students safe, including assisting schools with asbestos compliance (OSHA, EPA and NYSOL regulations.) As a New York State Department of Health-accredited asbestos training provider, the team helps individuals in both public and private-school staff obtain their state asbestos credentials and conduct asbestos-related work safely. Recently, the Health-Safety-Risk team received an \$800,000 grant from New York State, which will be used to expand its reach into occupational safety and health support for municipalities.



**Consider the source:** In a world of much information (and dis-information), educators gathered at our BOCES for “Consider the Source NY,” learning about local primary source materials and how to help their students become “critical consumers” of the news and information they find online.

Too, award-winning public educator and teacher librarian Jennifer LaGarde (aka “Library Girl”) was out of the stacks and in our BOCES house this year, helping educators learn about harnessing technology for greater growth and learning. LaGarde discussed how to help students discern facts from fiction by becoming “digital detectives” of the vast amount of information they encounter each day.







- **INQUIRY-BASED LEARNING:** School librarians from 20 districts throughout the Capital Region also learned this school year from Olga Nesi, the 2022 recipient of the New York City School Librarians' Association's School Librarian of the Year award. Nesi presented "Take the Lead In Inquiry," a daylong, hands-on workshop that immersed librarians in the value of inquiry-based learning.
- **PATHWAYS TO STUDENT SUCCESS:** Education leaders from across New York State—from P-12 school districts and 2- and 4-year colleges to such education non-profits as the Bill & Melinda Gates Foundation—gathered at our BOCES this January for an in-depth discussion on pathways for student success through dual enrollment opportunities. Capital Region BOCES along with partners from SUNY, CUNY, Bard Early College High School and The Middle College National Consortium comprise the New York State Leadership Team that convened this event.



- **GRADING FOR EQUITY:** Last fall, Joe Feldman, educator and author of "Grading for Equity: What It Is, Why It Matters and How It Can Transform Schools and Classrooms," led a day-long workshop with 85+ area educators on the topic of making the way we assess students' learning and achievement a more fair and equitable practice.







# Tech Savvy and Cyber Secure

Our Northeastern Regional Information Center (NERIC) prides itself on working with districts across the Capital Region and north to the Canadian border to find “just right,” reliable, secure and accessible educational technology solutions. This supports students and staff and also ensures essential data and business systems are secure and run well.

This year, these supports and initiatives ran the gamut—from drone racing demos with area students to daylong convenings on such timely topics as data privacy and security and artificial intelligence (AI) and its use and application in education.

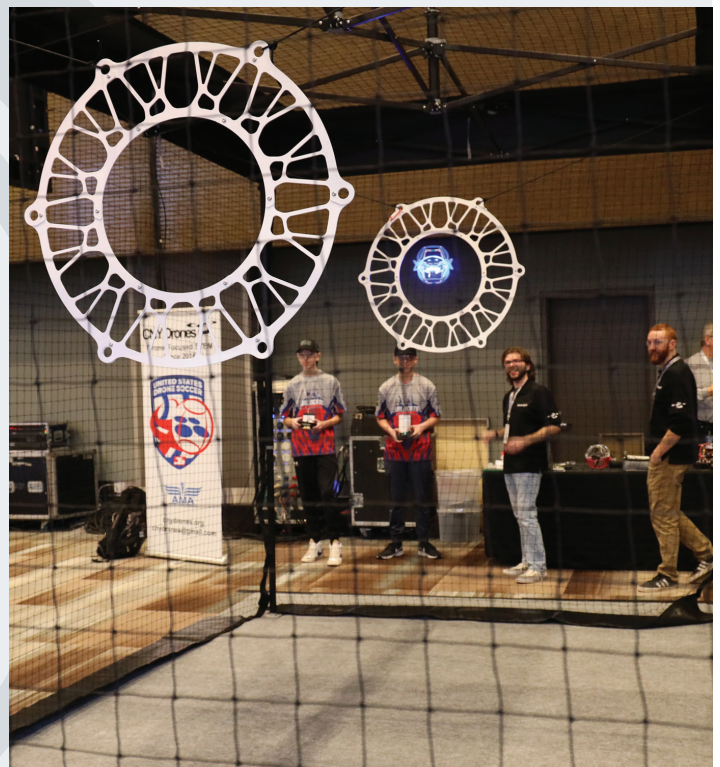
- **DRONE RACING/ ROCKET DRONES AT BKW:** Students from Sharon Springs and Berne-Knox-Westerlo school districts “tore up” the racecourse during a special demo, courtesy of business partner, Rocket Drones, which offers educational drone kits, CTE drone certification and drone curriculum for schools.

