



CAPITAL REGION
BOCES

A FOUNDATION
FOR THE

Future

Annual Report
for school year
2024-2025

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.



Naomi Hoffman
Shenendehowa
Central School District



Matthew Tedeschi
Berne-Knox-Westerlo
Central School District



Nancy delPrado
Mohonasen
Central School District



Indica Jaycox
Schoharie Central
School District



Lynne Lenhardt
Bethlehem Central
School District



Catherine Lewis
Schenectady
City School District



John Phelan
Guilford
Central School District



Heather Soroka
Watervliet
City School District



Bruce Tryon
Cobleskill-Richmondville
Central School District



Kimberly Tully
Niskayuna Central
School District

Message

FROM THE DISTRICT SUPERINTENDENT & CEO AND DEPUTY DISTRICT SUPERINTENDENT & COO

A Foundation for the Future speaks to our mission of preparing students to be future-ready, fully equipped with the skills and knowledge needed to thrive in a dynamic world. We're doing this by providing a solid foundation upon which they will build their future, figuratively and quite literally. Last summer, we broke ground and laid the foundation for the Albany Career and Technical Education Extension Center. One year later, students are filling classrooms, embarking on a future-ready pathway.



Lauren J. Gemmill
District Superintendent &
Chief Executive Officer



Dr. Elizabeth Wood
Deputy District
Superintendent & Chief
Operating Officer

The 46,377 square foot facility allows BOCES to meet the increasing demand for skills-based learning that prepares students for high-demand jobs in industries such as building trades, plumbing, electrical, hydrogen fuel cell technology and semiconductor manufacturing. This investment enables us to launch new programs and grow existing ones, empowering students to explore passions, gain hands-on experience and enter the workforce prepared, and with purpose.

Our work doesn't stop there. We consistently collaborate with component districts in a true embodiment of regionalization. In these pages, you'll read how we've supported districts in navigating new initiatives, mandates and evolving benchmarks. By sharing resources, expertise and vision, BOCES is creating a more cohesive and responsive educational system, to meet the diverse needs of learners across the area. This regional approach fuels innovation and ensures every student has access to enriching opportunities.

In every classroom, through every program and with every partnership, we are building a foundation that supports growth, resilience and possibility. The stories and achievements in this report reflect our shared commitment — to students and to their future.

Board of Cooperative Educational Services

AT-A-GLANCE

For more than 70 years, it has been the mission of Capital Region BOCES 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 partnerships.

Our supplementary services and programs ensure safety, efficiency and effective communications for 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.

2024-25 Fast Facts

~600

high school seniors from 27 school districts graduated from the Capital Region BOCES Career and Technical Education Center in June

\$8M+

in grant funding was secured for clients by our grant writers during 2024-25, with additional funding still pending. Since the division's launch in 2010, more than \$170M has been awarded

3,000+

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

1,400

CTE &

1,000

ADULT ED & ADULT NURSING

students learn on-site in our Career & Technical Education Centers, Adult Education and Special Education programs



Building a *Future-Ready* Workforce

Capital Region BOCES Career and Technical Education programs prepare students for their future by offering hands-on training and industry certifications in high-demand fields such as healthcare, construction, plumbing, culinary and heavy equipment operation. We provide students with pathways to enhanced employability, leading to high-demand jobs, or opportunities for further education — all while building a resilient workforce.

Albany Extension Center Launches New CTE Programs

The start of the 2025-26 academic year will bring more options and opportunities for CTE students in the Capital Region when BOCES unveils its 46,377 square foot Career and Technical Education Extension Center. This state-of-the-art facility will house two new programs and allow BOCES to expand existing programs.

Plumbing Technology prepares students for entry-level positions in the plumbing industry. They will learn essential skills, including safety protocols, plumbing math and blueprint reading, while working with various piping materials such as plastic and copper. New Visions Emerging

Technologies offers students a comprehensive introduction to two rapidly growing industries: hydrogen fuel cell technology and semiconductor manufacturing. Students will gain hands-on experience and theoretical knowledge in advanced manufacturing, mechanical and electrical systems, hydrogen safety and semiconductor processes.

In addition, the CTE Extension Center allows BOCES to expand its Electrical Trades, Building Trades, Cosmetology, Manufacturing and Machining Technology, Digital Media Design and Heavy Equipment Repair and Operation programs, further meeting the ever-increasing demand for CTE programs.

Women in the Skilled Trades

More young women are beginning to explore the possibilities offered by BOCES CTE programs — including in fields like automotive technology, construction and welding, where female representation has traditionally been limited. From building trades to welding and HVAC/R, women are increasingly bringing their talents and perspectives, helping to broaden the landscape of these industries and inspire future participation, with the support of BOCES.

Each year, and especially during Women in the Trades Month every March, we recognize and celebrate these students — not only for developing valuable, in-demand skills, but also for pursuing rewarding career paths in the skilled trades and inspiring others along the way. To kick off this month-long celebration, we host an annual forum that brings together CTE graduates, industry professionals, and current and aspiring students. This year, more than 100 students in attendance heard stories of perseverance, success and encouragement to pursue their



interest in the skilled trades. By doing so, the panelists explained, the students will, in effect, be redefining society's gender norms for those male-dominated professions.

National Signing Day

This May, in front of family, representatives of area businesses and dignitaries, 40 high school students signed letters of intent of employment at a ceremony that celebrated the students as well as the critical role BOCES plays in preparing students to join the workforce.

Brian Williams, Executive Director of the Capital Region BOCES Workforce Development Board, commended the work of BOCES and the CTE programs, pointing to Signing Day as proof of the successful partnership of business and education in creating a workforce pipeline.

Samantha Herzog, a Heavy Equipment Repair and

Operation (HERO) senior, said the Signing Day event marked a significant growth experience. "Over the past two years, I've gained hands-on experience with heavy machinery, built technical knowledge, and earned certifications in OSHA 10, Dig Safe NY, and forklift operation. As the only female in a class of 23, I've also learned to stand tall, stay resilient and take pride in breaking barriers. I will graduate with an Advanced Regents diploma — and more importantly, a clear vision of my future," said Herzog, who signed with Laborers' 157 and Murnane Building Contractors Inc.

The Capital Region BOCES event was affiliated with the SkillsUSA National Signing Day, which mirrors the NCAA's National Signing Day for athletes who commit to play sports in college. It is designed to honor students who are entering a technical field and to celebrate the dignity of the work.



Did You Know? CTE Students Can Earn College Credit

BOCES maintains partnerships with an extensive network of colleges, universities, and technical institutions, to provide CTE students with valuable advantages as they transition from high school to higher education. Students have the opportunity to earn college credits for select BOCES programs and, in some cases, preferred admission into partner institutions, further assisting students to navigate the school-to-career pathway.

Student Spotlights

"My brother is an electrical engineer and I want to be one too. I am going to BOCES to get the basic knowledge down and to have a head start when I get to college. I also don't like sitting at a desk all day. I like that we are up and moving at BOCES and doing things."

- Megan Emerich, BHBL, Electrical Trades rising senior



"Being a Building Trades student makes you look forward to going to school. You come in and frame a wall or build a shed, you feel like you have accomplished something, like you have learned something."

- Dalton Porter, Middleburgh, Building Trades Class of 2025



Vision & Innovation

At Capital Region BOCES, vision means more than anticipating the future — it means shaping it. We actively build pathways that prepare students for what's next, expanding our capacity to deliver high-demand, high-impact programs that meet the evolving needs of students, families, and the workforce. Through a culture of creativity, adaptability, and forward-thinking, we're cultivating an environment where innovation thrives.

Gov. Applauds Career Training

This spring, Gov. Kathy Hochul visited the Capital Region BOCES CTE Albany Campus to tour the Early Childhood Education program. While here, she praised the value of career training programs that open doors for young adults, highlighting the opportunities provided by Capital Region BOCES. Speaking to students in the program, Gov. Hochul expressed her praise: "I really love this program. There is such a great demand for the careers you are pursuing."