The day of fun, also featuring our after-school e-sports and STEAM programs, aimed to inspire middle and high schoolers with tech experiences that can build such essential skills as creativity, problem-solving and critical thinking. Too, students had the chance to learn about drone-related applications and careers—expanding their understanding of the many opportunities in these innovative industries.

- **TECH A-DAY:** Educators, students and tech professionals from around the region gathered in December at the Albany Capital Center for NERIC’s 33rd annual Technology Awareness Day. This year’s theme—The Road Ahead: Engaging Students to be Future Ready—set the tone and message of the nearly 20 workshops as well as a keynote on artificial intelligence (AI) and Chat GPT from New York Times technology columnist Kevin Roose.

Our ever-popular tech playground gave participants a chance to try some of today’s exciting tech tools and explore how technology can enhance student learning and growth.

- **DATA PRIVACY AND SECURITY CONVENING:** This year’s Data Privacy Security Service (DPSS) Statewide Conference hosted by RIC One drew an impressive gathering of over 400 attendees, including individuals from RICs across the state. The conference spanned two days, serving as a powerful platform for staying up to date with the ever-evolving data privacy landscape.





There, NYSED Chief Privacy Officer Louise Decandia shared the history of data privacy and security in schools and offered invaluable lessons and strategies to ensure the continued protection of student data.

The conference also fostered an opportunity for educators to build their network of like-minded professionals and share experiences and ideas to build a collective understanding of best practices in data privacy.



NERIC's Cooperative Virtual Learning Academy (CVLA)—now headed into its third year of educating students—hosted its inaugural virtual learning forum this past March.

Attendees gathered in person in Albany and Saranac Lake and virtually from the comfort of their own offices to learn more about our CVLA program and the way our teachers provide excellent and enriching learning experiences for our districts and their students—inside and outside a classroom.

A presentation on how to best deliver/facilitate remote learning was followed by a panel discussion and engaging testimonial from students, family members and school administrators that demonstrated how, in many cases, virtual learning is an effective option that helps students thrive.

*"In terms of where [virtual learning] is going, I think it's as far as the imagination will take it. The key to all of this is what opportunities we can create for kids."*

– Tom Yorke, Principal and Superintendent, Sharon Springs CSD

*"Traditional school is not good for every kid and virtual learning is not good for every kid, but having the opportunity for parents to have a choice for their students has been extremely beneficial for [my children.]"*

– Kristin Black, Niskayuna CSD parent of 7th and 9th grade CVLA students

## 2022-2023

### HIGHLIGHTS

**New NERIC eSports curriculum** helps districts integrate this exciting virtual learning into their programs.

**60+ educators learn** at the NERIC retreat about next-generation tech tools and practices to engage students and improve learning.

NERIC Testing & Data Reports team now supports three BOCES regions: **62 districts with 343 viewer licenses.**

**400+ educators up their data security game** at RIC One's annual Data Privacy and Security Service (DPSS) conference.

Nearly **40 school district staff expand their preparedness** at NERIC's Cyber Incident Response Facilitated Tabletop Exercises.

**Five new services added to our Management Services offerings**—including software and support for a paperless, secure, digital data information exchange.





# Exemplifying our Commitment:

## CELEBRATING STAFF ACCOLADES

We would not be where we are today without the **dedication, skill, compassion** and **fortitude** of the employees of Capital Region BOCES. We are 1,000+ strong, united in purpose and focused on the success of everyone we serve.

### Internal Recognition

We are extremely proud to recognize employees whose work embodies our guiding commitments of Service, Value, Excellence, Improvement and Leadership through our Employee Recognition Program.