The two-year program prepares students for a wide range of careers — from education and childcare to occupational and physical therapy. Through hands-on, work-based learning at an on-site daycare center, students earn the formal childcare hours required to apply for the Child Development Associate (CDA) certification. Additional certifications include Infant/Child CPR and First Aid, Mandated Reporter Training, Shaken Baby Syndrome Training and Foundations in Health and Safety.



Schoharie Program Expansion Developing Future Educators

To expand offerings in the Schoharie area, Capital Region BOCES has launched a second Early Childhood Education program, now housed at Schoharie Elementary School, offering high school juniors and seniors a comprehensive introduction to child development and early childhood education. Students gain foundational knowledge in classroom setup and management, as well as hands-on experience in curriculum development for infants, toddlers, preschoolers, and young children. The program emphasizes effective communication and collaboration with parents, guardians, and educational staff. "It's rewarding to be learning in the kind of environment where I hope to build my career," said Isabella Rosini, a senior from the Duanesburg Central School District enrolled in the program. "Everything I want to do is right here in this building."

2024-25 Fast Facts

400+

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

7.5M+

meals Shared Food Services helped districts serve

Nearly 200

special education students learned in-person with 31 faculty/staff in our summer extended school year program

650+

high school students earned essential course credits at our two summer school sites

~40,000

books were delivered to 6,500 students through the textbooks program



Ribbon Cutting Launches New Programs in Schoharie

The Schoharie Campus underwent a series of strategic expansions and upgrades to support the growing demand for skilled trades education. The improvements allowed for the addition of the popular Welding and Metal Fabrication program to the Schoharie Campus as well as renovations of the Automotive Trades Technology, Cosmetology and Culinary Arts and Hospitality Technology classrooms and labs. Among the upgrades were the addition of new vehicle lifts, updated culinary equipment and ventilation systems. A new five-bay, 4,500-square-foot building was constructed to house the Heavy Equipment Operation, Maintenance & Repair program's equipment. With these strategic expansions and upgrades, Capital Region BOCES is not only meeting the growing demand for skilled trades education but ensuring students are well-equipped for the future workforce.

Exploring Educational Tech Innovation

At its 35th Annual Technology Awareness Day, NERIC hosted 500 educators, tech experts and students for a dynamic day of learning centered on Inclusive Innovation: Technology for Every Learner. Attendees could choose from educational sessions, explore vendor offerings and engage hands-on with an AI technology playground.



Impact & Opportunity

At BOCES, we believe in the power of opportunity to shape bright futures. Our programs provide students with hands-on, real-world experiences that have real impact, equipping them with the skills and knowledge they need to thrive in a rapidly evolving world.



Educators Gather for Learning and Updates

More than 30 superintendents from around the region gathered in Saranac Lake for the 2024-25 NERIC Executive Briefing. At the two-day briefing, attendees had the chance to connect with subject matter experts on trends in K-12 technology, cybersecurity, artificial intelligence and virtual learning. This briefing integrated with the state's focus on integrating AI as a tool to equitably, ethically and responsibly enhance education, ensuring all students are prepared for the future.

BOCES Supports Educators with Ongoing Learning

Offering hundreds of professional learning opportunities each year, BOCES is the place for educators to expand their knowledge to better support students. We assist in meeting daily challenges by providing trainings, workshops and seminars year-round, both in-person and online, that cover a variety of topics from state-mandated

trainings to safety refreshers. Visit our website to view the catalog of extensive offerings or sign up to receive our monthly professional learning newsletter.

Funding Future Educators

BOCES grant writers worked to secure nearly \$1 million in funding from the New York State Department of Labor's Teacher Residency Program (TRP) for Albany CSD, Schenectady CSD and Tech Valley High School. TRP funds enable districts to provide a \$30,000 stipend to partially or fully fund master's degrees, teacher certification programs or other expenses for graduate-level K-12 teacher candidates. Candidates commit to work in their school district for at least two years after the residency. Albany CSD received \$300,000 to provide stipends to 10 teachers, Schenectady CSD received \$540,000 to support 18 teachers and Tech Valley High School received \$150,000 to fund stipends for five teachers.



Creating Inclusive, Student-Inspired School Meals

The food service team in the Greater Amsterdam School District, led by Senior School Lunch Director Luis Fernandez, has transformed how students perceive school meals by introducing a more inclusive and vibrant menu. After speaking with students, Fernandez incorporated fresh, locally sourced fruits and vegetables, as well as Hispanic dishes that resonate with



Launching Medical Careers

Capital Region BOCES New Visions: Health Careers is a one-year program that turns area hospitals into classrooms for highly motivated, academically successful high school seniors. In the program, they learn through traditional methods, including lecture, reading, research, writing, focused study, as well as group discussions, internships, and rotations. Students participate in nearly 30 rotations during their senior year of high school, which include radiation oncology, the operating room, pharmacy, psychiatric units, rehabilitation, the business office and even maintenance, which poses special challenges in a sterile environment. The program is offered at St. Peter's Hospital in Albany and Bellevue Women's Health Center in Niskayuna. "I chose this program because of the rotations around the hospitals. I want to be an RN and I figured doing the rotations in all the different areas would help me prepare for that career," said Claire Modan, who attends the program from Niskayuna High School.

the students. These changes have not gone unnoticed; students have responded with overwhelmingly positive feedback, appreciating both the variety and the quality of the food. Fernandez's innovative approach is reshaping the school dining experience into something students genuinely look forward to.

SELF! Students Explore Careers And Gain Community

The Skills for Employment, Life and Functional Independence (SELF!) Program helps students build real-world experience, confidence, and community. Whether organizing donation drives or supporting Capital Region BOCES administrative teams, students gain more than resume-ready experience — they gain trusted mentors and a supportive network.

This BOCES Special Education program serves students ages 18 to 21, combining classroom instruction with job-site experience. Teachers help students set personal goals and match them with opportunities that align with their interests. Hands-on experience is gained through the strong partnership with local businesses and organizations that have been established, enabling students to build life, job, and decision-making skills.

Michael Sirigiano, a graduate from Watervliet City School District, now works at the Troy High School cafeteria and credits SELF! with helping him grow personally and professionally. "It was beneficial for me, because I felt more free and independent," he said. "The Capital Region BOCES Shared Food Services manager gave me the highest recommendation for my job."

2024-25 Fast Facts

Nearly 130

area adults, from career changers to recent high school graduates, are now nurses and healthcare workers after completing our Adult Practical Nursing program

100+

area businesses and organizations support our learners' skill development through work-based learning tailored to their interests and aspirations

136 cases closed

With the addition of Tuition-Eligible Student Address Confirmation (TESAC) service, Residency Verification

\$1M+

in claim savings secured by the Pharmacy Coalition for its 82 partners since the program's inception in 2012, which include 73 school districts, five BOCES and four municipalities

60+

school facility directors expand their knowledge at the bi-annual School Facilities Management Institute, hosted by our Management Services



Collaboration & Connection

The very foundation of our mission is the belief that meaningful partnerships and strong relationships drive educational excellence. Our commitment to collaboration runs deep – from regional networking with component school districts to synergistic connections with business and industry partners. Collaboration enables us to expand opportunities for students and foster innovative solutions to shared challenges via regionalized alliances. Working together strengthens our programs, enriches our communities and advances our shared goals.

Students Explore Future Careers

National Grid welcomed nearly 500 BOCES CTE students from the Schoharie and Albany campuses to its Schenectady headquarters for their annual “Touch a Truck and Career Day.” Students from the Electrical Trades, Building Trades, Heavy Equipment, HVAC/R, Network Cabling Technician/Smart Home Technology and Automotive Trades Technology programs participated in a hands-on and highly informative visit.