#### EXTRA MILE AWARD RECIPIENTS

THESE AWARDS ARE GIVEN OUT ANNUALLY AT OUR OPENING DAY CELEBRATION

- Mary McGeoch, Data Warehouse Service Manager
- Daniel Solares, Network and Systems Technician

#### COMMITMENT AWARD RECIPIENTS

THESE AWARDS ARE GIVEN OUT BETWEEN SEPTEMBER AND JUNE

##### Service

- Katherine Scheib, Orientation and Mobility Specialist

##### Value

- Karen Pacelli, Graphic Designer

##### Excellence

- Matt Millard, Heavy Equipment/Maintenance Teacher

##### Improvement

- Lori McDermott, Administrative Aide

##### Leadership

- Annie Gersztzoff, Library and Arts Program Manager



SERVICE



VALUE



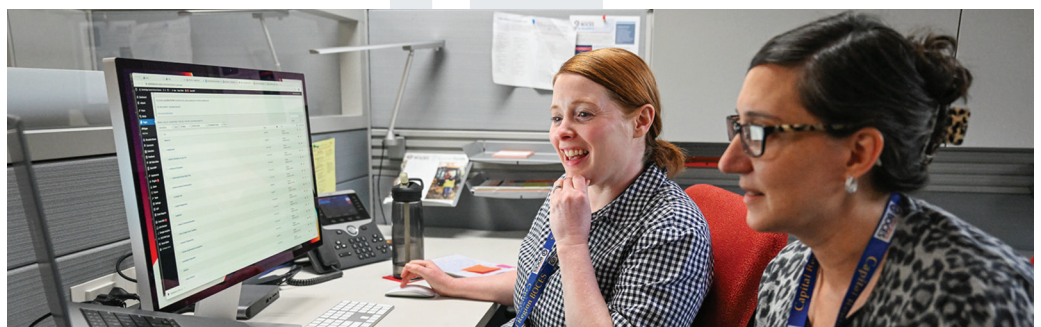
EXCELLENCE



IMPROVEMENT



LEADERSHIP







## 2022-2023

### EXTERNAL RECOGNITION

*We are honored to have been recognized regionally, nationally and internationally for the work we do on behalf of our students, schools and employees.*

CVLA teacher Jamie Stutzman received the New York State Association for Computers and Technologies in Education (NYSCATE) 2022 Lee Bryant Outstanding Teacher of the Year Award for the ways she uses technology to improve our CVLA program.

Adult High School Equivalency (HSE) educator, Frank Finch, was named Teacher of the Year by the New York Association for Continuing and Community Education (NYACCE).

Engagement & Development Services division Assistant Manager Alyssa Teribury, recognized by NSPRA as one of this year's "35" who are rising stars in the field of school public relations.

A half-dozen stand-out examples of the work of our communications team—from special purpose publications to websites—received awards in the 2022 New York School Public Relations Association (NYSPPRA) communications contest.

In recognition of our Careers in Construction Month efforts throughout October, our Career & Technical Education Center received a \$5,000 national award from The National Center for Construction Education and Research (NCCER) and its Build Your Future (BYF) initiative to enhance program opportunities in our construction programs.

Recently retired District Superintendent Anita Murphy was named a Phenomenal Woman by the New York State Association for Women in Administration (NYSAWA) and was one of three featured speakers at their virtual statewide event, NYSAWA Celebrates Phenomenal Women.

Our Career & Technical Education program won the praise of New York State Labor Commissioner Roberta Reardon when she toured the campus earlier this year. Reardon applauded the CTE model, calling the campus and the education students receive there "the future of New York State."

BOCES received a New York State School Boards Association (NYSSBA) Champions of Change award for its 2023 Women in the Trades Initiative, which featured the hard work of the women who are enrolled in or have graduated from our CTE programs and are changing the face of the skilled trades.



# Annual Report

FOR SCHOOL YEAR 2022-2023



## Future Focused

The Capital Region BOCES does not discriminate based on race, color, national origin, sex, disability, or age in its programs, activities, employment, and admissions; and provides equal access to the Boy Scouts and other designated youth groups.

The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of Human Resources, at [hrdirector@neric.org](mailto:hrdirector@neric.org), 518-862-4951 (phone) or 900 Watervliet Shaker Road, Albany, NY 12205.

Inquiries concerning the application of the Capital Region BOCES non-discrimination policies may also be referred to the U.S. Department of Education, Office for Civil Rights (OCR), 32 Old Slip, 26th Floor, New York, NY 10005, 646-428-3800 (phone), 800-877-8339 (TTY) or [OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov).



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