National Grid employees showcased their skills and guided the students through exercises ranging from handling live wires to operating heavy equipment. Students learned about the variety of career

options National Grid offers and how their training in BOCES’ programs makes them viable candidates to fill those jobs.

Nancy Liddle, Managing Program Coordinator, Business and Community Partnerships, values BOCES’ connection with National Grid. “The ongoing partnership is so important for the future of BOCES students. Our programs — and the opportunities we offer students — continue to grow, in part, due to National Grid’s expertise, knowledge and contributions.”

Build Your Future Event

Nearly two dozen businesses, unions and governmental agencies took part in a Careers in Construction Month celebration at the CTE Albany Campus with the purpose of

inspiring students to think about the possibilities for their future.

At the “Build Your Future” event, students had the opportunity to meet potential employers, take part in demonstrations and learn about a variety of careers in the construction industry. BOCES partners agree the skilled-worker shortage makes it essential to engage students and grow the talent pipeline for the regional, state, and national workforce. “It’s important to build relationships with students so that when they enter the construction workforce, they will remember us,” said Julia Gadwah, a human resources recruitment and retention specialist with Curtis Lumber.





BOCES Facilitates OGS Forum

Capital Region BOCES hosted and facilitated a discussion with component district superintendents and school business officials that was led by NYS Office of General Services Commissioner Jeanette Moy. A member of Gov. Hochul's cabinet, Moy outlined the state budget and addressed questions on topics like free school meals, cell phone bans and the 2035 electric vehicle mandate. District officials shared continued challenges in recruiting new hires for several positions including teachers, aides and custodial staff, expressing an interest in partnering with the state to recruit displaced federal workers. "We need a sustained, strategic approach across the board to get back to where we were on the hiring and workforce front," Capital Region BOCES District Superintendent and CEO Lauren J. Gemmill stated.

Celebrating Diversity in the Capital Region

At the June regional superintendents' meeting, BOCES brought together assistant superintendents for curriculum and instruction, equity leaders, and superintendents to recognize the ongoing work across the region to support student belonging and inclusion.

During the event, five component districts shared presentations highlighting their work. Guilderland and Schoharie showcased student voice programs; Bethlehem shared information about community engagement events and a data dashboard used to track progress toward annual goals; Menands presented on their use of restorative practices; and Watervliet discussed their family and community outreach efforts.

Schoharie students shared their experiences via a video created by a BOCES Engagement & Development Services Communications team. By working with Schoharie students to capture their stories on video, the Comms team ensured that Schoharie's powerful initiative could be shared with the entire region.

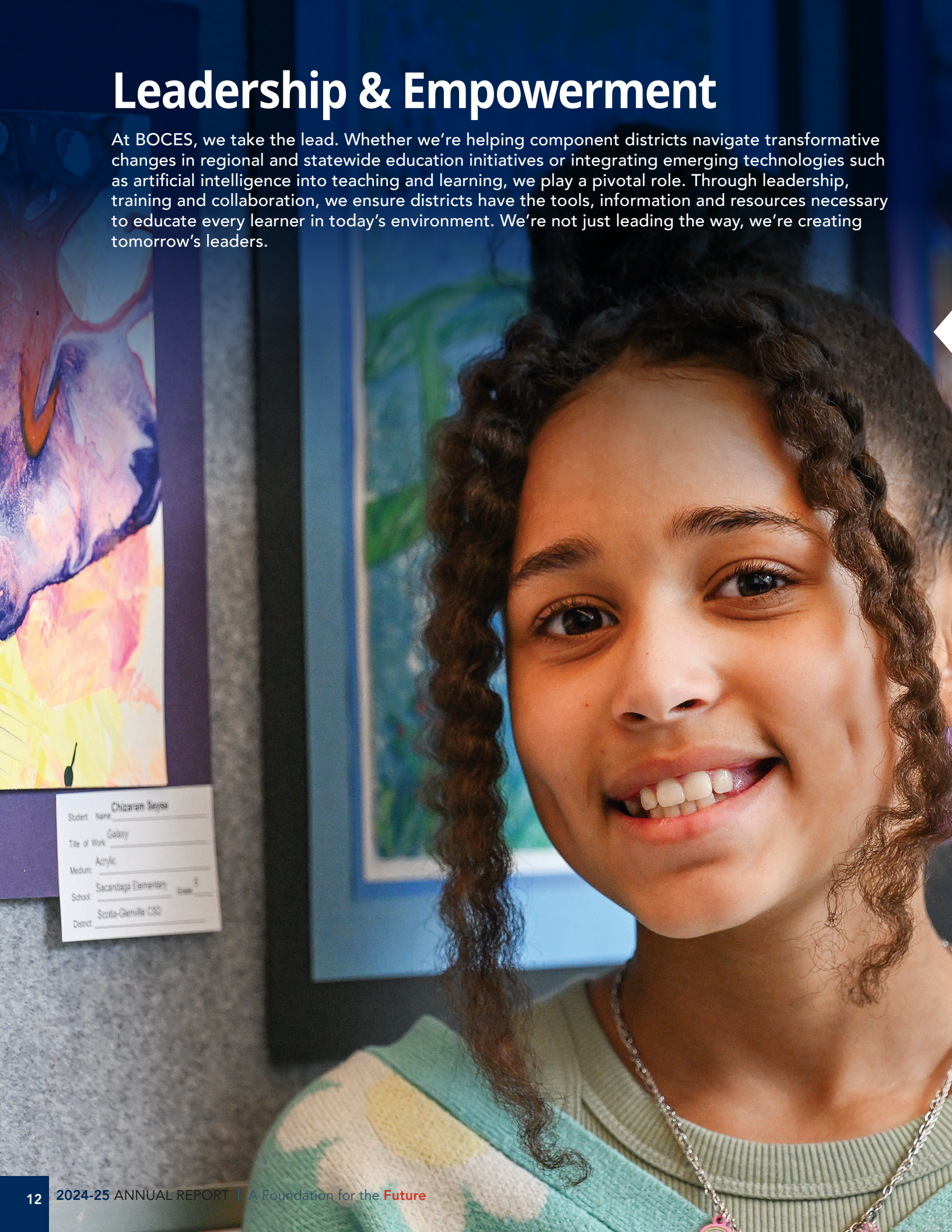
Career Fairs Forge Pathways to Workforce Success

Capital Region BOCES hosts multiple career fairs each year, connecting students with over 300 partners in business, labor, and education. These events help students transition into the workforce through internships, mentorships, and job shadowing, while strengthening the region's talent pipeline. By creating clear pathways for growth, innovation and collaboration, these partnerships contribute to the sustained success of students, employers and the broader community.



Leadership & Empowerment

At BOCES, we take the lead. Whether we're helping component districts navigate transformative changes in regional and statewide education initiatives or integrating emerging technologies such as artificial intelligence into teaching and learning, we play a pivotal role. Through leadership, training and collaboration, we ensure districts have the tools, information and resources necessary to educate every learner in today's environment. We're not just leading the way, we're creating tomorrow's leaders.



Student Name: Chizaram Siyasa

Title of Work: Galaxy

Medium: Acrylic

School: Sacandaga Elementary

District: Scotia-Glenville CSD

Giving Student Creativity a Platform

An inspiring celebration of student creativity, the 36th Annual Capital Region BOCES Student Art Exhibition showcased 238 works of art from 64 school buildings, including three BOCES. This event served as a platform to uplift student imagination and highlight the vital role the arts have in education. Featuring pieces from students in the Arts in Education Service, as well as those enrolled in the Airline, Maywood, and Virtual (CVLA) Academies, the exhibition underscored the power of artistic expression and the belief that the arts are essential to a well-rounded education.

Empowering Educators to Lead with Resilience

More than 100 educators, counselors and mental health professionals gathered at Russell Sage College for "Building Resilience in Every Student: Strategies for

Success in K-12 Education." Sponsored by Capital Region BOCES, Capital Area School Development Association (CASDA) and the Greater Capital Region Teachers Center, the conference brought educators together to explore strategies for strengthening and adapting our education systems while providing participants with practical strategies to support students. Attendees left with a collective sense of purpose, inspiration and empowerment to create resilient learning environments.

Grading for Opportunity

Meeting quarterly throughout the 2024-25 school year, more than 40 educators participated in a year-long cohort with the purpose of deepening equitable grading practices. The group assessed current grading practices for accuracy in reporting student knowledge and skills, and worked to promote intrinsic motivation among

students. Participants heard from teachers and school administrators who are actively reforming grading practices and examined the key elements of effective systemic change to transform their own grading practices.

Student Voices Shaping the Future

For the third year, BOCES offered more than 100 youth from Capital Region component districts the chance to engage with their peers on topics that matter the most to them, their schools and communities. The Elevating Student Voices program empowers students to engage in meaningful conversations about topics such as mental health, diversity and civic engagement, with the goal of fostering their ability to drive positive change. The year-long program concludes with the Youth Summit, which brings together these young leaders to share their perspectives and the outcomes of their collaborative work.



Honoring our talented team

The five guiding commitments — Service, Value, Excellence, Improvement, and Leadership — shape the mission and vision of Capital Region BOCES. Every day, more than 1,000 dedicated employees embody these principles, united by a shared purpose.

RECOGNIZING OUR OWN

We are proud to recognize our employees and how the work they do exemplifies our guiding commitments through our Employee Recognition Program.

Commitment Award Recipients

These awards are given throughout the school year, September through June.



Service

Antonio DiSanto
Information Technology
Generalist Trainee



Value

Jennifer Sampson
Engagement & Development
Services Graphic Artist



Excellence

Kathy Pavone
CTE Secretary II



Improvement

Jennifer Bloomingdale
NERIC Training Specialist



Leadership

Joanne Conlen
CTE Health Careers Guidance
Counselor Program Manager



Extra Mile Award Recipient

Beth Kellerman

Engagement & Development Services Grant Writer

Beth Kellerman was recognized for consistently going above and beyond, especially during team transitions and while mentoring others. She has secured over \$100,000 in funding to support students in need and has played a key role in strengthening grant applications. Beth's dedication to both clients and colleagues truly exemplifies what it means to go the "Extra Mile."

RECOGNIZED BY OTHERS

We are humbled and honored to have received recognition regionally and nationally for the work we do on behalf of our students, schools and employees.



The **Engagement & Development Services** team was honored with more than **50 state and national public relations association awards** for creative and strategic communications work. The winning projects ranged from written works to videos to graphic designs.



MEGAN BATES, Operational Manager of Shared Food Service Programs, received the **2024 Anne B. Gennings Award** from the New York School Nutrition Association for actively supporting, promoting and enhancing child nutrition programs.



2025 Two-Year Sequence of Health Careers program graduate **Danny Martin** won a **silver medal** at the **national SkillsUSA competition**.



New York School Nutrition Association (NYSNA) named **Eric Bush**, Senior School Lunch Director, **2024-25 Director of the Year**.

NERIC colleague **Virginia Bond** was named a **2024-25 Community Leader** by the Association for Supervision and Curriculum Development (ASCD) and International Society for Technology in Education (ISTE).





A FOUNDATION
FOR THE

Future

Annual Report for school year
2024-2025

Board of Cooperative
Educational Services
900 Watervliet-Shaker Rd.
Albany, NY 12205

518-862-4900

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 nondiscrimination policies: Director of Human Resources, at hrdirector@neric.org, 518-862-4951, 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, phone: 646-428-3800, fax: 646-428-3843, TTY: 800-877-8339, or email: OCR.NewYork@ed.gov.